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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
September 9, 1989

The Board of Regents of Murray State University met September 9, 1989, in regular quarterly session, in the Board of Regents Room, Wells Hall, Murray State University. The meeting was called to order at 9:00 a.m., C.D.T., by Chairman Kerry B. Harvey. Reverend John Dale, Minister of the Glendale Road Church of Christ, Murray, gave the invocation.

Upon roll call, the following were present: Mr. C. Dean Akridge; Mr. Eddie Allen; Dr. James W. Hammack, Jr.; Mr. Kerry B. Harvey; Dr. Billy G. Hurt; Mr. M. Randy Hutchinson; Mr. Willie R. Kendrick; Mr. Thomas R. Sanders, and Mrs. Virginia Strohecker. Absent: Mr. Robert C. Carter. The Chairman stated a quorum was present to conduct business.

Also present for the meeting were Dr. James Booth, Acting President of the University; Mrs. Sandra M. Rogers, Secretary of the Board; Dr. David Perrin, Vice President for University Relations and Development; Dr. Augustine Pounds, Vice President for Student Development; Dr. Ward Zimmerman, Vice President for Finance and Administrative Services; Dr. Bill Payne, Coordinator of Graduate Studies, Academic Affairs; Mr. James O. Overby, University Attorney; Dr. Anita Lawson, Assistant to the President; Mrs. Marie Jones, President of Staff Congress; Mr. Phil Bryan, Dean of Admissions; Dr. Vi Miller, Dean of Continuing Education and Academic Outreach; Mr. Bill O'Brien, President of the MSU Alumni Association; members of the news media, and visitors.

Agenda

The following agenda was presented for the meeting:

AGENDA
Meeting of the Board of Regents
Murray State University
September 9, 1989
9:00 a.m.

1. Roll Call
2. Minutes of the meeting of the Board of Regents held June 7, June 27, July 15 and July 17
3. Report of the President Dr. Booth
4. Report of the Chairman Mr. Harvey
5. Report of the Treasurer Dr. Zimmerman
(Financial & Investment Reports for the period July 1, 1988 - June 30, 1989)
6. Report of the Alumni Association Mr. O'Brien
7. Personnel Changes Dr. Booth
 - A. Recommendation on Women's Basketball Coach
 - B. Recommendation on Head of the Microbiology Department at Breathitt Veterinary Center
 - C. Recommendation on Budget Director
 - D. Recommendation on Director of Accounting & Financial Services (Comptroller)
 - E. Recommendation on title change from Director of Purchasing & General Services to Director of Administrative Services
 - F. Recommendation on Interim Director of the Curris Center
 - G. Recommendation on Interim Chair of the Department of Computer Studies
 - H. Recommendation on Chair of the Department of Engineering Technology
 - I. Recommendation on Interim Chair of the Department of Educational Leadership & Counseling
 - J. Recommendation on Interim Chair of the Department of Industrial Education & Technology
 - K. Recommendation on Acting Director of the Faculty Resource Center

- L. Recommendation on Acting Director of the Center for International Programs
- M. Recommendation on Interim Director of the Boy Scout Museum
- N. Special Faculty Improvement Leaves
- O. Public Service Leave
- P. Leaves Without Pay
- Q. Fulbright Leave
- R. Resignations and Terminations for the period of January 1, 1989 through July 31, 1989
- S. New Employment for period of January 1, 1989 through August 1, 1989
- T. Salary Roster effective August 1, 1989
- U. Recommendation on Interim Director of Personnel Services
- 8. Report of Dean of Admissions and Records Dr. Booth
(August 1989 Graduates)
- 9. Committee Reports/Recommendations
 - A. Academic Affairs Mr. Akridge
 - 1. PCC Model Center Report
 - 2. Telelearning Proposal
 - 3. Revised Extended Campus Centers Proposal
 - B. Athletic Mr. Sanders
 - 1. Track Resurfacing
 - 2. Update on Stadium Lighting
 - 3. Regional Special Events Center Fund-raising
 - C. Buildings and Grounds Dr. Hurt
 - 1. Sewer and Drainage System
 - 2. Stewart Stadium Lighting
 - 3. Security Call Boxes
 - 4. Sidewalks
 - 5. Art Complex
 - 6. Rental Property
 - 7. Acquisition of property located at 221 North 13th Street
 - D. Development/Investments Dr. Hurt
 - 1. Preliminary Fiscal Year 1988-89 Report
 - 2. Update on Alumni/Development Records Office
 - E. Faculty/Staff Affairs Mrs. Strohecker
 - 1. Recommendation on Tuition Waiver
 - F. Finance/Audit Mrs. Strohecker
 - 1. Discussion of the 1990-92 Budget Guidelines
 - 2. Financial and Investment Reports - 7/1/88 through 6/30/89
 - 3. Debit Card System
 - 4. Formula Use Policy
 - 5. Public Safety Jurisdiction
 - 6. Acquisition of property located at 221 North 13th Street
 - G. Student Life Mr. Allen
 - 1. Update on Enrollment Figures
 - 2. Status of Occupancy in Housing
 - 3. Update on Student ID Card System
 - 4. Reorganization of Student Development Proposal
 - 5. Student Development Priorities
 - a. Focus retention efforts on first-year students
 - b. Greater interaction between students and faculty
 - c. Review and revise current policies so they reflect the changes in student body
- 10. Information
 - A. Quarterly Meeting Dates:
 - November 13-14, Monday and Tuesday
 - February 16-17, Friday and Saturday
 - May 11-12, Friday and Saturday
 - B. University Relations & Development Summary of Selected Accomplishments, 1988-89
 - C. Report of Institutional Analysis Committee

Minutes of the Meetings of the Board of Regents held June 7, June 27, July 15 and July 17, 1989, Approved

Mr. Akridge moved that the Minutes of the Board Meetings held June 7, June 27, July 15, and July 17, 1989, be approved as received. Mrs. Strohecker seconded and the motion carried.

Report of the President

President Booth expressed thanks to the Board members for their participation in committee meetings on September 8. Highlights of President Booth's report included:

1. Enrollments

Dean Phil Bryan's projections for fall 1989 enrollment indicate the third largest enrollment ever: over 8,000. Returning students are up seven percent, freshmen are up eleven percent, new transfers are up to 12 percent. Student credit hours should be at least 5,000 above fall 1988. Final figures are established in October, after all off-campus registrations have been completed and the drop/add period is over. A second year of growth running counter to demographic trends is a clear sign that our efforts in recruitment and retention are paying off. The increase in retention also indicates that recent emphasis on improving expectations of student achievement at MSU and in the public schools has produced students who are more successful in college work.

2. Council of Presidents

The Council of Presidents, whose membership is the presidents of the eight Commonwealth system universities, decided at its meeting on August 30, 1989, the direction it will take on two important issues of this legislative year. First, on the matter of restructuring the public schools, the COP seeks an active role for the universities in the work ahead. It particularly urges the Task Force to employ the expertise of university faculty. The COP asks that the Task Force and the legislature accept higher education as an essential part of the education enterprise equally deserving of increased funding.

Second, the COP agreed to recommend that the formula for setting tuition charges, unchanged since 1981, be reviewed to determine if its components are still appropriate in light of the revised Council on Higher Education Funding Formula and Formula Use Policy. The current tuition formula determines charges for each type of institution in relation to the Kentucky per capita personal income (PCPI) rate and the tuition charged by CHE benchmark institutions.

3. Campus Convocation

President Booth stated that there will be a Campus-wide Convocation on September 11, 1989, at 3:30 p.m. in Wrather Auditorium and invited all Regents to attend. The purpose is to bring the various groups on campus together and talk about the priorities of the University for this biennium. Vice President Zimmerman will discuss the priorities established by the Board for the 1990-92 biennium and outline the implications for the Council on Higher Education Formula Use Policy for future Murray State funding. Dean Vi Miller will present a report on the Paducah Model Center and discuss the proposals for the telecommunications network and Extended Campus Centers.

4. Workshop for Kentucky Higher Education's Citizens Leaders

The Agenda distributed for the Workshop for Kentucky Higher Education's Citizens Leaders in Louisville on September 17-18, 1989, suggests that this joint meeting of Regents from system universities, the membership of the Council on Higher Education and the CHE staff, state government leadership, and distinguished out-of-state guests will be an enjoyable and rewarding conference for all of us.

5. Praise from Governor Wilkinson

In July the Excellence booklet and the "partnership" brochure outlining MSU services to regional business, industry, government and education was sent to state leaders, including Governor Wallace Wilkinson. In a gracious acknowledgement of the packet, the Governor said, "It is quite evident that Murray is an exemplary institution of higher education in its efforts to become a key partner in the economic development of the region."

6. Lower Mississippi Delta Higher Education Conference

Four representatives from Murray State University, Assistant to the President Anita Lawson, Dean of Science Gary Boggess, Chair of Economics and Finance Gil Mathis, and Assistant Professor of Economics Jim McCoy, participated in a conference on the Role of Higher Education in the Lower Mississippi Delta in Memphis on September 7-8, 1989. The Lower Mississippi Delta Commission is a body established by the U.S. Congress to study issues related to the Lower Mississippi Delta region. The Commission, which must report to Congress by May, 1990, recognizes the important role higher education must play in solving the problems that impede economic development in the seven-state region.

7. The President's Report 1987-89

The two-year President's Report was mailed to legislators, area school administrators and civic leaders, MSU supporters and the directors of national higher education organizations. The report demonstrates our responsible stewardship of the Commonwealth investment in the University and should be a valuable aid in making our case before the General Assembly.

8. Education Advancement Campaign

The Education Advancement Campaign is a campaign to promote education among all of Kentucky's citizenry kindergarten through graduate education. It begins with a simulcast radio/television on October 18, 1989. The Campaign is trying to raise the level of awareness and sensitivity to the importance of education in Kentucky and President Booth urged the Regents to join in promoting and supporting this effort.

9. Education Hotline

The Special Task Force on Education Reform, the group named to make proposals to the legislature on the structure, curriculum, and financing of the public schools, has established a toll-free telephone line. To express views or seek information on Task Force meetings, call 1-800-372-7181.

10. Center for Environmental Education

Murray State has been designated as one of the nation's first centers of environmental education by the Alliance for Environmental Education (AEE). MSU is the first of four centers in AEE's National Network for Environmental Education.

11. Sparks Lecture

Dr. James A. Wilsford, Superintendent of Orangeburg School District 5 in Orangeburg, South Carolina, delivered the 1989 Harry M. Sparks Distinguished Lecture in Educational Administration.

12. Area School Superintendents

President Booth stated that one of the goals of this particular administration is building relationships with our area public schools and particularly administrators in those public schools. President Booth stated that he had the opportunity on August 23 to speak to the Kentucky Educational Coop which is a group of 28 superintendents in the West Kentucky region.

13. Serious Incident Report

The President's Cabinet has established guidelines for certain necessary procedures in the case of a serious incident on campus and developed a report form. Serious incidents are those involving a death or major injury. Among other precautions, the guidelines require that the Vice President for Student Development and the Vice President for Finance and Administrative Services be informed immediately.

14. Drug-Free Workplace Policy

To bring the University into compliance with new federal regulations under the Omnibus Crime Reduction Act of October, 1988, the President's Cabinet has developed and approved the Drug-Free Workplace Policy. Please note that the policy does not in any way subject employees to mandatory testing.

15. Orientation for New Teachers

The MSU Faculty Resource Center has conducted orientation/workshop sessions for new graduate teaching assistants to which new adjuncts and faculty were also invited. A separate orientation session was held for new members of the faculty. This session is designed to provide important information about faculty evaluation; salary, tenure, and promotion procedures; and other university policies, including academic requirements and opportunities that are essential background information for successful student advising.

16. ACE and Fulbright Fellows

Dr. Joe Cartwright is the first ACE Fellow from Murray State University who will spend the fall semester at James Madison University and the spring semester at Vanderbilt.

Dr. Michael Waag, assistant professor of foreign languages, will be conducting research in Ecuador this fall as a Fulbright Fellow. Murray State's other Fulbright recipient, Dr. Charles Steffen, professor of History, will teach in Argentina during the spring semester.

17. Wickliffe Mounds Thesis

President Booth reported that a recent Harvard University master's thesis was completed based on data from Wickliffe Mounds.

18. Owensboro Small Business Development Center

The Owensboro Small Business Development Center was in part responsible for gaining over \$500,000 in contracts for an area business in the Owensboro area. The Owensboro SBDC is a sub-center office of the Murray State SBDC.

19. Athletics

Eight Murray State Racers were named to the Ohio Valley Conference pre-season all-OVC football team. They comprised the largest group from one institution on the all-OVC team.

(See Attachment #1)

Report of the Chairman

In an effort to bring the Board of Regents up to date on the Presidential Screening Committee's progress on the search for a President, Chairman Harvey introduced Mr. Lynn Richard, Director of Cooperative Education, who is assisting the Committee with the advertising.

Mr. Richard reported that the Presidential Screening Committee has met four times and developed the advertisement, procedures and a profile of the campus and the presidency. The profile was sent to prospective nominators and prospective candidates. Mr. Richard stated that \$7,418.60 has been spent on advertisements in The Chronicle of Higher Education, the Affirmative Action Register, the Louisville Courier-Journal, the Nashville Tennessean, and Black Issues in Higher Education. Nomination solicitation letters have been mailed to seventeen national higher education associations and to 1,942 four-year colleges affiliated with the American Council on Higher Education.

Mr. Harvey stated that there are nine voting members on the Committee, which meets every other Wednesday and invited Regents to attend. He explained that in order to tentatively be considered further, a candidate must receive five positive votes and that process will be repeated at the end of the application period in order to narrow the number down to a list of twenty. He further stated that the Board will receive a list of people who have received a positive indication from a majority of the search committee.

Chairman Harvey expressed appreciation to members of the Screening Committee for their time and efforts on behalf of the University.

Chairman Harvey expressed appreciation to the Staff Congress for the Resolution expressing support for the Board of Regents.

National Scouting Museum Resolution

Chairman Harvey stated that Mr. Sid Easley and Mr. John Williams, National Museum trustees, led a discussion at the Finance/Audit Committee meeting on September 8 regarding ideas for the governance structure and the future of the Scouting Museum. A Resolution was presented to Board members; however, Mr. Harvey emphasized that the Resolution does not bind the Board or the University to any particular course of action, but it does indicate a direction that the Museum might take in the future.

Mr. Sanders moved to approve the following Resolution on the Scouting Museum:

WHEREAS, the Boy Scouts of America and Murray State University are presently parties to a contract providing for the operation of the National Scouting Museum, and

WHEREAS, both the Boy Scouts of America and Murray State University are interested in continuing this relationship; and

WHEREAS, the shared vision for the Museum has become a partial reality since the Museum's opening in 1986 and its operation during the summer months since then, and

WHEREAS, the Museum has reached a stage in its development where significant advances are possible both in program and facilities, and

WHEREAS, the MSU Board of Regents believes that these advances might be facilitated if the Museum were accredited by the American Association of Museums and that such an accreditation requires that the Museum be governed in perpetuity by a separate and independent board, and

WHEREAS, the MSU Board of Regents believes that such a governance structure would lead to increased opportunities for the Museum particularly in regards to fund raising, and

WHEREAS, the MSU Board of Regents is committed to doing all things possible to ensure that the Museum reaches the fullest extent of its potential,

NOW, THEREFORE, BE IT RESOLVED that the Murray State University Board of Regents supports the concept of an independent governing board for the Museum, and

BE IT FURTHER RESOLVED that the administration of the University, in cooperation with the Boy Scouts of America, is directed to explore this concept and to develop a contract incorporating the concept for consideration by the Regents, and

BE IT FURTHER RESOLVED that the contract shall provide for reasonable support to the Museum by Murray State University and the Boy Scouts of America, but that beyond these contributions ultimate responsibility for the operation and finances of the Museum shall rest with the independent board, and

BE IT FURTHER RESOLVED that the contract should provide a mechanism which ensures that the common objectives and shared values of Murray State University and the Boy Scouts of America are reflected in the operation of the Museum, and

BE IT FINALLY RESOLVED that the contract should provide for the Museum to remain for many years to come on the campus of Murray State University.

Dr. Hurt seconded and the motion passed.

Chairman Harvey reminded Board Members of the upcoming Legislative Session and urged them to begin making contacts with Legislators regarding Murray State's agenda.

Mr. Harvey expressed appreciation to Acting President James Booth for the smooth operation of the campus during the transition period.

Report of the Treasurer

Vice President Ward Zimmerman presented the Financial and Investment Reports for the period of July 1, 1988, through June 30, 1989.

For the Finance and Audit Committee, Mrs. Strohecker moved that the Financial and Investment Reports for the period for July 1, 1988, through June 30, 1989, be accepted. Mr. Sanders seconded and the motion carried.

(See Attachment #2)

Report of the Alumni Association

Mr. Bill O'Brien, President of the MSU Alumni Association, was introduced. Mr. O'Brien stated that there are a number of very exciting things happening with the Alumni Association and expressed appreciation for the support of the Board of Regents. The Alumni Association is focusing on Homecoming weekend, the Alumni Banquet, the maintenance of alumni records in tracking alumni of this university and the alumni house.

He reported that the Alumni Association has had a 60% growth in revenue in 1988-89 and there are 4,000 dues-paying members. An Assistant Alumni Director has been added to the staff of the Alumni Affairs Office. Mr. O'Brien stated that the Alumni House building site has been designated and the Association is looking at long-term needs of the Association and the University.

Chairman Harvey thanked Mr. O'Brien for his enthusiastic support.

Personnel Changes, Approved

The following personnel changes were presented for approval.

Mr. Larry Wall named Head Women's Basketball Coach

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Larry Wall as Head Women's Basketball Coach, effective July 17, 1989, at an annual salary of \$30,193. Mr. Akridge seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes, and Mr. Harvey yes. Motion carried.

Dr. Shri Singh named Head, Veterinary Microbiology, Breathitt Veterinary Center

Mr. Akridge moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Shri Singh as Head, Veterinary Microbiology and Associate Professor at the Breathitt Veterinary Center, effective July 10, 1989, at an annual salary of \$45,000. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Mr. W. Paul Bylaska named Director of the Budget

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Mr. W. Paul Bylaska as Director of the Budget effective August 21, 1989, at an annual salary of \$42,000. Mr. Akridge seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes, Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Mr. Thomas W. Denton named Director of Accounting and Financial Services

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Mr. Thomas W. Denton as Director of Accounting and Financial Services (Comptroller) effective August 21, 1989, at an annual salary of \$43,000. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes, Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Title Change from Director of Purchasing and General Services to Director of Administrative Services, Approved

Mr. Akridge moved that the Board of Regents, upon the recommendation of the Acting President, approve a title change from Director of Purchasing and General Services to Director of Administrative Services, effective September 9, 1989. Mr. Kendrick seconded and the motion carried.

Mr. Jim Baurer named Interim Director of the Curris Center

Mr. Sanders moved that the Murray State University Board of Regents, upon the recommendation of the Acting President, approve the appointment of Jim Baurer as Interim Director of the Curris Center, effective July 10, 1989, until December 31, 1989, at an annual salary of \$30,000. Mr. Akridge seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Dr. R. Andrew Batts named Interim Chair, Department of Computer Studies

Mr. Akridge moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Dr. R. Andrew Batts, Associate Professor of Computer Studies, as Interim Chair of the Department of Computer Studies, effective July 1, 1989, at an annual salary of \$47,806. Mr. Sanders seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Dr. Steven S. Schneiderman named Chair, Department of Engineering Technology

Mr. Akridge moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Dr. Steven S. Schneiderman as Chair of the Department of Engineering Technology and Associate Professor of Engineering Technology, effective July 1, 1989, at an annual salary of \$40,000. Mr. Sanders seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Dr. Garth Petrie named Interim Chair, Department of Educational Leadership and Counseling

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Dr. Garth Petrie, Associate Professor of School Administration, as Interim Chair of the Department of Educational Leadership and Counseling, effective August 1, 1989, at an 11 month salary of \$39,544. Mr. Akridge seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Dr. Paul McNeary named Interim Chair, Department of Industrial Education and Technology

Mr. Akridge moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Dr. Paul McNeary, Associate Professor of Industrial Education and Technology, as Interim Chair of the Department of Industrial Education and Technology, effective July 1, 1989, at an annual salary of \$39,478. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes, and Mr. Harvey, yes. Motion carried.

Ms. Celia Wall named Acting Director, Center for International Studies

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Ms. Celia Wall, Head of Circulation and Associate Professor at the University Library, as Acting Director of the Center for International Studies, effective August 1, 1989, at an annual salary of \$33,287. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Harvey, yes. Motion carried.

Ms. Marian Posey named Acting Director, Faculty Resource Center

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the appointment of Ms. Marian Posey, Instructional Consultant in the Faculty Resource Center, as Acting Director of the Faculty Resource Center, effective August 1, 1989, at an annual salary of \$28,138. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Harvey, yes. Motion carried.

Dr. David W. Perrin named Interim Director, National Scouting Museum

Mr. Kendrick moved that the Board of Regents, upon the recommendation of the Acting President, approve the appointment of Dr. David W. Perrin as Interim Director of the National Museum of the Boy Scouts of America, effective August 19, 1989, with no increase in salary. Mr. Akridge seconded and the motion carried.

Special Faculty Improvement Leaves, Granted

Mr. Akridge moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve continuation of Special Faculty Improvement Leaves for the following faculty:

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Dates</u>
William Anthony Oliver	Visiting Lecturer	Computer Studies	1989-90 Academic Year
Holly Rudolph	Lecturer	Accounting	6/1/89-7/31/90

Mr. Kendrick seconded and the motion carried.

Extension of Public Service Leave of Absence, Granted

Mr. Allen moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve an extension of Dr. Lanette Thurman's Public Service Leave of Absence Without Pay for the period July 1, 1989, through June 30, 1990. Mr. Kendrick seconded and the motion carried.

Extension of Leave of Absence Without Pay, Granted

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President of the University, approve the extension of the Leave of Absence Without Pay for Jane Freeman Wells, Department of Management and Marketing, September 1, 1989, through August 31, 1990. Dr. Hammack seconded and the motion carried.

Leaves of Absence Without Pay, Granted

Mr. Sanders moved that the Board of Regents, upon the recommendation of the Acting President, approve the following Leaves of Absence Without Pay:

<u>Name</u>	<u>Department</u>	<u>Dates</u>
Mark S. Hosford	Physical Plant	8/4/89-11/4/89 *
Aleeah L. McGinnis	Library	7/24/89-7/28/89
Barbara J. Naugle	Residence Halls	8/21/89-8/20/90
Rose J. Wyatt	President's Office	8/1/89-9/1/89

*Requesting an extension of the original leave of absence, May 4 through August 4, which was approved at the June 27, 1989, Board of Regents meeting.

Dr. Hammack seconded and the motion carried.

Fulbright Scholarship Leave, Granted

Dr. Hurt moved that the Board of Regents, upon the recommendation of the Acting President, approve a special leave for Dr. Carl Michael Waag, Assistant Professor of Foreign Languages, who has been awarded a Fulbright Scholarship, for the period of August 1, 1989, through May 31,

1990, at the salary of \$6,500. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Harvey, yes. Motion carried.

Resignations/Terminations, New Employment, Salary Roster, Approved

Mr. Kendrick moved that the Board of Regents, upon the recommendation of the Acting President, approve actions listed as R) Resignations and Terminations for the period of January 1, 1989, through July 31, 1989; S) New Employment for period of January 1, 1989, through August 1, 1989; and, T) Salary Roster effective August 1, 1989. Mr. Akridge seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, present, but did not vote; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Harvey, yes. Motion carried.

(See Attachment #3a, b, c)

Mr. John Fitzgibbon named Interim Director, Personnel Services

Mr. Kendrick moved that the Board of Regents, upon the recommendation of the Acting President, approve the appointment of Mr. John Fitzgibbon as Interim Director of Personnel Services, effective immediately and until such time as the position is filled at an annual salary increase of \$3,000. The position will be advertised and the goal is to have the position filled by January 1, 1990. Mr. Sanders seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Harvey, yes. Motion carried.

Report of the Dean of Admissions and Records

Mr. Allen moved that upon completion of all requirements, individuals recommended by the Dean of Admissions and Records be awarded the respective degree, effective August 7, 1989. Mr. Kendrick seconded and the motion carried.

(See Attachment #4)

Committee Reports/Recommendations

A. Academic Affairs - Mr. Akridge

For the Academic Affairs Committee, Mr. Akridge stated that the Committee heard reports on the PCC Model Center, the Telelearning Proposal, and the Revised Campus Centers Proposal.

Mr. Akridge referenced the report of the Paducah Model Center included in the Regents' notebooks which reviews the progress to date and includes recommendations for continued development.

(See Attachment #5)

He stated that with continued support, the MSU extended campus center in Paducah should continue to grow as it responds to the needs of the nontraditional learner in that area. Enrollment is up at Paducah by over 100 headcount. Library resources have been increased and a part-time library assistant is in place.

Mr. Akridge introduced Dr. Vi Miller, Dean of Continuing Education, to review the Telelearning Proposal.

(See Attachment #6)

Dr. Miller stated that Murray State has joined with seven public school districts and PCC to form the West Kentucky Educational

Technology Cooperative to develop, fund and build a two-way interactive telelearning network linking the co-op members. TVA and Bell South Foundation have indicated a desire to become partners.

Dr. Miller further stated that this link is the initial step in establishing a telelearning network which includes Murray State, all of the community colleges in West Kentucky and Ft. Campbell.

Mr. Akridge stated that Murray State proposed three extended campus centers for funding in the next biennium. The Council on Higher Education has recommended only the Paducah Center for funding. Only five centers were recommended throughout Kentucky.

(See Attachment #7)

B. Athletic - Mr. Sanders

Mr. Sanders stated that the Athletic Committee heard reports on Stewart Stadium lighting, track resurfacing and Regional Sports Events Center Fund-raising.

1. Status of Lights at Stewart Stadium

The temporary lighting at Stewart Stadium is in place and there will be adequate lighting for the September 9 football game. Installation for the two missing light poles is scheduled to begin within the next two weeks.

2. Status of Resurfacing Track at Stewart Stadium

The resurfacing of the track at Stewart Stadium is scheduled to be completed by November 18. Private dollars have been raised to fund the project.

3. Regional Special Events Center Fund-raising

Dr. Booth has spearheaded meetings with local legislators to discuss the Regional Special Events Center Fund-raising project and they are supportive of the project. The local delegation has encouraged Murray State to package the local funding of \$1.5 million with possible bonding from the local city and county governments. Mr. Steve Zea of the Murray Chamber of Commerce is coordinating local efforts and plans are to present the package to Legislators at Legislative Day later in the Fall.

(See Attachment #8)

C. Buildings and Grounds - Dr. Hurt

Dr. Hurt stated that the Buildings and Grounds Committee heard reports on the sewer and drainage system, Stewart Stadium lighting, the security call boxes, sidewalks, the Art Complex.

For the Buildings and Grounds Committee, Dr. Hurt moved that the Board of Regents, upon the recommendation of the Acting President, approve purchase of property located at 221 North 13th Street, Murray, Kentucky, at a price not exceeding the value determined by Real Properties Division, Finance and Administration Cabinet. Mr. Kendrick seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Harvey, yes. Motion carried.

As Chairman of the Finance/Audit Committee, Mrs. Strohecker requested that the record show that the Finance/Audit Committee approved the purchase of the property on 221 North 13th Street.

D. Development/Investments Committee - Dr. Hurt

Dr. Hurt stated that total gifts for the 1988/89 fiscal year is \$1,536,860, which is an increase of over \$475,000 from 1987-88 and this is the fourth consecutive year that gifts to Murray State University have exceeded \$1 million.

He further stated that as of June 30, 1989, the total invested by the MSU Foundation was \$6,393,628.69.

E. Faculty/Staff Affairs - Mr. Strohecker

Mrs. Strohecker stated that the Faculty/Staff Affairs Committee discussed the clarification and changes in the Tuition Waiver Policy. The revision will waive tuition for up to four credit courses per twelve month fiscal year, not to exceed one course offered during working hours in any given semester or session.

For the Faculty/Staff Affairs Committee, Mrs. Strohecker moved that the Board of Regents, upon the recommendation of the Acting President, approve the amendment to Personnel Policy V-K, Waiver of Tuition, as submitted on Attachment #9.

(See Attachment #9)

Mr. Akridge seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Dr. Hurt, yes; Mr. Hutchinson, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Harvey, yes. Motion carried.

F. Finance/Audit - Mrs. Strohecker

Mrs. Strohecker stated that the Finance/Audit Committee heard brief discussions on the Budget Guidelines and the Financial and Investment Reports.

The committee also heard a briefing on the debit card system in which Dr. Zimmerman reported that the original system was expected to be self-supporting due to the imposition of a one-time \$10 fee. The initial cost was estimated to be \$40,000; however, responses from vendors now indicate costs to be closer to \$200,000.

The Finance/Audit Committee also discussed and approved the acquisition of the property located at 221 North 13th Street, which was voted on earlier during the Building and Grounds Committee report.

G. Student Life - Mr. Allen

Mr. Allen stated that the Student Life Committee received reports from Dr. Augustine Pounds, Vice President for Student Development, on the increase in enrollment, the capacity of housing on campus, and the status of the ID card system.

Mr. Allen asked Dr. Pounds to comment on the proposed reorganization of Student Development and the priorities. Dr. Pounds pointed out the disadvantages of the present structure of Student Development and talked about the process of restructuring. She emphasized that no request was made for additional personnel and funding.

Dr. Pounds discussed the Student Development priorities of next year which included:

- to focus retention efforts on the first-year students;
- to encourage more interaction with faculty, staff and students;
- to provide matching funds for a campus-wide lecture series that would be of educational and cultural benefit to the entire University community;
- to review and revise all Student Development policies to reflect the changing population; and,
- conduct surveys of students to help set priorities and better respond to student needs.

Mr. Allen stated that the Student Life Committee has no recommendations at this time. He stated that the students lost a good advocate Mr. Jim Carter, who was Curris Center Director and a good friend to the students. He further stated that the students are fortunate to have Mr. Jim Baurer to replace him.

Review of Quarterly Meeting Dates

Chairman Harvey reviewed the quarterly meeting dates and requested notification of conflicts. The May 11-12 meeting coincides with graduation weekend. Mr. Hutchinson inquired as to the reason for the November 13 and 14, Monday and Tuesday, schedule. Following discussion, the consensus of the Board was to schedule the meetings on Friday and Saturday, rather than during the week.

Mr. Hutchinson moved that the November Board of Regents meeting be held on November 17 and 18, rather than November 13 and 14, as was originally scheduled. Mr. Allen seconded and motion carried.

Chairman Harvey requested Committee Chairmen to contact Mrs. Rogers regarding committee meetings on Friday, November 17.

The Board authorized Chairman Harvey to appoint a committee to develop procedures for the Board to follow after the submission of the twenty names by the Presidential Screening Committee. The Committee will be charged to develop procedures for narrowing the applications, to determine the number of candidates to be invited to campus, and to develop a timetable and sequence from which all events will take place. The procedures will be adopted at the November meeting.

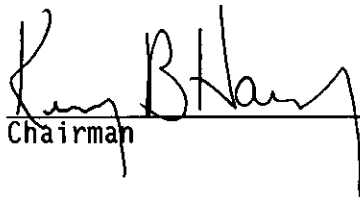
As an informational item, Dave Perrin referred to the University Relations and Development list of achievements for the past year included in the Board notebooks.

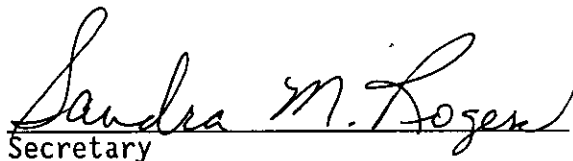
Report of the Institutional Analysis Committee

Chairman Harvey appointed an ad hoc Institutional Analysis Committee composed of Dr. James Hammack, Dr. Farouk Umar and Dr. Gary Hunt, charged with gathering information and reporting to the Board. That report has been submitted to the Board and the committee has completed its work. There's no call for any action at this time. The Board has the option to discuss the matter further. There being no further discussion, Mr. Harvey expressed appreciation to the Committee for its work.

(See Attachment #10)

There being no further business to come before the Board, Mrs. Strohecker moved that the meeting adjourn. Mr. Akridge seconded and the motion carried. The meeting adjourned at 10:40 a.m.


Chairman


Secretary

PRESIDENT'S REPORT
TO THE
BOARD OF REGENTS

September 9, 1989

ENROLLMENTS

Dean Phil Bryan's projections for fall 1989 enrollment indicate the third largest enrollment ever: over 8,000. Returning students are up seven percent, freshmen are up eleven percent, new transfers are up 12 percent. Student credit hours should be at least 5,000 above fall 1988. Final figures are established in October, after all off-campus registrations have been completed and the drop/add period is over. A second year of growth running counter to demographic trends is a clear sign that our efforts in recruitment and retention are paying off. The increase in retention also indicates that recent emphasis on improving expectations of student achievement at MSU and in the public schools has produced students who are more successful in college work.

The large freshman enrollment required over 30 men's rooms to be temporarily tripled by the addition of a bunk bed. After all students had moved in, however, enough space was available so that the students have now all been moved into double rooms.

COUNCIL OF PRESIDENTS

On August 30, 1989, Vice President Ward Zimmerman and I attended a Council of Presidents meeting in Louisville, Kentucky. The COP, whose membership is the presidents of the eight Commonwealth system universities, decided on the direction it will take on two important issues of this legislative year. First, on the matter of restructuring the public schools, the COP seeks an active role for the universities in the work ahead. It particularly urges the Task Force to employ the expertise of university faculty. The COP asks that the Task Force and the legislature accept higher education as an essential part of the educational enterprise equally deserving of increased funding.

Second, the COP agreed to recommend that the formula for setting tuition charges, unchanged since 1981, be reviewed to determine if its components are still appropriate in light of the revised Council on Higher Education Funding Formula and Formula Use Policy. The current tuition formula determines charges for each type of institution in relation to the Kentucky per capita personal income (PCPI) rate and the tuition charged by CHE benchmark institutions.

CAMPUS CONVOCATION

I have invited Murray State faculty and staff to a Campus Convocation on September 11, 1989, at 3:30 p.m. in Wrather Auditorium. Vice President Zimmerman will discuss the priorities established by the Board for the 1990-92 biennium and outline the implications for the Council on Higher Education Formula Use Policy for future Murray State funding. Dean Vi Miller will present a report on the Paducah Model Center and discuss the proposals for the telecommunications network and Extended Campus Centers. I will moderate and respond to questions on these and any other university-related topics. Any Regents able to attend will be most welcome.

SEMESTER KICKOFF ACTIVITIES

Several events for faculty and staff which traditionally mark the beginning of the new academic year have taken place recently or are planned for the near future. On August 22, 1989, the annual Faculty Luncheon for faculty and professional staff was held in the Curris Center Ballroom. Board of Regents Chairman Kerry Harvey joined me in welcoming those present, describing recent Murray State achievements that are a source of pride to us all, introducing some activities planned for the coming year and outlining the Presidential Search process.

All new faculty and professional staff were introduced, and special recognition was given to seventeen faculty who have just achieved 25 years of service. They are: Dr. Buford Anderson, physics; Nick Britt, mathematics; Sue Brown, English; Dr. Robert Daniel, biology; Dr. Harold Eversmeyer, biology; Dr. James Frank, health, physical education and recreation; Harry Furches, art; Dr. Howard Giles, economics; Dr. Melvin Henley, chemistry; Dr. Charles Homra, psychology; Jo Lovett, elementary and secondary education; Marilyn McFadden, library; Dr. Ray Mofield, journalism/radio-TV; Dr. John Mikulcik, agriculture; Dr. William Price, education; Bennie Purcell, health, physical education and recreation; and Fred Shepard, art.

Each college and each academic department also schedule a meeting for their faculty during the week before classes begin. These meetings provide important opportunities to share information and to nurture a sense of common purpose and collegiality.

On September 19, 1989, all staff (exempt and non-exempt) will be honored at a luncheon (noon) and a dinner (4:30 p.m.), both held in the Curris Center Ballroom. As in years past, the choice of times and the use of a caterer will ensure that all staff are free to enjoy one of these meals. Board of Regents members are invited to attend.

WORKSHOP FOR KENTUCKY HIGHER EDUCATION'S CITIZENS LEADERS

The Agenda distributed for the Workshop for Kentucky Higher Education's Citizens Leaders in Louisville on September 17-18, 1989, suggests that this joint meeting of Regents from system universities, the membership of the Council on Higher Education and the CHE staff, state government leadership, and distinguished out-of-state guests will be an enjoyable and rewarding conference for all of us. I am pleased that seven of you have already registered and gratified that Mr. Carter has agreed to take part in the program. I urge all of you to take part in this opportunity.

PRAISE FROM GOVERNOR WILKINSON

In July we sent the Excellence booklet and the "partnership" brochure outlining MSU services to regional business, industry, government and education to state leaders, including Governor Wallace Wilkinson. In a gracious acknowledgement of the packet, the Governor said, "It is quite evident that Murray is an exemplary institution of higher education in its efforts to become a key partner in the economic development of the region."

LOWER MISSISSIPPI DELTA HIGHER EDUCATION CONFERENCE

Four representatives from Murray State University, Assistant to the President Anita Lawson, Dean of Science Gary Boggess, Chair of Economics and Finance Gil Mathis, and Assistant Professor of Economics Jim McCoy, participated in a conference on the Role of Higher Education in the Lower Mississippi Delta in Memphis on September 7-8, 1989. Hosted by Southern Illinois University and Memphis State University, the conference was sponsored by the Lower Mississippi Delta Commission, a body established by the U.S. Congress to study issues related to the Lower Mississippi Delta region. The Commission, which must report to Congress by May, 1990, recognizes the important role higher education must play in solving the problems that impede economic development in the seven-state region. Participants in the conference discussed such topics as developing and sharing expertise in support of economic development, the role of regional service in institutional and regional strategic planning, and innovative plans for cooperative research efforts and funding sources.

THE PRESIDENT'S REPORT 1987-89

The two-year President's Report which we mailed to you in August will be sent to legislators, area school administrators and civic leaders, MSU supporters, and the directors of national higher education organizations. Because it demonstrates so well our responsible stewardship of the Commonwealth investment in the University it should be a valuable aid in making our case before the General Assembly. Please help us get it to anyone else who can provide support and leadership.

EDUCATION ADVANCEMENT CAMPAIGN

On October 18, 1989, a live radio/television simulcast will kick off the fall, 1989, advertising program for the advancement of education in Kentucky. The simulcast, scheduled from 7-8 p.m. CST, will be broadcast over KET and cooperating commercial radio and television stations. Milton Metz will serve as anchor man for the show, which will include a series of panels addressing major education issues in Kentucky; personal, live testimonials from students, parents, educators, and civic/business leaders; brief statements from selected Kentucky political figures and representatives of the sponsoring groups. Vice President David Perrin and News Director Dwain McIntosh will work to encourage area radio and television stations to carry the show.

The simulcast and the follow-up campaign are being coordinated by the Education Forum Coordinating Committee (EFCC) chaired by Bernie Vonderheide of the University of Kentucky. EFCC was created to focus education advancement efforts of the Higher Education Advancement Committee of Kentucky (HEACK), a Council on Higher Education body with members from the state university system; the Kentucky Advocates for Higher Education; the Prichard Committee, the Kentucky Chamber of Commerce, and other professional and lay education groups.

A promotional campaign for the October 18, 1989, show will be conducted to ensure a large statewide audience. The follow-up will also be elaborate and well orchestrated. A coalition of Kentucky advertising firms will design ads for television, radio and newspapers, flyers and brochures, billboard displays, letters for direct mailing, and special features. As with the simulcast, the EFCC intends for most of the expenses of the campaign to be covered by in-kind contributions.

The audience for the campaign is the entire population of Kentucky. It will try to reach both the "movers and shakers" and the ordinary citizens who all too often have little knowledge of the importance of strong educational opportunities to their own well-being. The message will emphasize the once-in-a-lifetime chance Kentuckians now have to make changes that will allow them and their children to share fully in the progress and prosperity of the nation. The campaign will document the role of an educated workforce and an educated citizenry in creating industrial growth and economic vitality. The need for greater support for education at all levels -- kindergarten to graduate school -- will be promoted.

EFCC and its sponsoring groups believe that the opportunity for change created by the Corns' decision and the resulting interest in education creates a rare opportunity to change a lot of minds in Kentucky about the importance of

education and thus to create a groundswell that will lead to increased support and increased quality. Because of this special opportunity, EFCC intends to produce the largest, most comprehensive, and most successful professional advancement campaign ever undertaken for education in Kentucky. It is important that all of us associated with Murray State do everything we can to make this campaign the success it deserves to be.

EDUCATION HOTLINE

The Special Task Force on Education Reform, the group named to make proposals to the legislature on the structure, curriculum, and financing of the public schools, has established a toll-free telephone line. To express your views or seek information on Task Force meetings, call [9-] 1-800-372-7181.

CENTER FOR ENVIRONMENTAL EDUCATION

Murray State has been designated as one of the nation's first centers of environmental education by the Alliance for Environmental Education (AEE). MSU is the first of four centers in AEE's National Network for Environmental Education.

SPARKS LECTURE

Dr. James A. Wilsford, Superintendent of Orangeburg School District 5 in Orangeburg, South Carolina, delivered the 1989 Harry M. Sparks Distinguished Lecture in Educational Administration. Dr. Wilsford, who was introduced by Calloway County School Superintendent Dr. Jack Rose, has achieved national prominence for reform efforts in his district, including work with at-risk children and utilization of technology. His topic was "Restructuring Schools in Small Cities and Rural Areas." The Sparks Lectures honor Dr. Harry Sparks, President Emeritus of Murray State University, whose distinguished forty-three year education career included service as Kentucky Superintendent of Education.

AREA SCHOOL SUPERINTENDENTS

Maintaining a good working relationship with area school administrators is important to the University, so I was pleased to accept an invitation to speak to the West Kentucky Educational Cooperative in Lake City, Kentucky, on August 23, 1989. The WKEC membership is the 28 school superintendents in the West Kentucky region. I also plan to meet individually with superintendents in the immediate area. So far I have visited Dr. Justin Minnehan, Trigg County Schools, on August 24; Joe Clark of Caldwell County and Tom Buchanan of Lyon County on August 25; and Dr. Larry Allen of Paducah City Schools and Larry Harper of McCracken County on August 28.

SERIOUS INCIDENT REPORT

The President's Cabinet has established guidelines for certain necessary procedures in the case of a serious incident on campus and developed a report form. Serious incidents are those involving a death or major injury. Among other precautions, the guidelines require that the Vice President for Student Development and the Vice President for Finance and Administrative Services be informed immediately.

DRUG-FREE WORKPLACE POLICY

To bring the University into compliance with new federal regulations under the Omnibus Crime Reduction Act of October, 1988, the President's Cabinet has developed and approved the Drug-Free Workplace Policy. Although the federal regulations require such a policy only for employees who work under federal grants, in order to comply fully and ensure equitable work conditions for all employees the Murray State policy has been written to include all Murray State employees, including student employees. Please note that the policy does not in any way subject employees to mandatory testing.

ORIENTATION FOR NEW TEACHERS

The MSU Faculty Resource Center has conducted orientation/workshop sessions for new graduate teaching assistants to which new adjuncts and faculty were also invited. Doug Nesbit, FRC Instructional Consultant, has coordinated the development of the sessions, which respond to needs identified through a 1988 survey. Topics covered include effective teaching, classroom communication, and selecting course content. Members of the MSU administration and faculty made presentations during the sessions. Both participants and contributors acknowledged their value. A separate orientation session, also coordinated by the FRC, was held for new members of the faculty. This session is designed to provide important information about faculty evaluation; salary, tenure, and promotion procedures; and other university policies, including academic requirements and opportunities that are essential background information for successful student advising.

ACE AND FULBRIGHT FELLOWS

Dr. Joe Cartwright, on leave from the faculty in 1989-90 to serve as an American Council on Education Fellow, will spend the fall semester at James Madison University in Harrisonburg, Virginia, and the spring semester at Vanderbilt University. At each institution he will work closely with the President and the academic vice president. He will also participate with other ACE Fellows in seminar meetings conducted by distinguished authorities in the field of higher education administration. During the year Dr. Cartwright will report regularly to me on his experience.

Dr. Michael Waag, assistant professor of foreign languages, will be conducting research in Ecuador this fall as a Fulbright Fellow. Murray State's other Fulbright recipient, Dr. Charles Steffen, professor of history, will teach in Argentina during the spring semester.

WICKLIFFE MOUNDS THESIS

Dr. Kit Wesler, Director of Wickliffe Mounds Research Center, reports that a recent Harvard University master's thesis was based on data from the Center. He views this as an indication that the quality of the data base produced at Wickliffe Mounds is achieving important professional recognition. The thesis, 400 pages long, is available for inspection at the Center.

OWENSBORO SMALL BUSINESS DEVELOPMENT CENTER

A letter from James Kurz, Coordinator of the Kentucky Procurement Assistance Program, informs us that KPAP services offered through the Owensboro Small Business Development Center have obtained three federal contracts worth \$521,080 for Pride Industries, Inc., of Morganfield. The Owensboro SBDC is a sub-center office of the Murray State SBDC.

ATHLETICS

Eight Murray State Racers were named to the Ohio Valley Conference pre-season all-OVC football team. They comprised the largest group from one institution on the all-OVC team; Eastern Kentucky and Middle Tennessee tied for second with six each. The eight MSU players are, on offense: senior quarterback Michael Proctor, senior wide receiver Glen Arterburn, junior place kicker Greg Duncan, junior guard Keith Askin, and senior tackle Eric Crigler; and on defense: junior linebacker Danny Amato, senior defensive end Greg Seaphus, and junior defensive back Shelton Burruss. The performance of these Racers and the other outstanding members of the team in the stunning 24-3 victory over the University of Tennessee at Martin in the season opener certainly justifies this conference recognition.

In their first home game of the season, the MSU Racers will host the Western Kentucky University Hilltoppers on Saturday, September 9, 1989, at 7:30 p.m. Special guests from WKU include President Thomas Meredith; Dr. Robert Haynes, Vice President for Academic Affairs; and Dr. Jerry Wilder, Vice President for Student Development.



Murray State University

Financial Report

FOR THE PERIOD

July 1, 1988 - June 30, 1989

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

September 8-9, 1989

Murray State University

Murray, Ky. 42071

August 22, 1989

Acting President James L. Booth and
Members of the Board of Regents
Murray State University
Murray, KY 42071

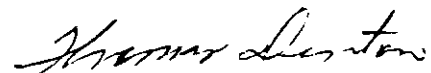
Dear Acting President Booth and Members of the Board:

Attached is the preliminary Financial Report of Murray State University for the period July 1, 1988 through June 30, 1989.

CONTENTS -----	Page ----
Summary of Budget Adjustments	1
Schedule of Current Unrestricted Funds Revenues by Source, Expenditures by Function, and Other Changes	2-4
Summary of Changes and Allocations in Current Unrestricted Fund Balance	5
Schedule of Current Unrestricted Revenues	6-8
Schedule of Current Restricted Funds Revenues by Source, Expenditures by Function, and Other Changes	9
Notes to Financial Report	10



Ward Brian Zimmerman
Vice-President for
Finance and Administrative
Services



Thomas Denton
Director for Accounting
and Financial Services

nch

MURRAY STATE UNIVERSITY
SUMMARY OF BUDGET ADJUSTMENTS
For the Period July 1, 1988 through June 30, 1989

	Original Budget	Adjustments/ Revisions	Current Budget Per Report
REVENUES			
Educational & General	\$47,252,157		
Various Account Adjustments		\$ 2,873,688	
Prior Year Carryover (Note 1)		4,098,898	
Total Educational & General	\$47,252,157	\$ 6,972,586	\$ 54,224,743
Auxiliary Enterprises	\$ 7,203,229		
Various Account Adjustments		\$ 65,394	
Prior Year Carryover (Note 1)		874,538	
Total Auxiliary Enterprises	\$ 7,203,229	\$ 939,932	\$ 8,143,161
Total Revenues	\$54,455,386	\$ 7,912,518	\$ 62,367,904
	=====	=====	=====
EXPENDITURES			
Educational & General	\$47,252,157		
Various Account Adjustments		\$ 2,873,688	
Prior Year Carryover (Note 1)		4,098,898	
Total Educational & General	\$47,252,157	\$ 6,972,586	\$ 54,224,743
Auxiliary Enterprises	\$ 7,203,229		
Various Account Adjustments		\$ 65,394	
Prior Year Carryover (Note 1)		874,538	
Total Auxiliary Enterprises	\$ 7,203,229	\$ 939,932	\$ 8,143,161
Total Expenditures	\$54,455,386	\$ 7,912,518	\$ 62,367,904
	=====	=====	=====

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT UNRESTRICTED FUNDS
 REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES
 For the Period July 1, 1988 through June 30, 1989

	Current Budget	Fiscal Year Actual	Actual % Budget
REVENUES			
Educational and General			
Tuition and Fees (Note 2)	\$11,378,811	\$12,128,542	107%
State Appropriation	34,016,110	33,911,810	100%
Indirect Cost Reimbursement	178,164	174,530	98%
Sales and Services of			
Educational Departments	955,276	954,330	100%
Other Sources	3,597,484	3,592,403	100%
Prior Year Carryovers (Note 1)	4,098,898	-	0%
	-----	-----	-----
Total Educational and General	\$54,224,743	\$50,761,615	94%
	-----	-----	-----
Auxiliary Enterprises			
Food Service	\$ 3,631,906	\$ 3,831,023	105%
Housing Service	3,169,000	3,445,351	109%
Carris Center	117,858	117,930	100%
Miscellaneous	138,500	66,766	48%
Vending	91,359	90,673	99%
Interest Revenue - Auxiliary			
Enterprises	120,000	45,955	38%
Prior Year Carryovers (Note 1)	874,538	-	0%
	-----	-----	-----
Total Auxiliary Enterprises	\$ 8,143,161	\$ 7,597,698	93%
	-----	-----	-----
Total Revenues	\$62,367,904	\$58,359,313	94%
	=====	-----	-----
EXPENDITURES AND TRANSFERS (Note 3)			
Educational and General			
Instruction	\$19,476,773	\$19,071,449	98%
Research	694,951	582,006	84%
Public Service	2,509,739	2,185,869	87%
Academic Support	3,337,713	3,054,405	92%
Library	1,767,359	1,664,616	94%
Student Services	4,375,418	4,238,085	97%
Institutional Support	6,162,318	5,284,925	86%
Operation and Maintenance			
of Plant	8,843,417	6,309,543	71%
Scholarships (Note 2)	3,394,281	3,672,141	108%
Unassigned	500,000	-	0%
	-----	-----	-----
Educational and General Expenditures	\$51,061,969	\$46,063,039	90%

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT UNRESTRICTED FUNDS
 REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES (cont.)
 For the Period July 1, 1988 through June 30, 1989

	Current Budget	Fiscal Year Actual	Actual % Budget
EXPENDITURES AND TRANSFERS (cont.)			
Mandatory Transfers for:			
Consolidated Educational			
Bond Sinking Fund (Note 4)	\$ 3,184,599	\$ 3,184,599	100%
Loan Fund Match	6,689	6,689	100%
Educational and General Transfers	\$ 3,191,288	\$ 3,191,288	100%
Total Educational and General	\$54,253,257	\$49,254,327	91%
Auxiliary Enterprises			
Food Services	\$ 3,415,553	\$ 3,409,197	100%
Housing Service	2,562,054	2,491,715	97%
Curris Center	486,865	479,110	98%
Miscellaneous	23,518	(21,436)	-91%
Vending	223,463	111,533	50%
Renovation/Maintenance	738,672	350,817	47%
Scholarships	11,280	13,147	117%
Auxiliary Expenditures	\$ 7,461,405	\$ 6,834,083	92%
Mandatory Transfers for:			
Housing and Dining Bond Sinking Fund (Note 4)	\$ 644,506	\$ 593,207	92%
Auxiliary Transfers	\$ 644,506	\$ 593,207	92%
Total Auxliliary Enterprises	\$ 8,105,911	\$ 7,427,290	92%
Total Expenditures and Mandatory Transfers	\$62,359,168	\$56,681,617	91%
Other Transfers and Additions/(Deductions)			
Nonmandatory Transfers:			
Transfers from Consolidated Educational Renewal and Replacement Fund	\$ 1,213,100	\$ 1,213,100	100%
Transfers to Consolidated Educational Renewal and Replacement Fund	(1,599,670)	(1,436,082)	90%

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT UNRESTRICTED FUNDS
 REVENUES BY SOURCE, EXPENDITURES BY FUNCTION, AND OTHER CHANGES (cont.)
 For the Period July 1, 1988 through June 30, 1989

	Current Budget	Fiscal Year Actual	Actual % Budget
	-----	-----	-----
EXPENDITURES AND TRANSFERS (cont.)			
Other Transfers and Additions/(Deductions)			
Nonmandatory Transfers (cont.)			
Transfers from Unexpended Plant Fund	\$ 418,584	\$ 418,584	100%
Transfers to Unexpended Plant Fund	(40,750)	(40,750)	100%
	-----	-----	-----
Net Nonmandatory Transfers	\$ (8,736)	\$ 154,852	-1773%
	-----	-----	-----
Total Expenditures and Transfers	\$62,367,904	\$56,526,765	91%
	=====	-----	-----
Excess of Revenues and Other Additions			
Over Expenditures and Other Deductions		\$ 1,832,548	
		=====	

MURRAY STATE UNIVERSITY
SUMMARY OF CHANGES AND ALLOCATIONS IN CURRENT UNRESTRICTED FUND BALANCE
For the Period July 1, 1988 through June 30, 1989

Current Unrestricted Revenues	\$ 58,359,313
Current Unrestricted Expenditures	(52,897,122)
Mandatory Transfers for Debt Service	(3,784,495)
Non-Mandatory Transfers:	
Transfers from Plant Funds (Note 5)	154,852

Net Increase/(Decrease) in Fund Balance - Current Fiscal Year	\$ 1,832,548
Fund Balance - June 30, 1988	8,862,077

Fund Balance - Preliminary June 30, 1989	\$ 10,694,625
	=====

Allocated Fund Balance:	
Working Capital	\$ 2,404,529
Reserve for Self Insurance	650,000
Prior Year Account Balances	5,378,244

Total Allocated Fund Balance	\$ 8,432,773
Unallocated Fund Balance	2,261,852

Total Fund Balance - Preliminary June 30, 1989	\$ 10,694,625
	=====

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT UNRESTRICTED REVENUES
 For the Period July 1, 1988 through June 30, 1989

EDUCATIONAL AND GENERAL

Tuition and Fees		
Fall Tuition	\$ 5,157,328	
Spring Tuition	4,835,810	
Summer II 1988 Tuition	645,712	
Summer I 1989 Tuition	747,205	
Miscellaneous Tuition	3,598	
Student Activity Fees	438,090	
Other Course Fees	300,799	

Total Tuition and Fees		\$ 12,128,542

State Appropriations		
Murray State University - General	\$ 33,790,400	
Other State Funds	121,410	

Total State Appropriations		\$ 33,911,810

Indirect Cost Reimbursements		
Federal and State Indirect Cost Reimbursements	\$ 174,530	

Total Indirect Cost Reimbursements		\$ 174,530

Sales and Services of Educational Departments		
Animal Health Technical Income	\$ 868	
Art Cash Sales	13,176	
Art Workshops	11,395	
Biology Station Income	457	
Chaykin CPA Review	1,535	
Chemical Services	26,347	
Clinical Services	46,246	
Environmental Education Pre-Service Workshop	2,958	
High School Journalism Workshop	909	
Keyboard Recruiting	275	
KIES Consortium	457,566	
Miscellaneous Sales and Services	2,187	
MSU News Advertising	69,619	
MSU X-Ray Lab	2,850	
Music Workshops	190	
Office of Training Services	4,055	
Office Systems Service Center	311	
Recording Studio	251	
Safety Engineering and Health Workshop	24	
SAT Activities	7,444	
School Service Office	3,300	
Shield	45,939	
Speech and Hearing Workshops	925	
Theatre Revenue	15,836	

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT UNRESTRICTED REVENUES (cont.)
 For the Period July 1, 1988 through June 30, 1989

EDUCATIONAL AND GENERAL (cont.)

Sales and Services of Educational Departments (cont.)

Travel Study Tours	\$ 480
TV Studio	2,225
University Farms	229,505
Waterfield Center	7,457

Total Sales and Services of Educational Departments	\$ 954,330
-----------------------------------------------------	------------

Other Sources

Alumni Income	\$ 32,030
Archeology Services Center	35,299
Art Gallery Sales	507
Athletics Concessions	61,991
Athletics Discretionary	112,595
Athletics Miscellaneous Revenue	10,701
Athletics Non-Discretionary	167,556
Athletics Programs	15,864
Basketball Camps	49,919
Boy Scout Museum	214,280
Breathitt Veterinary Center	190,454
Campus Lights	4,643
Campus Recreation	2,789
Community Education	55,956
Conferences and Workshops	25,423
Consolidated Educational Revenue Fund Interest	1,173,078
Contract Residuals	30,961
Cooperative Education/Placement Income	2,955
Counseling and Testing	9,067
Duplicate Identification Cards	1,300
Environmental Consortium of Mid-America	1,500
Faculty Resource Center	15,560
Faculty Resource Center Copier	2,613
Festival of Champions	12,759
Football Camps	10,365
Foreign Language Competition	3,255
Fort Campbell	240,472
Golf Camps	10,150
Grants Equipment Revolving	25,182
Insurance Reimbursements	23,115
Interlibrary Loan	1,065
Intermurals Income	6,469
Lady Racer Basketball Camps	95,623
Library Census Microfilm	3,239
Library Copy Service	42,483
Library Fines	16,431
Library Other Income	636

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT UNRESTRICTED REVENUES (cont.)
 For the Period July 1, 1988 through June 30, 1989

EDUCATIONAL AND GENERAL (cont.)

Other Sources (cont.)

Livestock and Exposition Center	\$ 61,018
Locker Rental	5,601
Nursing Continuing Education	505
OVC Tournament	23,623
Operating Fund Interest	235,085
Other Revenue	104,128
Parking Permits and Fines	128,870
Personnel Fringes - AMEX	1,033
Post Office Box Rental	2,950
Post Office Contract	6,000
Printing	11,194
Private Fundraising	15,251
Quad State	17,565
Rentals	7,887
Regional Tournaments	8,166
Residence Hall Fees	13,377
Rodeo Income	10,144
Sale of Surplus Property	22,488
Soccer Camps	5,460
Student Government Association	38,646
Summer Challenge	7,700
Summer Orientation	66,109
Super Saturdays	8,273
Tennis Camps	43,460
WKMS Radio	1,029
West Kentucky Dance Festival	208
West Kentucky Environmental Education Consortium	5,066
Wickliffe Mounds Gift Shop	6,595
Wickliffe Mounds Research Center	26,687

 Total Other Sources \$ 3,592,403

 Total Educational and General \$ 50,761,615

AUXILIARY ENTERPRISES

Food Services	\$ 3,831,023
Housing Services	3,445,351
Curris Center	117,930
Miscellaneous Auxiliary Revenue	66,766
Vending Revenue	90,673
Interest Revenue - Auxiliary Enterprises	45,955

 Total Auxiliary Enterprises \$ 7,597,698

 Total Current Revenue \$ 58,359,313

=====

MURRAY STATE UNIVERSITY
 SCHEDULE OF CURRENT RESTRICTED FUNDS
 REVENUES BY SOURCE AND EXPENDITURES BY FUNCTION
 For the Period July 1, 1988 through June 30, 1989

	Current Budget	Fiscal Year Actual	Actual % Budget
	-----	-----	-----
REVENUES			
Federal Funds			
Pell	\$ 3,001,969	\$ 2,966,739	99%
SEOG	280,814	280,814	100%
Workstudy	524,198	411,327	78%
Grants and Contracts	1,961,602	1,191,622	61%
	-----	-----	-----
Total Federal Funds	\$ 5,768,583	\$ 4,850,502	84%
State Grants and Contracts	1,666,290	1,318,840	79%
Other Grants and Contracts	585,113	348,672	60%
	-----	-----	-----
Total Current Restricted Revenues	\$ 8,019,986	\$ 6,518,014	81%
	=====	=====	=====
EXPENDITURES			
Educational and General			
Instruction	\$ 2,602,546	\$ 1,808,421	69%
Research	552,032	299,940	54%
Public Service	338,022	252,143	75%
Library	46,148	46,148	100%
Academic Support	186,103	102,385	55%
Student Services	557,722	311,599	56%
Institutional Support	51,215	51,215	100%
Operation and Maintenance of Plant	60	60	100%
Scholarships and Other Financial Aid	3,659,800	3,619,765	99%
	-----	-----	-----
Total Educational and General	\$ 7,993,648	\$ 6,491,676	81%
	-----	-----	-----
Auxiliary Enterprises	\$ 26,338	\$ 26,338	100%
	-----	-----	-----
Total Current Restricted Expenditures	\$ 8,019,986	\$ 6,518,014	81%
	=====	=====	=====

MURRAY STATE UNIVERSITY
 NOTES TO FINANCIAL REPORT
 For the Period July 1, 1988 through June 30, 1989

Note 1. Revenues and Expenditures

Budget Revisions for Prior Year Carryovers are based on actual balances brought forward to date from fiscal year 87/88 of \$4,098,898 and \$874,538 for Educational and General and Auxiliary Enterprises, respectively.

Note 2. Tuition and Fees and Scholarships

Incentive Grants of \$1,976,931 have been included as both tuition revenue and as scholarship expenditures. The amounts are \$36,591 for Summer II 1988, \$969,126 for Fall 1988, \$899,353 for Spring 1989, and \$71,861 for Summer I 1989.

Note 3. Unrestricted Expenditures

In addition to expenditures, outstanding encumbrances as of June 30, 1989 are \$720,909 for Educational and General and \$67,344 for Auxiliary Enterprises.

Note 4. Bond Sinking Funds

Additional debt service has been paid from reserves held by the Trustee. The amounts are \$185,851 for Consolidated Educational and \$56,434 for Housing and Dining.

Note 5. Transfers from and to Plant Funds

The transfers from Plant Funds are as follows:

From Consolidated Educational	
Renewal and Replacement	\$ 1,213,100
From Unexpended Plant	418,584
To Consolidated Educational	
Renewal and Replacement	(1,436,082)
To Unexpended Plant	(40,750)

	\$ 154,852



Murray State University

Investment Report

FOR THE PERIOD
July 1, 1988 - June 30, 1989

SUBMITTED TO:
THE PRESIDENT
AND
BOARD OF REGENTS
September 8-9, 1989



Murray State University

Murray, Ky. 42071

August 22, 1989

Acting President James L. Booth and
Members of the Board of Regents
Murray State University
Murray, KY 42071

Dear Acting President Booth and Members of the Board:

Attached is the Investment Report of Murray State University
for the period July 1, 1988 through June 30, 1989.

CONTENTS	Page
-----	----
Summary of Investment Earnings by Fund	1
Summary of Investment Earnings by Fund and Fund Accounts	2
Schedule of Investment Activity	3-8

Ward Brian Zimmerman
Vice-President for
Finance and
Administrative Services

Thomas Denton
Director for Accounting
and Financial Service

nch

MURRAY STATE UNIVERSITY
SUMMARY OF INVESTMENT EARNINGS BY FUND
For the Period July 1, 1988 through June 30, 1989

	Current Funds -----	Endowment Funds -----	Plant Funds -----
Investment Earnings to Date	\$1,456,482 =====	\$ 39,579 =====	\$1,424,198 =====

MURRAY STATE UNIVERSITY
SUMMARY OF INVESTMENT EARNINGS
BY FUND AND FUND ACCOUNTS
For the Period July 1, 1988 through June 30, 1989

	Earnings To Date 89-90 -----
 CURRENT FUNDS	
Local Bank Accounts Interest (Peoples Bank)	\$ 237,449
Consolidated Educational Revenue Fund (Frankfort)	1,173,078
Housing and Dining Revenue Fund (Frankfort)	45,955

Total Current Funds	\$1,456,482 =====
 ENDOWMENT FUNDS	
Endowed Chair	\$ 39,579 -----
Total Endowment Funds	\$ 39,579 =====
 PLANT FUNDS	
Consolidated Educational Renewal and Replacement (Frankfort)	\$ 39,624
Unexpended Plant (Frankfort)	1,020,027
Retirement of Indebtedness (Trustee-Citizens Fidelity)	
Consolidated Educational Sinking Fund	266,041
Housing and Dining Sinking Fund	59,212
Housing and Dining Repair and Maintenance Fund	39,294

Total Plant Funds	\$1,424,198 =====

MURRAY STATE UNIVERSITY
SCHEDULE OF INVESTMENT ACTIVITIES
For the Period July 1, 1988 through June 30, 1989

CURRENT FUNDS

Type of Investment	Maturity	Term	Yield	Cost	1989-90 Earnings

EDUCATIONAL AND GENERAL					

Interest on Local Bank Accounts					

Peoples Bank		continuous	Daily rate per overnight		
			Peoples Bank balances	\$	237,449

Total Local Bank Accounts interest earnings to date					\$ 237,449
					=====

Consolidated Educational Revenue Fund (Frankfort)

Repurchase Agreement	07/05/88	8 days	7.05%	\$ 325,000	\$ 255
Repurchase Agreement	07/05/88	32 days	7.21%	528,000	423
Repurchase Agreement	07/06/88	30 days	7.29%	841,000	852
Repurchase Agreement	07/18/88	28 days	7.39%	1,620,000	6,651
Repurchase Agreement	08/01/88	31 days	7.61%	180,000	1,180
Repurchase Agreement	08/01/88	31 days	7.61%	1,235,000	8,093
Repurchase Agreement	08/05/88	30 days	7.52%	530,000	3,321
Repurchase Agreement	08/08/88	32 days	7.55%	840,000	5,637
Repurchase Agreement	08/08/88	32 days	7.55%	622,300	4,176
Repurchase Agreement	08/15/88	32 days	7.66%	1,490,000	10,145
Repurchase Agreement	08/15/88	45 days	7.61%	1,550,000	14,783
Repurchase Agreement	08/17/88	30 days	7.88%	1,620,000	10,638
Repurchase Agreement	08/31/88	30 days	7.82%	1,423,000	9,273
Repurchase Agreement	09/01/88	90 days	7.40%	900,000	11,470
Repurchase Agreement	09/02/88	59 days	7.45%	325,000	3,968
Repurchase Agreement	09/06/88	32 days	7.75%	533,000	3,672
Repurchase Agreement	09/07/88	30 days	7.90%	1,470,000	9,678
Repurchase Agreement	09/14/88	30 days	8.31%	3,063,000	21,211
Repurchase Agreement	09/16/88	30 days	8.23%	1,500,000	10,288
Repurchase Agreement	10/03/88	32 days	8.24%	2,250,000	16,480
Repurchase Agreement	10/06/88	30 days	8.07%	533,000	3,584
Repurchase Agreement	10/07/88	30 days	8.11%	1,470,000	9,935
Repurchase Agreement	10/07/88	30 days	8.11%	275,000	1,859
Repurchase Agreement	10/14/88	30 days	8.16%	3,080,000	20,944
Repurchase Agreement	10/19/88	30 days	8.13%	1,510,000	10,230
Repurchase Agreement	10/27/88	30 days	8.17%	2,300,000	15,659
Repurchase Agreement	11/02/88	30 days	8.16%	2,265,000	15,402
Repurchase Agreement	11/07/88	32 days	8.16%	1,011,000	7,333
Repurchase Agreement	11/07/88	31 days	8.17%	1,755,000	12,347
Repurchase Agreement	11/18/88	30 days	8.18%	1,520,000	10,361
Repurchase Agreement	11/28/88	62 days	8.18%	1,275,000	17,962
Repurchase Agreement	11/28/88	21 days	8.35%	1,020,000	7,179

MURRAY STATE UNIVERSITY
SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
For the Period July 1, 1988 through June 30, 1989

CURRENT FUNDS (cont.)

Type of Investment	Maturity	Term	Yield	Cost	1989-90 Earnings
Consolidated Educational Revenue Fund (Frankfort) (cont.)					
Repurchase Agreement	11/28/88	32 days	8.32%	\$ 1,890,000	\$ 13,978
Repurchase Agreement	11/28/88	21 days	8.35%	1,755,000	12,349
Repurchase Agreement	12/02/88	29 days	8.35%	2,275,000	15,302
Repurchase Agreement	12/13/88	60 days	8.22%	1,550,000	21,235
Repurchase Agreement	12/19/88	31 days	8.63%	1,530,000	11,370
Repurchase Agreement	12/19/88	17 days	9.00%	1,000,000	4,250
Repurchase Agreement	12/28/88	30 days	8.63%	1,700,000	12,226
Repurchase Agreement	01/12/89	90 days	8.35%	1,550,000	32,356
Repurchase Agreement	01/27/89	60 days	9.13%	1,890,000	28,760
Repurchase Agreement	01/27/89	59 days	9.05%	590,000	8,751
Repurchase Agreement	02/13/89	76 days	9.15%	2,200,000	42,497
Repurchase Agreement	02/10/89	59 days	9.13%	1,570,000	23,479
Repurchase Agreement	03/02/89	90 days	9.00%	1,275,000	28,688
Repurchase Agreement	03/13/89	84 days	9.36%	1,000,000	21,840
Repurchase Agreement	03/13/89	84 days	9.36%	1,000,000	21,840
Repurchase Agreement	03/28/89	90 days	9.15%	1,712,000	39,162
Repurchase Agreement	03/13/89	60 days	9.20%	1,600,000	24,533
Repurchase Agreement	04/26/89	89 days	9.23%	2,500,000	55,069
Repurchase Agreement	05/12/89	105 days	9.15%	2,500,000	66,719
Repurchase Agreement	05/15/89	91 days	9.52%	2,830,000	68,102
Repurchase Agreement	03/31/89	29 days	9.75%	1,300,000	10,210
Repurchase Agreement	06/01/89	80 days	10.10%	2,800,000	62,844
Repurchase Agreement	06/15/89	94 days	10.10%	2,800,000	73,842
Repurchase Agreement	06/15/89	79 days	10.25%	1,310,000	28,236
Repurchase Agreement	06/28/89	89 days	10.25%	1,750,000	45,840
Repurchase Agreement	06/11/89	61 days	9.75%	350,000	5,877
Repurchase Agreement	06/26/89	61 days	9.77%	2,500,000	41,387
Repurchase Agreement	07/12/89	76 days	9.55%	275,000	4,742
Repurchase Agreement	07/27/89	76 days	9.62%	2,150,000	28,726
Repurchase Agreement	09/01/89	92 days	9.63%	2,250,000	18,056
Repurchase Agreement	08/11/89	58 days	9.20%	350,000	1,521
Repurchase Agreement	08/15/89	61 days	9.23%	3,300,000	13,538
Repurchase Agreement	09/15/89	79 days	9.17%	1,000,000	764
Total Consolidated Educational Revenue Fund interest earnings to date					\$1,173,078
Total Current Funds Educational and General interest earnings to date					\$1,410,527

MURRAY STATE UNIVERSITY
SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
For the Period July 1, 1988 through June 30, 1989

CURRENT FUNDS (cont.)

Type of Investment	Maturity	Term	Yield	Cost	1989-90 Earnings

AUXILIARY ENTERPRISES					

Housing and Dining Revenue Fund (Frankfort)					

Repurchase Agreement	07/06/88	30 days	7.29%	\$ 690,000	\$ 699
Repurchase Agreement	07/18/88	31 days	7.39%	500,000	1,745
Repurchase Agreement	08/08/88	32 days	7.55%	80,000	537
Repurchase Agreement	08/15/88	32 days	7.66%	60,000	409
Repurchase Agreement	08/17/88	30 days	7.88%	500,000	3,283
Repurchase Agreement	09/07/88	30 days	7.90%	80,000	527
Repurchase Agreement	09/14/88	30 days	8.31%	60,000	416
Repurchase Agreement	09/22/88	30 days	8.00%	175,000	1,167
Repurchase Agreement	10/07/88	30 days	8.00%	80,000	541
Repurchase Agreement	10/14/88	30 days	8.16%	60,000	408
Repurchase Agreement	10/21/88	29 days	8.05%	176,500	1,145
Repurchase Agreement	10/27/88	30 days	8.17%	1,200,000	8,170
Repurchase Agreement	11/07/88	31 days	8.17%	100,000	703
Repurchase Agreement	11/14/88	31 days	8.17%	75,000	528
Repurchase Agreement	11/28/88	32 days	8.32%	1,190,000	8,801
Repurchase Agreement	11/28/88	21 days	8.35%	100,000	704
Repurchase Agreement	12/14/88	29 days	8.42%	85,000	574
Repurchase Agreement	12/28/88	30 days	8.63%	575,000	4,135
Repurchase Agreement	12/28/88	29 days	8.67%	100,000	698
Repurchase Agreement	01/27/89	30 days	9.00%	677,000	5,078
Repurchase Agreement	02/27/89	31 days	8.90%	350,000	2,682
Repurchase Agreement	03/29/89	30 days	9.80%	365,000	3,005

Total Housing and Dining Revenue Fund interest earnings to date					\$ 45,955
					=====
Total Auxiliary Enterprises interest earnings to date					\$ 45,955
					=====
TOTAL CURRENT FUNDS interest earnings to date					\$1,456,482
					=====

MURRAY STATE UNIVERSITY
SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
For the Period July 1, 1988 through June 30, 1989

ENDOWMENT FUNDS

Type of Investment	Maturity	Term	Yield	Cost	1989-90 Earnings

ENDOWED CHAIR					
Certificate of Deposit	11/11/88	184 days	7.00%	\$ 250,000	\$ 6,346
Repurchase Agreement	05/11/90	730 days	8.00%	250,000	20,000
Certificate of Deposit	05/16/89	182 days	8.25%	250,000	10,284
Certificate of Deposit	05/16/90	365 days	9.00%	256,405	2,949

Total ENDOWED CHAIR interest earnings to date					\$ 39,579
					=====

PLANT FUNDS

Consolidated Educational Renewal and Replacement (CERR)

Repurchase Agreement	07/01/88	59 days	6.50%	\$ 185,000	\$ 27
Repurchase Agreement	08/08/88	90 days	7.15%	453,000	3,572
Repurchase Agreement	09/22/88	45 days	7.90%	475,000	4,690
Repurchase Agreement	11/21/88	60 days	8.13%	480,000	6,504
Repurchase Agreement	01/20/89	60 days	8.82%	485,000	7,130
Repurchase Agreement	02/21/89	30 days	8.90%	470,000	3,718
Repurchase Agreement	04/21/89	60 days	9.40%	425,000	6,547
Repurchase Agreement	06/21/89	61 days	9.70%	440,000	7,232
Repurchase Agreement	07/21/89	30 days	9.25%	88,000	204

Total Consolidated Educational Renewal and Replacement interest earnings to date					\$ 39,624
					=====

Unexpended Plant Funds

Repurchase Agreement	07/15/88	45 days	7.43%	\$12,315,068	\$ 39,170
Repurchase Agreement	08/29/88	45 days	7.88%	12,108,218	119,190
Repurchase Agreement	09/28/88	30 days	8.25%	12,108,218	83,244
Repurchase Agreement	10/28/88	30 days	8.23%	12,400,000	85,043
Repurchase Agreement	11/10/88	13 days	8.28%	12,450,000	37,226
Repurchase Agreement	12/09/88	25 days	8.49%	12,450,000	70,467
Repurchase Agreement	02/08/89	60 days	8.49%	12,600,000	185,308
Repurchase Agreement	04/10/89	60 days	9.30%	12,750,000	194,331
Repurchase Agreement	05/10/89	30 days	9.88%	13,000,000	106,979
Repurchase Agreement	06/09/89	30 days	9.76%	4,020,000	32,696
Repurchase Agreement	07/10/89	31 days	9.38%	3,485,000	19,059

MURRAY STATE UNIVERSITY
SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
For the Period July 1, 1988 through June 30, 1989

PLANT FUNDS (cont.)

Type of Investment	Maturity	Term	Yield	Cost	1989-90 Earnings
Unexpended Plant Funds (cont.)					
Repurchase Agreement	12/31/89	932 days	9.52%	\$ 12,520	\$ 60
Repurchase Agreement	12/31/89	965 days	9.52%	11,429	91
Repurchase Agreement	12/31/89	964 days	9.52%	11,225	89
Repurchase Agreement	12/31/91	1026 days	9.52%	1,433,400	47,074
Total Unexpended Plant interest earnings to date					\$1,020,027

RETIREMENT OF INDEBTEDNESS FUND

Consolidated Educational Sinking Fund

U.S. Treasury Bills	10/27/88	178 days	6.28%	\$ 1,366,253	\$ 29,247
U.S. Treasury Bills	10/27/88	168 days	6.63%	63,074	1,364
U.S. Treasury Bills	04/20/89	184 days	7.45%	880,159	34,841
U.S. Treasury Bills	04/20/89	184 days	8.50%	632,789	7,211
U.S. Treasury Notes	04/30/89	549 days	7.17%	1,810,900	107,663
U.S. Treasury Notes-Gain	N/A	N/A	N/A	N/A	9,100
Money Market Securities	06/30/89	366 days	Various	635,645	76,615
Total Consolidated Educational Sinking Fund interest earnings to date					\$ 266,041

Housing and Dining Sinking Fund

U.S. Treasury Bills	09/01/88	211 days	6.25%	\$ 197,851	\$ 2,135
U.S. Treasury Bills	09/01/88	35 days	6.38%	308,116	1,884
U.S. Treasury Bills	04/29/89	48 days	8.50%	212,578	2,422
U.S. Treasury Notes	08/15/89	740 days	7.62%	613,281	41,501
U.S. Treasury Notes	08/15/89	719 days	7.68%	63,741	4,290
Money Market Securities	06/30/89	366 days	Various	343,200	6,980
Total Housing and Dining Sinking Fund interest earnings to date					\$ 59,212

MURRAY STATE UNIVERSITY
 SCHEDULE OF INVESTMENT ACTIVITIES (cont.)
 For the Period July 1, 1988 through June 30, 1989

PLANT FUNDS (cont.)

Type of Investment	Maturity	Term	Yield	Cost	1989-90 Earnings

RETIREMENT OF INDEBTEDNESS FUND (cont.)					

Housing and Dining Repair and Maintenance Reserve Fund					

U.S. Treasury Notes	08/15/89	740 days	7.57%	\$ 520,559	\$ 35,146
U.S. Treasury Notes	08/15/89	719 days	7.68%	24,516	1,681
Money Market Securities	06/30/89	366 days	Various	43,378	2,467

Total Housing and Dining Repair and Maintenance Reserve Fund interest earnings to date					\$ 39,294 =====
TOTAL PLANT FUNDS interest earnings to date					\$1,424,198 =====

MURRAY STATE UNIVERSITY
REPORT OF RESIGNATIONS AND TERMINATIONS
FOR THE PERIOD OF
JANUARY 1, 1989 THROUGH JULY 31, 1989

Effective Date of Information

August 15, 1989

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
JANUARY 1, 1989 THROUGH JULY 31, 1989

EMPLOYEE NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON FOR TERMINATION
ABELL	DEBRA	CLERK SALES	UNIVERSITY BOOKSTORE	1	1	89/02/07	9418.00	RESIGNED
ADAMS	LOWELL	OPERATOR PRINT PRESS	PRINTING SERVICES	1	1	89/07/31	15500.00	RETIRED
ADELMAN	MARY	VISITING LECTURER	INDUSTRIAL ED & TECHNOLOGY	1	1	89/05/31	20000.00	TERMIN OF CONTRACT
AESCHLIMAN	LISA	CLERK INTERNAT STUD	ADMISSIONS & RECORDS	1	1	89/02/24	10045.00	RESIGNED
ARMSTRONG	BARBARA	BSEP INSTRUCTOR	FT CAMPBELL CENTER	1	1	89/05/31	17978.00	TERMIN OF CONTRACT
BAKER	JANICE	DEPT SECRETARY II	INDUSTRIAL ED & TECH	1	1	89/02/01	13060.00	RETIRED
BALZER	KAREN	ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	1	1	89/06/22	23774.00	RESIGNED
BERNSEN	MARK	ASSOCIATE COACH	BASKETBALL	1	1	89/05/25	33063.00	RESIGNED
BURGESS	ROGER	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	1	1	89/07/03	29200.00	RESIGNED
BURNLEY	JAMES	CUSTODIAN	PHYSICAL PLANT	1	1	89/05/22	9855.00	RESIGNED
CANUP	JOHN	CUSTODIAN	FOOD SERVICE	1	1	89/05/31	9690.00	RESIGNED
CARLETON	REESE	ASSISTANT PROFESSOR	ENGLISH	1	1	89/05/31	21378.00	RESIGNED
CHILDERS	BILLY	COACH WOMEN'S BB	WOMEN'S BASKETBALL	1	1	89/06/30	27448.00	RESIGNED
CLAIBORNE	KATHEE	COUNSELOR ADMISSIONS	SCHOOL RELATIONS	1	1	89/05/15	14600.00	RESIGNED
CONNELL	JAY	ASSISTANT COACH	BASEBALL	2	1	89/06/30	7800.00	TERMIN OF CONTRACT
CONZETT	DAVID	CURATOR COLLECTIONS	BOY SCOUT MUSEUM	1	1	89/07/31	23466.00	RESIGNED
COOPER	RONALD	COACH ASST FB/INST	FOOTBALL	1	1	89/03/31	23451.00	RESIGNED
CRAWFORD	MARY	ADMINISTRATIVE SECRETARY I	FACULTY RESOURCE CENTER	1	1	89/07/26	10965.00	RESIGNED
DARNELL	ELIZABETH	SECRETARY	OFFICE OF TRAINING SERVICE	2	1	89/05/16	8034.00	TERMIN OF CONTRACT
DAVIS	DAVID	VISITING LECTURER	ENGLISH	1	1	89/05/31	21557.00	RESIGNED
DUGGER	DONALD	REPAIRMAN WINDOW	PHYSICAL PLANT	1	1	89/05/30	15827.00	RESIGNED
ELKINS	PHILLIS	CUSTODIAN	RESIDENCE HALLS	1	1	89/04/13	9250.00	RESIGNED
ELSTON	RANDAL	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	1	1	89/05/31	26000.00	TERMIN OF CONTRACT
EVANS	SARAH	ASSISTANT COACH	WOMEN'S BASKETBALL	1	1	89/06/30	17000.00	RESIGNED
FITZPATRICK	BEVERLY	VISITING LECTURER	POLITICAL SCIENCE/LEGAL STUD	1	1	89/05/31	11556.00	TERMIN OF CONTRACT
FLORA	FAY	REGISTRAR ASSISTANT	ADMISSIONS & RECORDS	1	1	89/06/30	27600.00	RETIRED
GIBSON	CHARLES	CARETAKER LABORATORY ANIMAL	BREATHITT VETERINARY CENTER	1	1	89/04/21	9575.00	RESIGNED
GILLS	CYNTHIA	CLERK FISCAL	ACCOUNTING & FINANCE	1	1	89/03/14	10652.00	RESIGNED
GORE	ERNEST	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	1	1	89/06/30	31827.00	RETIRED
GRABARCZYK	MARIE	CUSTODIAN	PHYSICAL PLANT	1	1	89/04/11	9688.00	RESIGNED
GREENE	TERRY	ASSISTANT PROFESSOR	PSYCHOLOGY	1	1	89/07/03	23337.00	RESIGNED
GROPPEL	CAROL	WRITER CURRICULUM	OFFICE OF TRAINING SERVICE	1	1	89/06/30	26780.00	TERMIN OF CONTRACT
GRZECH	KATHLEEN	VISITING INSTRUCTOR	FOREIGN	1	1	89/05/31	19500.00	TERMIN OF CO

REPORT OF RESIGNATIONS AND TERMINATIONS
JANUARY 1, 1989 THROUGH JULY 31, 1989

EMPLOYEE NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON FOR TERMINATION
SHANKLE	MARY	DEPARTMENT SECRETARY I	LEARNING CENTER	2	1	89/05/05	8832.00	RESIGNED
SNEAD	JANE	VISITING INSTRUCTOR	MUSIC	1	1	89/05/31	20000.00	TERMIN OF CONTRACT
STEELY	LELAND	WORKER BEEF/SWINE	FARM	1	1	89/05/26	11025.00	RESIGNED
STEPURA	ELLEN	CUSTODIAN	PHYSICAL PLANT	1	1	89/02/13	9292.00	RESIGNED
STEVENS, JR.	LLOYD	GROUNDKEEPER LWOPAY	PHYSICAL PLANT	1	1	89/06/30	0.00	TERMIN OF CONTRACT
STEWART	MICHAEL	VISITING LECTURER	MATHEMATICS	1	1	89/05/31	19000.00	RESIGNED
SWIFT	DEBORAH	CLERK CONTRACT	PURCHASING & GENERAL SERVICE	1	1	89/05/31	10808.00	RESIGNED
THOMAS	PAULA	ASSISTANT PROFESSOR	ACCOUNTING	1	1	89/05/31	46000.00	RESIGNED
THOMAS	ROY	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	1	1	89/07/03	32000.00	RESIGNED
THOMPSON	STANLEY	PATROL OFFICER	CAMPUS SAFETY	1	1	89/07/03	14052.00	RESIGNED
THOMPSON	JAMES	ASSISTANT PROFESSOR	MUSIC	1	1	89/05/31	22981.00	TERMIN OF CONTRACT
USDANSKY	STEVEN	ASSOCIATE PROFESSOR	GEOSCIENCES	1	1	89/05/31	29475.00	RESIGNED
VANDEGRIFT	VAUGHN	CHAIR PROFESSOR LWOP	CHEMISTRY	7	1	89/06/30	0.00	RESIGNED
WALTERS	RHONDA	ASST PROJECT DIR	ASSESSMENT PROGRAM	1	1	89/01/31	16480.00	RESIGNED
WASHER	JANN	VISITING INSTRUCTOR	JOURNALISM RADIO/TV	1	1	89/05/31	18000.00	TERMIN OF CONTRACT
WAYLAND	RICHARD	ASSISTANT PROFESSOR	MATHEMATICS	1	1	89/07/22	26000.00	RESIGNED
WEBB	GEORGE	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	1	1	89/05/31	26200.00	RESIGNED
WELLS	PAUL	VISITING INSTRUCTOR	NURSING	2	0	89/05/31	3000.00	TERMIN OF CONTRACT
WHAYNE	HARRY	PHYSICIAN	HEALTH SERVICES	1	1	89/06/30	46200.00	RETIRED
WHITMIRE	DAVID	DIRECTOR	ACCOUNTING & FINANCE	1	1	89/03/20	49500.00	RESIGNED
WILSON	TERRY	INSTRUCTOR	ELEMENTARY & SECONDARY ED	1	1	89/07/07	26399.00	RESIGNED
WOOD	JAY	VISITING LECTURER	INDUSTRIAL ED & TECHNOLOGY	1	1	89/05/31	22500.00	TERMIN OF CONTRACT
WYLDER	DELBERT	PROFESSOR	ENGLISH	1	1	89/06/30	40575.00	RETIRED

REPORT OF RESIGNATIONS AND TERMINATIONS
JANUARY 1, 1989 THROUGH JULY 31, 1989

EMPLOYEE NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	TYPE	PERIOD	DATE OF TERMINATION	ANNUAL SALARY	REASON FOR TERMINATION
HANNAH	JAMES	ASSISTANT PROFESSOR	ENGLISH	1	1	89/05/31	23645.00	RESIGNED
HARRIS	EARNEST	WORKER DISHROOM	FOOD SERVICE	1	1	89/05/08	9364.00	DISCHARGED
HARVEY	DANA	COORD STUD SOR ADV	CO-CURRICULAR ED	2	1	89/01/30	7450.00	RESIGNED
HAZLER	RICHARD	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	1	1	89/07/31	28239.00	RESIGNED
HENDERSON	DWAYNE	MAINTENANCE WORKER II	EXPO CENTER	1	1	89/04/05	11150.00	RESIGNED
HICKS	CLAUDE	WRITER CURRICULUM	OFFICE OF TRAINING SERVICE	2	1	89/06/30	13390.00	REDUCTION IN FORCE
JACHOWICZ	PATRICIA	COORD TUTORIAL PROG	LEARNING CENTER	1	1	89/01/03	17300.00	RESIGNED
KELLEY	LYNN	CLERK FISCAL	ACCOUNTING & FINANCE	1	1	89/05/17	11102.00	RESIGNED
LANE	CAROL	COORDINATOR	ADULT BASIC EDUCATION	1	1	89/06/30	18470.00	TERMIN OF CONTRACT
LARSON	BEN	FIELD/TRAINER	COORDINATOR	1	1	89/07/31	24000.00	RESIGNED
LASSITER	WANDA	CLERK LIBRARY II	CENTRAL AMERICAN STUDENT PRG	1	1	89/01/06	9731.00	RESIGNED
LAWRENCE	DANITA	BOOKKEEPER I	LIBRARY	1	1	89/07/27	11591.00	RESIGNED
LYONS	PAUL	DIRECTOR	ACCOUNTING & FINANCE	2	1	89/06/30	13925.00	TERMIN OF CONTRACT
MALKIN	MARJORIE	VISITING ASSISTANT PROFESSOR	OFFICE OF TRAINING SERVICE	2	1	89/05/31	11500.00	TERMIN OF CONTRACT
MARTIN	HARRIET	WORKER DISHROOM LWOP	HEALTH/PE/RECREATION	1	1	89/05/26	7528.00	DECEASED
MAYO	ROBBIE	CUSTODIAN LWOPAY	FOOD SERVICE	7	1	89/01/27	0.00	RESIGNED
MCDUGAL	CHARLOTTE	EXECUTIVE SECRETARY	PHYSICAL PLANT	1	1	89/07/03	15429.00	RESIGNED
MCGREGOR	JOHN	CHAIR PROFESSOR	STUDENT DEVELOPMENT	1	1	89/06/30	58321.00	RESIGNED
MCKINNEY	RHONDA	PROGRAMMER	COMPUTER STUDIES	1	1	89/04/26	15914.00	RESIGNED
MELOAN	NANCY	INSTRUCTOR MLT AD	COMPUTING & INFORMATION SYS	2	1	89/05/31	9850.00	TERMIN OF CONTRACT
MORRIS	DARLENE	DEPARTMENT SECRETARY II	BIOLOGICAL SCIENCES	1	1	89/06/30	10926.00	TERMIN OF CONTRACT
PERKINS	LLOYD	OPERATOR WEB PRESS	ENGINEERING TECHNOLOGY	1	1	89/06/20	16036.00	RESIGNED
PITMAN	W.	ASSOCIATE PROFESSOR	PRINTING SERVICES	1	1	89/06/30	33750.00	RETIRED
PORTNER	EILEEN	COUNSELOR/INST LWOP	BIOLOGICAL SCIENCES	1	1	89/03/01	21900.00	RESIGNED
POWELL	KELLI	SPEC TRANS PROCESS	COUNSELING & TESTING	7	1	89/03/15	11905.00	RESIGNED
REYNOLDS	SUSAN	TECHNICAL ASSISTANT	FT CAMPBELL CENTER	2	1	89/01/31	14420.00	RESIGNED
RIGSBY	JOSEPH	ASST PROFESSOR	ELEMENTARY & SEC ED.	1	1	89/03/16	30000.00	DECEASED
ROGERS	CARL	ASSOCIATE PROFESSOR	ART	1	1	89/06/30	31173.00	RETIRED
SAMMONS	EDNA	SECRETARY/GRAPHIC ARTIST	MUSIC	2	1	89/06/30	10007.00	TERMIN OF CONTRACT
SAUL	FRANKLIN	VISITING LECTURER	OFFICE OF TRAINING SERVICE	1	1	89/05/31	28000.00	TERMIN OF CONTRACT
SCHLABACH	CHRISTINE	ADJUNCT INSTRUCTOR	SAFETY ENGINEERING & HEALTH	2	1	89/05/31	4310.00	TERMIN OF CONTRACT
SCOTT	JOHNNY	GROUNDSKEEPER I LWOP	MUSIC	1	1	89/02/14	9500.00	RESIGNED

MURRAY STATE UNIVERSITY
REPORT OF NEW EMPLOYMENT
FOR THE PERIOD OF
JANUARY 1, 1989 THROUGH AUGUST 1, 1989

Effective Date of Information

August 15, 1989

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REPORT OF NEW EMPLOYMENT
JANUARY 1, 1989 THROUGH AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ADLICH	SANRDA	CUSTODIAN	PHYSICAL PLANT	89/03/27	1	12	9354.00
ALDERDICE	NANCY	VISITING LECTURER	COMPUTER STUDIES	89/08/01	1	10	22000.00
ALEXANDER	REBECCA	SALAD WORKER	FOOD SERVICE	89/03/24	1	12	8219.00
BARRETT	KIMBERLY	COUNSELOR/INSTRUCTOR	COUNSELING & TESTING CENTER	89/01/03	1	10	22776.00
BEAL	KATHLEEN	VISITING ASST PROFESSOR	SPEECH COMMUNICATION THEATRE	89/08/01	1	10	20000.00
BOGGESS	DELLA	ADMINISTRATIVE SECRETARY I	FOOTBALL	89/03/20	1	12	11078.00
BOLKS	ROBERT	ASSISTANT COACH	FOOTBALL	89/07/01	1	12	20000.00
BOSS	ANITA	VISITING ASSISTANT PROFESSOR	NURSING	89/08/01	1	10	25000.00
BOYLE	ANGELA	CLERK FISCAL	ACCOUNTING & FINANCE	89/04/17	1	12	10867.00
BROUGHTON	JAMES	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	89/08/01	1	10	28500.00
BROWNFIELD	GEORGIA	VISITING LECTURER	MATHEMATICS	89/08/01	1	10	16000.00
CANO	ISRAEL	VISITING LECTURER	FOREIGN LANGUAGES	89/08/01	1	10	21000.00
CHENG	LOUIS	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	89/07/01	1	10	46500.00
CLINE	PATSY	CLERK LIBRARY	LIBRARY	89/01/23	1	12	10217.00
CRASS, JR.	HOWARD	CUSTODIAN	PHYSICAL PLANT	89/05/23	1	12	9354.00
DRESSLER	JOHN	ASSOCIATE PROFESSOR	MUSIC	89/08/01	1	10	31000.00
EARLY	ROBERT	CUSTODIAN	PHYSICAL PLANT	89/01/03	1	12	9533.00
FENNESSEE	WILLIAM	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	89/08/01	1	10	28500.00
FULCHER	JEFFERY	ASSISTANT DIRECTOR	PRE-EMPLOY ASSESSMENT PROG	89/05/01	1	12	21000.00
GARDNER	BRENDA	RECEPTIONIST	ADMISSIONS & RECORDS	89/05/08	1	12	9731.00
GARRETT	MARCUS	NECROBY PROSECTOR	BREATHITT VETERINARY CENTER	89/07/01	1	12	10867.00
GRAY	ELIZABETH	CLERK TYPIST I	MSU FOUNDATION	89/01/30	1	12	9927.00
GREER	MICHELE	CLERK ADMINISTRATIVE BSEP	FT CAMPBELL CENTER	89/02/27	1	12	12531.00
HADAWAY	RUTH	CASHIER	ACCOUNTING & FINANCE	89/07/06	1	12	10867.00
HARRISON	SHIRLEY	SECRETARY/BOOKKEEPER	BOY SCOUT MUSEUM	89/01/03	1	12	11927.00
HAYERSTOCK	LINDA	VISITING INSTRUCTOR	HEALTH/PE/RECREATION	89/08/01	2	10	14000.00
HAZEL	ANGELA	ASSISTANT DIRECTOR	SPORTS INFORMATION	89/07/01	1	12	10000.00
HOLLEY	JERRY	CUSTODIAN	PHYSICAL PLANT	89/05/01	1	12	9354.00
JACKSON	CHERYL	VISITING ASSISTANT PROFESSOR	NURSING	89/08/01	1	10	24000.00
KEELAN	CLAUDIA	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	24000.00
LEE	CYNTHIA	CLERK LIBRARY	LIBRARY	89/02/13	1	12	10217.00
LIRA	JORGE	VISIT LECT/RES PROFESSOR	CENTER FOR RESEARCH & DEVELOPMENT	89/07/01	1	12	15000.00

REPORT OF NEW EMPLOYMENT
JANUARY 1, 1989 THROUGH AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
LOWE	JERRY	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	89/08/01	1	10	30000.00
MCDONALD	GAYLE	ASSISTANT TRAINER	ATHLETIC TRAINER	89/01/23	1	12	15600.00
MCNALLY	T.	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	24000.00
MELCER	TED	ASSISTANT PROFESSOR	PSYCHOLOGY	89/08/01	1	10	25000.00
MILLER	LINDA	SYSTEMS ANALYST	FINANCE & ADMINISTRATIVE SER	89/08/01	1	12	25320.00
MORGAN	JOHN	WORKER POTS & PANS	FOOD SERVICE	89/01/09	1	12	9448.00
MORRIS	CRAIG	ASSISTANT COACH	BASKETBALL	89/06/10	1	12	31974.00
POOR	MARTHA	RECEPTIONIST/TYPIST	BREATHITT VETERINARY CENTER	89/02/01	1	12	10217.00
POST	PATTYE	VISITING LECTURER	MATHEMATICS	89/08/01	1	10	18000.00
POUNDS	AUGUSTINE	VICE PRES & ASSOC PROFESSOR	STUDENT DEVELOPMENT	89/02/27	1	12	65625.00
REBAR	CYNTHIA	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	89/08/01	1	10	28000.00
REED	LEE	VISITING ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	89/08/01	1	10	15000.00
RITTER	ALYSIA	ASSISTANT PROFESSOR	PSYCHOLOGY	89/08/01	1	10	24000.00
SCHNEIDERMAN	STEVEN	CHAIR ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	89/07/01	1	12	40000.00
SINGH	SHIR	HEAD VET MICRO ASSOC PROF	BREATHITT VETERINARY CENTER	89/07/10	1	12	45000.00
STEIDEN	TERRY	ASSOCIATE DIRECTOR	PHYSICAL PLANT	89/06/15	1	12	29000.00
TEMPLETON	BARBARA	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	24000.00
TERRY	BRIEN	VISIT LECT HORSE LAB MGR	AGRICULTURE	89/01/17	1	12	20650.00
THIEKE	MICHAEL	ASSISTANT COACH/ACAD COORD	BASEBALL	89/07/01	1	12	20000.00
THOMPSON	TIMOTHY	CUSTODIAN	RESIDENCE HALLS	89/04/18	1	12	9354.00
TODD	TERRY	BUYER FOOD	PURCHASING & GENERAL SERVICE	89/01/03	1	12	18036.00
WALL	LARRY	COACH HEAD	WOMEN'S BASKETBALL	89/07/17	1	12	30193.00
WALTERS	HENRY	VISIT ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	89/08/01	1	10	25000.00
WEIS	ROGER	DIRECTOR/VISIT INSTR	AMERICAN HUMANICS	89/07/01	1	12	30975.00
WILLIAMS	ERIC	ASSISTANT PROFESSOR	MUSIC	89/08/01	1	10	23900.00
WOOD	SARAH	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	23000.00
WOODS	CARL	MEDIA SPECIALIST	COLLEGE OF SCIENCE	89/07/01	1	12	24000.00
WORKMAN	PAMELA	CUSTODIAN	PHYSICAL PLANT	89/04/10	1	12	9354.00
WRIGHT	ISSAC	FACILITY COORD/CONCESSION MR	ATHLETIC DIRECTOR	89/07/01	1	12	10500.00
ZIMMERER	EDMUND	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	89/08/01	1	10	28000.00

MURRAY STATE UNIVERSITY SALARY ROSTER

AS OF

AUGUST 1, 1989

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ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ADAMS	JOHN	ASSOCIATE PROFESSOR	ENGLISH	67/09/01	1	10	32657.00
ADAMS	SUSAN	LIBRARY ASSISTANT II	LIBRARY	83/05/02	1	12	16484.00
ADAMS	LORI	CLERK ACCOUNTING SR	ACCOUNTING & FINANCE	83/05/01	1	12	13140.00
ADAMS	BONNIE	DEPARTMENT SECRETARY II	SPECIAL EDUCATION	78/06/16	1	12	12490.00
ADAMS	GRISDELOA	ADMINISTRATIVE SECRETARY II	PHYSICAL PLANT	72/09/21	1	12	14064.00
ADAMS	EDDIE	ASSOCIATE PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	68/09/01	1	10	37100.00
ADAMS	BETTY	VISITING INSTRUCTOR	JOURNALISM RADIO/TV	88/08/01	1	10	24000.00
ADELMAN	FRANK	ASSOCIATE PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	78/08/01	1	10	35470.00
ADLICH	SANRDA	CUSTODIAN	PHYSICAL PLANT	89/03/27	1	12	9354.00
AINSWORTH	CAROL	ADMINISTRATIVE SECRETARY I	ACADEMIC AFFAIRS	88/11/21	1	10	11239.00
ALBERT	LARRY	ENGINEER MSU TV	JOURNALISM RADIO/TV	85/10/01	1	12	30197.00
ALDERDICE	NANCY	VISITING LECTURER	COMPUTER STUDIES	89/08/01	1	10	22000.00
ALDERSON	CAROLYN	TECHNICIAN ASST AGR LAB	BREATHITT VETERINARY CENTER	78/04/10	1	12	20053.00
ALEXANDER	SARA	ADMINISTRATIVE SECRETARY II	PERSONNEL SERVICES	71/07/14	1	12	13696.00
ALEXANDER	BARBARA	CLERK MAIL	POSTAL SERVICES	81/11/30	1	12	11796.00
ALEXANDER	SALLY	SECRETARY	WRATHER W KY MUSEUM	77/08/15	1	12	13634.00
ALEXANDER	ALORA	ASSISTANT PROFESSOR	LIBRARY	87/08/01	1	12	22918.00
ALEXANDER	SUSAN	LABORATORY ASSISTANT SR	BREATHITT VETERINARY CENTER	88/11/01	1	12	12850.00
ALEXANDER	REBECCA	SALAD WORKER	FOOD SERVICE	89/03/24	1	12	8219.00
ALLBRITTEN	ELDON	CUSTODIAN	PHYSICAL PLANT	81/05/31	1	12	11424.00
ALLBRITTEN	GLORIA	CLERK LIBRARY	LIBRARY	77/06/06	1	12	11685.00
ALLBRITTEN	WILLIAM	DIRECTOR ASSOCIATE PROFESSOR	COUNSELING & TESTING CENTER	75/07/01	1	12	36936.00
ANDERSON	LARRY	COORDINATOR SAFETY	PHYSICAL PLANT	79/09/24	1	12	22217.00
ANDERSON	BUFORD	PROFESSOR	PHYSICS & ASTRONOMY	63/05/15	1	10	38750.00
ANDERSON	JEFFREY	ASSOCIATE PROFESSOR	CHEMISTRY	83/08/01	1	10	31500.00
ANDERSON	THAYLE	ASSOCIATE PROFESSOR	ENGLISH	70/09/01	1	10	30500.00
ARMSTRONG	JACQUELINE	BAKER	FOOD SERVICE	76/08/16	1	12	13387.00
ARNOLD	CHRISTI	CASHIER	FOOD SERVICE	85/10/26	1	12	11924.00
AUER	THOMAS	DEAN & PROFESSOR	INDUSTRY & TECHNOLOGY	86/01/01	1	12	61718.00
BADGER	ROBERT	SERVICEMAN B	PHYSICAL PLANT	79/11/26	1	12	18431.00
BAILEY	SHARION	EXECUTIVE SECRETARY	PRESIDENT'S OFFICE	82/03/15	1	12	18112.00
BAILEY	DORTHA	LIBRARY ASSISTANT II	LIBRARY	85/08/19	1	12	16484.00
BAILEY	GENE	ASSISTANT PROFESSOR	GRAPHIC ARTS TECHNOLOGY	69/09/01	1	10	31081.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BAILEY	ERNIE	ASSISTANT PROFESSOR	LIBRARY	71/08/16	1	12	25695.00
BAILEY	LAUREL	CLERK LIBRARY	LIBRARY	79/07/01	1	12	12286.00
BALLARD	KATHRYN	VISITING LECTURER	SPEECH COMMUNICATION THEATRE	88/08/01	1	10	19950.00
BARRETT	MARILYN	LIBRARY ASSISTANT II	LIBRARY	64/07/01	1	12	18220.00
BARRETT	TERRY	PROFESSOR	PSYCHOLOGY	75/08/01	1	10	37600.00
BARRETT	KIMBERLY	COUNSELOR/INSTRUCTOR	COUNSELING & TESTING CENTER	89/01/03	1	10	22776.00
BARROW	DOROTHY	ADMINISTRATIVE SECRETARY III	MSU FOUNDATION	71/05/17	1	12	15020.00
BARROW	MARY	ADMINISTRATIVE SECRETARY I	HONORS PROGRAM	88/05/16	1	12	12120.00
BARTLETT	MARY	ADMINISTRATIVE SECRETARY II	ACCOUNTING & FINANCE	76/07/19	1	12	14842.00
BARTOLUCCI	LUIS	ASSOCIATE PROFESSOR	GEOSCIENCES	86/01/01	1	10	39000.00
BARTON	RUFUS	ASSOCIATE PROFESSOR	MANAGEMENT & MARKETING	68/09/01	1	10	36750.00
BARTON	BETTY	CLERK LIBRARY	LIBRARY	88/08/15	1	12	10217.00
BATES	KAREN	ASSOCIATE PROFESSOR	MUSIC	78/08/01	1	10	31380.00
BATTS, JR.	ROBERT	CHAIR INT ASSOC PROFESSOR	COMPUYER STUDIES	75/08/01	1	12	47806.00
BAURER	JAMES	DIRECTOR INTERIM	CURRIS CENTER ADMINISTRATION	81/12/14	1	12	30000.00
BAURER	PHYLLIS	ANALYST PROGRAMMER	COMPUTING & INFORMATION SYS	77/01/10	1	12	21826.00
BAUST	JOSEPH	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	78/08/01	1	10	32132.00
BEAHAN	CHARLOTTE	ASSOCIATE PROFESSOR	HISTORY	80/08/01	1	10	29700.00
BEAL	MARK	TECH DESIGNER	SPEECH COMMUNICATION THEATRE	88/08/01	2	10	8000.00
BEAL	KATHLEEN	VISITING ASST PROFESSOR	SPEECH COMMUNICATION THEATRE	89/08/01	1	10	20000.00
BEANE	ALLAN	PROFESSOR	SPECIAL EDUCATION	77/10/31	1	10	36484.00
BEANE	LINDA	SECRETARY	CLINICAL SERVICES	82/10/20	2	12	6922.00
BEASLEY	TROY	PROFESSOR	HISTORY	65/09/01	1	10	36850.00
BEATTY	DURWOOD	PROFESSOR	AGRICULTURE	68/09/01	1	10	39600.00
BEGLEY	THOMAS	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	76/08/01	1	10	33075.00
BELCHER	MARTHA	COOK	FOOD SERVICE	78/08/14	1	12	12504.00
BELL	MARILYN	BOOKKEEPER/SECRETARY	UNIVERSITY BOOKSTORE	88/02/29	1	12	11444.00
BELL	WAYNE	PROFESSOR	MATHEMATICS	76/08/01	1	10	36000.00
BENNETT	DONALD	CHAIR PROFESSOR	MATHEMATICS	70/09/01	1	12	50000.00
BENNETT	DEBBIE	CLERK EXPEDITOR/PURCHASE	PURCH GENERAL	86/09/15	1	12	12414.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BENRITER	WILLIAM	DIRECTOR	FOOD SERVICE	88/06/01	1	12	35200.00
BENTON	CLAIRE	MANAGER TICKET	ATHLETIC TICKET OFFICE	68/09/11	1	12	18727.00
BENTON	TERRI	MANAGER UNIT	FOOD SERVICE	87/08/01	1	12	20500.00
BERGHOLTZ	MELISSA	CLERK TYPIST II	CENTER OF EXCELLENCE	88/09/01	1	12	11000.00
BEYER	LOUIS	PROFESSOR	PHYSICS & ASTRONOMY	67/01/15	1	10	44500.00
BIBY	HOWARD	ASSISTANT DIRECTOR	RESIDENCE HALLS	88/07/22	1	12	21050.00
BISHOP	STEVE	ASSISTANT PROFESSOR	ART	79/08/01	1	10	26536.00
BLACK	RANDALL	INSTRUCTOR	MUSIC	86/08/01	1	10	25567.00
BLACK	LINDA	CUSTODIAN	RESIDENCE HALLS	79/08/13	1	12	10488.00
BLACK	LINDA	COOK	FOOD SERVICE	87/11/01	1	12	8721.00
BLACK	JOETTE	CASHIER	FOOD SERVICE	84/08/23	1	12	9274.00
BLACK	MARY	TECHNICIAN BINDERY	LIBRARY	81/10/26	1	12	11093.00
BLACK	FRANKLIN	MANAGER	COMPUTING & INFORMATION	81/02/02	1	12	24959.00
		COMPUTING/TELEPHONE	SYS				
BLACKBURN	DAVID	ASSISTANT DIRECTOR	RESIDENCE HALLS	84/07/16	1	12	21400.00
BLALOCK	RICHARD	PHYSICIAN TEAM	ATHLETIC DIRECTOR	88/08/15	2	11	2500.00
BLODGETT	ELIZABETH	CHAIR ASSOCIATE	SPECIAL EDUCATION	77/08/01	1	12	39500.00
		PROFESSOR					
BLYDEN JR	RONALD	GRAPHIC SIGN DESIGN	PHYSICAL PLANT	84/01/09	1	12	13482.00
BOAZ	MARY	COORDINATOR	PADUCAH MODEL CENTER	88/12/01	1	12	20573.00
BOGAL-ALLBRITTEN	ROSEMARIE	PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	77/08/01	1	10	33910.00
BOGART	BONNIE	ADMINISTRATIVE SECRETARY	SCHOOL RELATIONS	68/06/01	1	12	13778.00
		I					
BOGGESE	JAMES	SERVICEMAN A	PHYSICAL PLANT	80/06/02	1	12	21352.00
BOGGESE	GARY	DEAN & PROFESSOR	COLLEGE OF SCIENCE	66/09/01	1	12	63123.00
BOGGESE	DELLA	ADMINISTRATIVE SECRETARY	FOOTBALL	89/03/20	1	12	11078.00
		I					
BOHNERT	CRAIG	DIRECTOR	SPORTS INFORMATION	84/08/15	1	12	24638.00
BOLEN	JIMMIE	FOREMAN PAINTER	PHYSICAL PLANT	84/07/02	1	12	22551.00
BOLKS	ROBERT	ASSISTANT COACH	FOOTBALL	89/07/01	1	12	20000.00
BOMAR	CAROLYN	CHEF SPECIAL EVENTS	FOOD SERVICE	79/08/13	1	12	11714.00
BOMBA	PATRICIA	MANAGER	MID AMERICA REMOTE	87/07/01	1	12	20000.00
		SYSTEM/PROGRAMMER	CENTER				
BONDS	BILLY	CUSTODIAN	RESIDENCE HALLS	87/09/14	1	12	9713.00
BOOTH	JAMES	PRESIDENT ACTING/VP/PROF	ACADEMIC AFFAIRS	76/08/01	1	12	76884.00
BOSS	ANITA	VISITING ASSISTANT	NURSING	89/08/01	1	10	25000.00
		PROFESSOR					
BOSSING	LEWIS	CHAIR PROFESSOR	ELEMENTARY & SECONDARY	75/08/01	1	12	46596.00
			ED				
BOWLING	CHARLES	CUSTODIAN	PHYSICAL PLANT	85/05/20	1	12	10149.00
BOYD	KAREN	PROFESSOR	ART	67/09/01	1	10	38888.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BOYD	MARK	HERDSMAN DAIRY	FARM	85/05/15	1	12	19052.00
BOYLE	ANGELA	CLERK FISCAL	ACCOUNTING & FINANCE	89/04/17	1	12	10867.00
BRAMLETT	ROBERT	SERVICEMAN A	PHYSICAL PLANT	74/08/16	1	12	21881.00
BRANDON	DANNY	GROUNDSKEEPER	PHYSICAL PLANT	77/06/06	1	12	12865.00
BRANNON	TONY	ASSISTANT PROFESSOR	AGRICULTURE	88/08/01	1	10	27400.00
BRASFIELD	DAVID	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	86/08/01	1	10	30444.00
BRAY	PATRICIA	DEPARTMENT SECRETARY I	JOURNALISM RADIO/TV	88/08/08	2	10	4839.00
BREEDING	BRUCE	ASSISTANT PROFESSOR	COMPUTER STUDIES	88/07/01	1	10	49614.00
BRITT, JR.	GEORGE	ASSISTANT PROFESSOR	MATHEMATICS	64/09/01	1	10	31000.00
BROCK	MARK	GROUNDSKEEPER	PHYSICAL PLANT	86/08/01	1	12	11257.00
BROCKMAN	JOHN	COUNSELOR ADMISSIONS	SCHOOL RELATIONS	87/09/01	1	12	15587.00
BROCKWAY	GARY	PROFESSOR	MANAGEMENT & MARKETING	76/08/01	1	10	45398.00
BROUGHTON	JAMES	ASSISTANT PROFESSOR	HEALTH/PE/RECREATION	89/08/01	1	10	28500.00
BROWN	STEPHEN	PROFESSOR	MUSIC	82/08/01	1	10	35010.00
BROWN	MARY	SPECIALIST LIBRARY DATA	LIBRARY	61/06/12	1	12	19000.00
BROWNFIELD	GEORGIA	VISITING LECTURER	MATHEMATICS	89/08/01	1	10	16000.00
BRYAN	ROBERT	PRODUCER JAZZ OPERATOR	WKMS-FM RADIO	80/10/01	1	12	20746.00
		ASST					
BRYAN	PATRICIA	SECRETARY	SPECIAL EDUCATION GRANT	88/07/25	1	12	10045.00
BRYAN, JR.	PHILLIP	DEAN ADMISSIONS	ADMISSIONS & RECORDS	74/05/01	1	12	43462.00
BUCHANAN	BILLY	GROUNDSKEEPER	PHYSICAL PLANT	82/09/08	1	12	12223.00
BUCY	MICHAEL	COORDINATOR MATERIALS	PHYSICAL PLANT	86/02/17	1	12	17440.00
		CONT					
BUGG	ANITA	PRODUCER NEWS ANNOUNCER	WKMS-FM RADIO CPB GRANT	88/07/11	1	12	16074.00
BURCH	EUGENE	CARPENTER A	PHYSICAL PLANT	73/04/02	1	12	18793.00
BURKEEN	EUEL	CUSTODIAN	RESIDENCE HALLS	75/03/10	1	12	11444.00
BURKEEN	OLETA	ASSOCIATE PROFESSOR	NURSING	77/08/01	1	10	32000.00
BURKEEN	DEBORAH	WORKER SERVING LINE	FOOD SERVICE	86/08/25	1	12	8340.00
BURNLEY	BILLY	ASSISTANT PROFESSOR	PHYSICS & ASTRONOMY	65/09/01	1	10	31750.00
BURRESS	MITZI	CLERK TYPIST II	ACCOUNTING & FINANCE	87/12/07	1	12	11002.00
BURTON	BILLIE	COORD ADULT OUTRCH	BIS DEGREE/ADULT	79/08/01	1	12	24486.00
		BIS/ADV	OUTREACH				
BURTON	RONALD	CUSTODIAN	PHYSICAL PLANT	88/05/16	1	12	9563.00
BUSER	JEFFREY	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	85/08/01	1	10	31663.00
BUSER	ROBIN	INSTRUCTOR LWOP	LIBRARY	85/07/15	1	12	0.00
BUSHWAY	SHIRLEY	CASHIER	FOOD SERVICE	82/08/16	1	12	9741.00
BYERS	FAYE	ASSISTANT LABORATORY SR	BREATHITT VETERINARY	79/11/05	1	12	14988.00
		CENTER					
CAIN	JULIA	CLERK CONFIRMATION PUR	PURCHASING & GENERAL	87/10/05	1	12	11018.00
		ORDER	SERVICE				
CALL	WILLIAM	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	69/07/01	1	10	32012.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
CALOZ	BYRON	DIRECTOR NEWS/PUBLIC AFFAIRS	WKMS-FM RADIO	88/04/11	1	12	18505.00
CAMPBELL	MARLENE	ASSISTANT PROFESSOR	COMPUTER STUDIES	84/08/01	1	10	39674.00
CAMPBELL	RICHARD	MAINTENANCE WORKER II	BREATHITT VETERINARY CENTER	86/10/15	1	12	11062.00
CANERDY	TERRY	ASSISTANT PROF/DIRECTOR AHT	BREATHITT VETERINARY CENTER	84/08/01	1	12	42201.00
CANO	ISRAEL	VISITING LECTURER	FOREIGN LANGUAGES	89/08/01	1	10	21000.00
CANTRELL	GRADY	PROFESSOR	MATHEMATICS	69/07/01	1	10	37000.00
CANUP	WANDA	CASHIER	FOOD SERVICE	81/01/05	1	12	9724.00
CARLIN	JAMES	PROFESSOR	ELEMENTARY & SECONDARY ED	69/09/01	1	10	34555.00
CARLTON	JOYCE	CUSTODIAN	PHYSICAL PLANT	80/02/06	1	12	11058.00
CARPENTER	CHARLES	ASSISTANT COACH	FOOTBALL	87/01/12	1	12	28583.00
CARPENTER	FLOYD	ASSOCIATE PROFESSOR	ACCOUNTING	87/08/01	1	10	47997.00
CARR	ANN	ASSOCIATE PROFESSOR	HOME ECONOMICS	66/09/01	1	10	31283.00
CARSTENS	KENNETH	PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	78/08/01	1	10	34160.00
CARTER	ANDREA	CUSTODIAN	PHYSICAL PLANT	83/09/12	1	12	10860.00
CARTER	IRENE	CUSTODIAN	PHYSICAL PLANT	84/01/30	1	12	10911.00
CARTNER	MICHAEL	CONSULTANT MANAGEMENT	W KY SMALL BUSINESS DEV CENT	85/11/01	1	12	26148.00
CARTWRIGHT	JOSEPH	CHAIR PROFESSOR LWP	HISTORY	70/09/01	1	12	50321.00
CASSIDY	CAROLE	CASHIER	FOOD SERVICE	80/08/27	1	12	13903.00
CASSIDY	DAVID	MANAGER UNIT	FOOD SERVICE	81/01/05	1	12	20000.00
CATES	DONNA	DEPARTMENT SECRETARY II	OFFICE SYSTEMS & BUSINESS ED	82/08/16	1	11	12350.00
CELLA	CHARLES	CHAIR PROFESSOR	ENGLISH	68/09/01	1	12	47425.00
CELLA	DORIS	COORDINATOR ACT/WRIT SPEC	LEARNING CENTER	78/07/01	1	10	22800.00
CHAMBERLAIN	DARNLEY	ASSISTANT PROFESSOR	ACCOUNTING	77/12/15	1	10	37284.00
CHANEY	JOSEPH	ASSISTANT PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	87/08/01	1	10	28000.00
CHANEY	LYNDA	CLERK ACCOUNTING II	ACCOUNTING & FINANCE	87/02/09	1	12	11735.00
CHARETTE	RAYMOND	PHYSICIAN TEAM	ATHLETIC DIRECTOR	88/08/15	2	11	2500.00
CHENG	LOUIS	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	89/07/01	1	10	46500.00
CHILDERS	NICHOLAS	SPECIALIST MEDIA	FACULTY RESOURCE CENTER	85/07/29	1	12	20458.00
CHOATE	ALVIN	MANAGER ACCOUNTING	ACCOUNTING & FINANCE	83/03/07	1	12	29520.00
CHRISTOPHEL	ROBERT	ASSISTANT COACH	FOOTBALL	86/02/01	1	12	19756.00
CLAIBORNE	DANIEL	ASSISTANT PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	85/08/01	1	10	26500.00
CLARK	ARMIN	PROFESSOR	GEOSCIENCES	61/08/01	1	10	35500.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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CLARK	BETH	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	87/08/01	1	10	27665.00
CLARK	PAMELA	ADMINISTRATIVE SECRETARY II	ALUMNI AFFAIRS	80/06/30	1	12	13419.00
CLARK	LAURA	TECHNICIAN AGR LABORATORY	BREATHITT VETERINARY CENTER	79/08/01	1	12	17683.00
CLARK	DORIS	SPECIALIST LEARNING	UPWARD BOUND	88/01/22	1	12	16800.00
CLARKSON	ERIC	ASSISTANT PROFESSOR	MATHEMATICS	86/08/01	1	10	28500.00
CLEMENT	PATRICIA	COORDINATOR MEDIA	FACULTY RESOURCE CENTER	83/08/01	2	11	10091.00
CLEMENT	RONALD	PROFESSOR DIRECTOR WATER	MANAGEMENT & MARKETING	82/08/01	1	10	55850.00
CLINE	PATSY	CLERK LIBRARY	LIBRARY	89/01/23	1	12	10217.00
CLOYS	MARGARET	DEPARTMENT SECRETARY II	HISTORY	74/08/23	1	12	13737.00
CLOYS	ADRIAN	CARPENTER UTILITY A	PHYSICAL PLANT	67/12/01	1	12	20290.00
COATES	BEVERLY	CUSTODIAN	PHYSICAL PLANT	88/02/29	1	12	9833.00
COBB	DONNA	BAKER	FOOD SERVICE	80/10/23	1	12	10520.00
COBB	STEPHEN	ASSISTANT PROFESSOR	PHYSICS & ASTRONOMY	88/08/01	1	10	28000.00
COCHRAN	CARLA	DEPARTMENT SECRETARY II	ART	67/10/26	1	12	14055.00
COHEN	MICHAEL	PROFESSOR	ENGLISH	76/08/01	1	10	37955.00
COHOON	JOHN	TRUCK DRIVER GROUNDS	PHYSICAL PLANT	81/09/28	1	12	12226.00
COHOON	JUANITA	CLERK GRADUATE ADMISSIONS	ADMISSIONS & RECORDS	69/11/14	1	12	15517.00
COLE	LIZZIE	OPERATOR COPY CENTER	PRINTING SERVICES	82/07/26	1	12	12125.00
COLE	MARGARET	SALAD WORKER	FOOD SERVICE	81/01/05	1	12	11794.00
COLEMAN	CELIA	ADMINISTRATIVE SECRETARY II	COLLEGE OF EDUCATION	77/08/17	1	12	14902.00
COLLINS	BETTY	CLERK TYPIST II	LIBRARY	78/05/08	1	12	11474.00
COLLINS	IRMA	PROFESSOR	MUSIC	76/08/01	1	10	39000.00
COLSON	TERRY	WORKER BEVERAGE LINE	FOOD SERVICE	87/09/14	1	12	8097.00
COMEAX	PATRICIA	ASSOCIATE PROFESSOR	SPEECH COMMUNICATION THEATRE	87/08/01	1	10	28501.00
CONDON	MARILYN	PROFESSOR	SPECIAL EDUCATION	77/08/01	1	10	32913.00
CONKLIN	RAYMOND	ASSOCIATE PROFESSOR	MUSIC	73/08/01	1	10	31984.00
CONLEY	HARRY	PROFESSOR	CHEMISTRY	68/08/15	1	10	37000.00
CONOVER	MARY	ASSISTANT PROFESSOR	HOME ECONOMICS	78/08/01	1	10	29167.00
COOK	PHAYREE	COORDINATOR GRADUATE	ADMISSIONS & RECORDS	67/01/05	1	12	23000.00
COOKSEY	TIMOTHY	PLUMBER A	PHYSICAL PLANT	84/07/16	1	12	16142.00
COOPER	BENNIE	LECTURER	OCCUPATIONAL SAFETY & HEALTH	79/08/01	1	12	31980.00
COOPER	JOHN	OPERATOR A	PHYSICAL PLANT	73/01/08	1	12	21948.00
COOPER	LOYD	OPERATOR A	PHYSICAL PLANT	80/11/10	1	12	19446.00
COOPER	JOAN	CLERK MATERIALS &	PHYSIC	81/06/29	1	12	12639.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
COOPER	GENEVA	ASSISTANT PROFESSOR	NURSING	71/08/01	1	10	27000.00
COPE	SHELLY	CLERK RECORDS	ADMISSIONS & RECORDS	86/09/29	1	12	10990.00
CORNELIUS	FRED	ASSOCIATE PROFESSOR	ENGLISH	76/08/01	1	10	29000.00
CORNELL	WILLIAM	MICROBIO IV & INSTRUCTOR	BREATHITT VETERINARY CENTER	68/02/16	1	12	36084.00
COSTELLO	STANLEY	INSTRUCTOR	ART	85/08/01	1	10	22656.00
COURTER	JOAN	DEPARTMENT SECRETARY I	SPEECH COMMUNICATION THEATRE	86/10/06	1	09	8393.00
CRAFT	JUDITH	ASSISTANT LABORATORY SR	BREATHITT VETERINARY CENTER	77/05/10	1	12	14916.00
CRAFTON	ARVIN	ASSOCIATE PROFESSOR	OFFICE OF FIELD SERVICE	66/09/01	1	10	32125.00
CRASS	JONATHAN	CUSTODIAN	FOOD SERVICE	84/04/28	1	12	10525.00
CRASS, JR.	HOWARD	CUSTODIAN	PHYSICAL PLANT	89/05/23	1	12	9354.00
CRICK	JEWEL	OPERATOR HEAVY EQUIPMENT	PHYSICAL PLANT	83/07/30	1	12	13913.00
CRIFABI	BNELLA	VISITING LECTURER	JOURNALISM RADIO/TV	86/08/01	1	10	25062.00
CRITTENDON	BETTY	SUPERVISOR	FOOD SERVICE	84/08/18	1	12	14656.00
CRITTENDON	MUREL	PLUMBER MASTER	PHYSICAL PLANT	69/10/13	1	12	21920.00
CRUM	MARY	DEPARTMENT SECRETARY II	POLITICAL SCIENCE/LEGAL STUD	86/01/13	1	11	11428.00
CRUNK	JUDY	ADMINISTRATIVE SECRETARY I	BREATHITT VETERINARY CENTER	80/03/03	1	12	13179.00
CULBERT	BARBARA	ASSOCIATE PROFESSOR LWOP	NURSING	68/09/01	1	10	0.00
CULLIVER	CONCETTA	ASSISTANT PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	87/08/01	1	10	31690.00
CULPEPPER	JETTA	ASSOCIATE PROFESSOR	LIBRARY	69/02/01	1	12	29798.00
CULVER	JEFFREY	WORKER STOCKROOM	FOOD SERVICE	82/08/16	1	12	12590.00
CULVER	RITA	ADMINISTRATIVE SECRETARY I	PERSONNEL SERVICES	77/08/22	2	12	6908.00
CUNNINGHAM	RUTH	SUPERVISOR	FOOD SERVICE	68/02/15	1	12	16637.00
CUNNINGHAM	ANNA	OPERATOR COMPOSER	OFFICE OF PUBLICATIONS	68/10/01	1	12	14645.00
DANDENEAU	TAMALA	CLERK CENTRAL STORE	PURCHASING & GENERAL SERVICE	87/03/16	2	12	5934.00
DANIEL	ROBERT	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	64/09/01	1	10	33800.00
DANIEL	MARTHA	ADMINISTRATIVE SECRETARY I	UNIVERSITY INFORMATION SER	87/03/26	1	12	11740.00
DARNALL	JOHN	SERVICEMAN B	PHYSICAL PLANT	86/10/13	1	12	14260.00
DARNALL	LARRY	CUSTODIAN	PHYSICAL PLANT	84/08/18	1	12	10866.00
DARNELL	BARBARA	CLERK TYPIST I	COLLEGE OF SCIENCE	86/11/17	1	12	10819.00
DARNELL	LULA (LOU)	ACCOUNTANT	ACCOUNTING & FINANCE	86/06/09	1	12	17410.00
DARNELL	CLAUDENE	CUSTODIAN	PHYSICAL PLANT	88/08/01	1	12	9700.00
DAUGHADAY	CHARLES	PROFESSOR	ENGLISH	68/07/01	1	10	34940.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DAUGHADAY	LILLIAN	ASSISTANT PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	81/08/01	1	10	25000.00
DAVIS	ROY	DIRECTOR VISIT ASST PROF	ART	87/07/22	1	12	29417.00
DAVIS	JOE	WORKER POTS & PANS	FOOD SERVICE	84/08/18	7	12	8340.00
DAVIS	BARBARA	ASSISTANT PROFESSOR	NURSING	82/08/01	1	10	29000.00
DAVIS	EDWARD	DIRECTOR	W KY SMALL BUSINESS DEV CENT	81/08/01	1	12	28020.00
DAVIS	JAMES	CHAIR ASSOCIATE PROFESSOR	AGRICULTURE	84/08/01	1	12	47526.00
DAVIS	RONALD	ELECTRICIAN B	PHYSICAL PLANT	88/11/09	1	12	13988.00
DAWSON	GERTRUDE	ADMINISTRATIVE SECRETARY	FINE ARTS COMMUNICATION	78/01/10	1	12	17224.00
DEBOER	JAMES	DIRECTOR & ASSISTANT PROF	COMPUTING & INFORMATION SYS	84/12/01	1	12	47100.00
DEEM	JODELLE	ASSISTANT PROFESSOR	SPECIAL EDUCATION	86/08/01	1	10	27455.00
DEITZ	KRISTINA	CLERK UNGRADUATE ADMISSIONS	ADMISSIONS & RECORDS	84/07/02	1	12	13534.00
DELANCEY	TERESA	SPECIALIST LEARNING	STUDENT SUPPORT SERVICES	87/08/01	1	12	18372.00
DELANEY	SARAH	BOOKKEEPER II	ACCOUNTING & FINANCE	85/07/29	1	12	13907.00
DERINGTON	WILLIAM	LEADER CUSTODIAL CREW	RESIDENCE HALLS	86/09/15	1	12	10568.00
DEVINE	JOHN	PROFESSOR	ACCOUNTING	63/09/01	1	10	36712.00
DEVOSS	DAVID	PATROL SERGEANT	CAMPUS SAFETY	79/02/10	1	12	19251.00
DIAL	LORI	OPERATOR DATA ENTRY	ADMISSIONS & RECORDS	88/02/25	1	12	11020.00
DICK	WANDA	RECEPTIONIST	CENTER FOR CONTINUING ED	79/10/03	1	12	10338.00
DILLMAN	MATTHEW	ASSISTANT PROFESSOR SFL	ENGINEERING TECHNOLOGY	85/01/01	1	10	16089.00
DILLON	JOHN	INSTRUCTOR	JOURNALISM RADIO/TV	84/08/01	1	10	25523.00
DILLON	MICHAEL	LABORER DELIVERY WAREHOUSE	PURCHASING & GENERAL SERVICE	87/06/11	1	12	10307.00
DINH	CONG	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	75/10/20	1	11	10530.00
DODSON	JANELLE	VISITING ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	88/08/01	1	10	25992.00
DOWNEY	JERRY	SERVICEMAN A	PHYSICAL PLANT	82/08/25	1	12	17702.00
DOYLE	CAROL	COORDINATOR	KY INSTITUTE EUROPEAN STUDIE	82/11/08	1	12	13325.00
DOYLE	MARY	COORDINATOR IN TRAINING	ALUMNI/DEVELOPMENT RECORDS	88/10/31	1	12	14500.00
DRENNER	JUDY	CUSTODIAN	PHYSICAL PLANT	87/07/27	1	12	9833.00
DRESSLER	JOHN	ASSOCIATE PROFESSOR	MUSIC	89/08/01	1	10	31000.00
DREYER	JEFFRE	COORDINATOR EMP/WAGE ANALYST	PERSONNEL SERVICES	81/05/26	1	12	22820.00
DRISKILL	CHARLES	ASSISTANT PROFESSOR	AGRICULTURE	84/08/01	1	10	31550.00
DRIVER	BETTY	VISITING LECTURER	ECONOMY FINANCE	83/08/01	1	10	23449.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
DUDLEY	JACKLYN	MANAGER ACCOUNTING	ACCOUNTING & FINANCE	85/10/14	1	12	32739.00
DUFORD	SALLY	ASSISTANT PROFESSOR	HOME ECONOMICS	77/08/01	1	10	29287.00
DUGGER	DWAIN	LEADER CUSTODIAN	RESIDENCE HALLS	75/07/07	1	12	11835.00
DUNCAN	CHARLES	MECHANIC BOWLING	CURRIS CENTER	82/08/02	1	10	13560.00
		ADMINISTRATION					
DUNCAN	STEVEN	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	79/02/15	1	11	10530.00
DUNCAN	PAMELA	DEPARTMENT SECRETARY II	BUSINESS & PUBLIC	78/04/17	1	12	14241.00
		AFFAIRS					
DUNCAN	DON	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	10	33750.00
DUNMAN	SUSAN	ASSISTANT PROFESSOR	LIBRARY	83/08/15	1	12	23362.00
DUNN	SHIRLEY	DEPARTMENT SECRETARY II	OFFICE OF FIELD SERVICE	78/10/17	1	11	12280.00
DUNN	BOBBY	CUSTODIAN LEADER	CURRIS CENTER	80/12/16	1	12	12205.00
		ADMINISTRATION					
DUOBINIS-GRAY	LEON	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	88/08/01	1	10	28500.00
DYER	GARY	COOK	FOOD SERVICE	85/10/30	1	12	10997.00
EARLY	ROBERT	CUSTODIAN	PHYSICAL PLANT	89/01/03	1	12	9533.00
EARNEST	JAMES	PROF DIR CTR FOR ACAD	ENGLISH	76/08/01	1	10	35860.00
		ADV					
EDMONDS	WILMA	CLERK LIBRARY	LIBRARY	87/07/27	1	12	10482.00
EDWARDS	SAUNDRA	ADMINISTRATIVE SECRETARY	ATHLETIC DIRECTOR	74/02/01	1	12	14222.00
		I					
EDWARDS	GLEN	BUTCHER	FOOD SERVICE	84/06/25	1	12	13193.00
EDWARDS	GELA	ADMINISTRATIVE SECRETARY	INDUSTRY & TECHNOLOGY	68/08/16	1	12	16853.00
		III					
EDWARDS	LEON	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	83/08/01	1	10	31125.00
ELAM	JO	WORKER SNACK BAR	FOOD SERVICE	86/10/19	1	12	8565.00
ELDER	HARVEY	PROFESSOR	MATHEMATICS	57/02/01	1	10	40500.00
ELDER	SCOTT	OPERATOR PRESS	PRINTING SERVICES	85/08/05	1	12	12004.00
ELDREDGE	DAVID	PROFESSOR	COMPUTER STUDIES	76/08/01	1	10	54073.00
ELDREDGE	JUDITH	NURSE STAFF	HEALTH SERVICES	82/04/05	2	09	8378.00
ELKINS	MARION	DEPARTMENT SECRETARY II	ECONOMICS & FINANCE	74/08/12	1	12	14228.00
ELLIS	GEORGETTE	DEPARTMENT SECRETARY II	GEOSCIENCES	87/08/31	1	12	11688.00
ELLIS	CHARLETTER	EXECUTIVE ASSISTANT	MID AMERICA REMOTE	77/07/01	1	12	17630.00
		CENTER					
ELWELL	FRANK	CHAIR ASSOCIATE	SOCIOLOGY & ANTHROPOLOGY	79/08/01	1	12	35190.00
		PROFESSOR					
EMERSON	ALICE	OPERATOR PRINT PRESS	PRINTING SERVICES	76/10/11	1	12	15844.00
ERICKSON	SCOTT	INSTRUCTOR	MUSIC	85/08/01	1	10	24458.00
ERWIN	POLLY	COORDINATOR BANQUET	FOOD SERVICE	73/08/27	1	12	14021.00
ERWIN	MARTHA	ASSOCIATE PROFESSOR LWOP	NURSING	70/09/01	7	10	0.00
ESTEP	CARRIE	CUSTODIAN	PHYSICAL PLANT	86/09/02	1	12	10330.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
ETHERTON	ROBERT	CHAIR PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	12	52000.00
EVERSMAYER	HAROLD	PROFESSOR	BIOLOGICAL SCIENCES	64/09/01	1	10	40500.00
FAIRBANKS	KENNETH	ASSOCIATE PROFESSOR	MATHEMATICS	79/08/01	1	10	35500.00
FANNIN	HARRY	ASSISTANT PROFESSOR	CHEMISTRY	88/08/01	1	10	27430.00
FARLEY	JACK	ASSISTANT PROFESSOR	SPECIAL EDUCATION	85/08/01	1	10	28212.00
FARLEY	LINDA	ACCOUNTANT GRANTS	ACCOUNTING & FINANCE	69/08/11	1	12	24124.00
FARRELL	TECKLA	CLERK TYPIST II	STUDENT DEVELOPMENT	78/11/09	2	12	6445.00
FARRIS	THEDA	BOOKKEEPER	FOOD SERVICE	70/10/06	1	12	13489.00
FAUGHN	JOHN	INSTRUCTOR DIRECTOR CJP	POLITICAL SCIENCE/LEGAL STUD	83/08/01	1	10	31211.00
FAZI	FRANK	MAINTENANCE & FILM	PRINTING SERVICES	65/08/16	2	12	8400.00
FELTS	RHONDA	OPERATOR CLERK/CENTREX	TELECOMMUNICATIONS	80/10/20	2	12	7934.00
FENNESSEE	WILLIAM	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	89/08/01	1	10	28500.00
FERGUSON	RICHARD	CARPENTER UTILITY A	PHYSICAL PLANT	80/11/01	1	12	18836.00
FERGUSON	JOHN	PROFESSOR	FOREIGN LANGUAGES	65/09/01	1	10	41455.00
FERGUSON	LURAE	PROOFREADER/SECRETARY	OFFICE OF PUBLICATIONS	86/05/19	1	12	15038.00
FEULNER	EVELYN	WORKER DISHROOM	FOOD SERVICE	87/08/31	1	12	7717.00
FIELDS	SHARON	VISITING INSTRUCTOR	SOCIOLOGY & ANTHROPOLOGY	86/08/01	1	10	21839.00
FINLEY	JOHN	BUYER	PURCHASING & GENERAL SERVICE	78/02/02	1	12	19563.00
FINNEY	OTIS	ELECTRICIAN A	PHYSICAL PLANT	65/11/01	1	12	21664.00
FITZGIBBON	JOHN	DIRECTOR/ACT DIR PER SER	PURCHASING & GENERAL SERVICE	87/09/14	1	12	40000.00
FLAMMIA	MADELYN	ASSISTANT PROFESSOR	ENGLISH	88/08/01	1	10	24500.00
FLEMING	KATHLEEN	ADMINISTRATIVE SECRETARY I	COOPERATIVE ED & PLACEMENT	77/10/10	1	11	12504.00
FLETCHER	JAMES	ASSISTANT PROFESSOR	PSYCHOLOGY	85/09/01	1	10	28611.00
FOLSON	BURTON	PROFESSOR	HISTORY	76/08/01	1	10	33370.00
FOREMAN	TERRY	CHAIR ASSOCIATE PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	75/08/01	1	10	36303.00
FORRESTER	KENT	PROFESSOR	ENGLISH	71/08/01	1	10	34531.00
FOX	HELEN	CLERK BILLING	ACCOUNTING & FINANCE	81/11/03	1	12	13804.00
FOY	CLEVELAND	CUSTODIAN	PHYSICAL PLANT	69/09/19	1	12	11594.00
FRANCE	NANCEY	ASSISTANT PROFESSOR	NURSING	82/11/01	1	10	26750.00
FRANK	JAMES	PROFESSOR	HEALTH/PE/RECREATION	64/09/01	1	10	40044.00
FRAZIER, JR.	NORMAN	MECHANIC AUTO B	MOTOR POOL	88/03/21	1	12	13723.00
FRIEBEL	ELDORA	CLERK PAYROLL SR	ACCOUNTING & FINANCE	80/02/18	1	12	15850.00
FRIEND	MARK	CHAIR INTERIM ASSOC PROF	OCCUPATIONAL SAFETY & HEALTH	87/08/01	1	12	45045.00
FUHRMANN	JOSEPH	PROFESSOR	HISTORY	78/08/01	1	10	33255.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
FULCHER	JEFFERY	ASSISTANT DIRECTOR	PRE-EMPLOY ASSESSMENT PROG	89/05/01	1	12	21000.00
FULLER	MARIAN	PROFESSOR	BIOLOGICAL SCIENCES	67/09/01	1	10	37000.00
FURCHES	JEANETTE	ASSISTANT PROFESSOR	NURSING	74/08/01	1	10	29500.00
FURCHES	WILLIAM	ASSOCIATE PROFESSOR	ART	63/06/15	1	10	26524.00
FURGERSON	WILLIAM	DIRECTOR VET & COORD PLACE	STUDENT DEVELOPMENT	56/06/01	1	12	37891.00
FUTRELL	JANET	CLERK TYPIST II	ATHLETIC DIRECTOR	87/05/28	1	12	11335.00
GALLOWAY	BOBBY	OPERATOR B	PHYSICAL PLANT	85/06/11	1	12	16116.00
GANTT	VERNON	PROFESSOR	SPEECH COMMUNICATION THEATRE	73/08/01	1	10	39653.00
GARDNER	SHAWN	SERVICEMAN B	PHYSICAL PLANT	87/09/08	1	12	13924.00
GARDNER	LINDA	ASSISTANT PROFESSOR	HOME ECONOMICS	86/01/01	1	10	24456.00
GARDNER	BRENDA	RECEPTIONIST	ADMISSIONS & RECORDS	89/05/08	1	12	9731.00
GARFIELD	GENE	CHAIR ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	70/09/01	1	12	47087.00
GARFIELD	ROBERTA	ADMINISTRATOR CLINIC & ARNP	HEALTH SERVICES	77/09/06	1	12	30000.00
GARGUS	JULIE	CLERK FINANCIAL AID	STUDENT FINANCIAL AID	87/05/06	1	12	12187.00
GARLAND	CARMEN	ASSISTANT DIRECTOR	SCHOOL RELATIONS	80/11/10	1	12	25637.00
GARLAND	JENNA	CLERK APPLICATION	STUDENT FINANCIAL AID	79/07/02	1	12	12848.00
GARLAND	JUANITA	CUSTODIAN	PHYSICAL PLANT	84/01/09	1	12	11000.00
GARLAND	GREG	MECHANIC HEAD	MSU FOUNDATION GOLF	87/08/07	1	12	15409.00
GARRETT	MARCUS	NECROPSY PROSECTOR	BREATHITT VETERINARY CENTER	89/07/01	1	12	10867.00
GIBSON	DAVID	CUSTODIAN	PHYSICAL PLANT	87/10/19	1	12	9787.00
GIBSON	KENNETH	MOVER	PHYSICAL PLANT	87/03/16	1	12	10628.00
GIBSON	TRACI	CUSTODIAN	PHYSICAL PLANT	86/10/27	1	12	10137.00
GIBSON	SHERRI	ADMINISTRATIVE SECRETARY I	FACULTY RESOURCE CENTER	88/07/01	1	12	10867.00
GIFFORD	MARILYN	VISITING ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	88/08/01	1	10	27032.00
GILES	HOWARD	PROFESSOR	ECONOMICS & FINANCE	64/09/01	1	10	42698.00
GLOVER	JOHN	OPERATOR B	PHYSICAL PLANT	86/02/03	1	12	15509.00
GOAD	JOHN	CHEMIST SENIOR	BREATHITT VETERINARY CENTER	71/02/16	1	12	26172.00
GOODMAN	JOHN	MANAGER EQUIPMENT ROOM	HEALTH/PE/RECREATION	80/02/25	1	11	10371.00
GORDON	JOYCE	ASSISTANT DIRECTOR STUD EMP	STUDENT FINANCIAL AID	70/06/01	1	12	24115.00
GRADISHER	MYRA	INSTRUCTOR	AHES	85/08/16	1	12	25022.00
GRAHAM	SHARON	SPECIALIST PRE-AUDIT	PURCHASING & GENERAL	67/07/03	1	12	16750.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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GRAHAM	JIMMY	AGENT RECEIVING INVENTORY	UNIVERSITY BOOKSTORE	70/07/01	1	12	16773.00
GRAMBIHLER	KENNETH	VISITING LECTURER	POLITICAL SCIENCE/LEGAL STUD	87/08/01	1	10	21394.00
GRAY	THOMAS	CHAIR PROFESSOR	GRAPHIC ARTS TECHNOLOGY	75/08/01	1	12	51410.00
GRAY	ELIZABETH	CLERK TYPIST I	MSU FOUNDATION	89/01/30	1	12	9927.00
GREEN	JOSEPH	ASSOCIATE DIRECTOR	CAMPUS SAFETY	66/03/15	1	12	26845.00
GREEN	ELVIS	COORDINATOR INVENTORY PROP	PURCHASING & GENERAL SERVICE	85/10/01	1	12	18915.00
GREER	MARLIN	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	79/08/01	1	10	36328.00
GREER	SHARON	MICROBIO I	BREATHITT VETERINARY CENTER	76/08/16	1	12	22053.00
GREER	LALITA	CUSTODIAN	RESIDENCE HALLS	87/01/19	1	12	10233.00
GREER	MICHELE	CLERK ADMINISTRATIVE BSEP	FT CAMPBELL CENTER	89/02/27	1	12	12531.00
GREULE	ALAN	INSTRUCTOR DIR TV STUDIO	JOURNALISM RADIO/TV	83/08/01	1	10	24697.00
GRIFFIN	JOHN	ASSISTANT PROFESSOR	LIBRARY	77/07/01	1	12	26615.00
GRIFFIN	DAWN	COORDINATOR INTRAMURAL	CO-CURRICULAR EDUCATION	88/08/25	1	10	16247.00
GRIMES	JAMES	CHAIR ASSOCIATE PROF	FOREIGN LANGUAGES	72/08/01	1	12	41239.00
GROEGER	ALAN	POST DOCTORAL RESEARCHER	CENTER OF EXCELLENCE	88/10/01	1	12	20000.00
GROPPEL	STANLEY	DIRECTOR & ASST PROFESSOR	BIS DEGREE/ADULT OUTREACH	82/08/01	1	12	27250.00
GRUBBS	ROSE	RECEPTIONIST HALL	RESIDENCE HALLS	85/08/19	2	09	5874.00
GUDE	FRANK	CUSTODIAN	PHYSICAL PLANT	80/10/06	1	12	11036.00
GUIN	LARRY	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	78/08/01	1	10	46832.00
GUPTA	RAMESH	VET TOXICOLOGIST/ASST PROF	BREATHITT VETERINARY CENTER	87/03/23	1	12	38851.00
GUPTON	ANN	ANALYST PROGRAMMER	COMPUTING & INFORMATION SYS	82/05/03	1	12	21319.00
GUTHRIE	CHARLES (CHUCK)	COORDINATOR	ADULT LEARNING CENTER	73/07/01	1	10	30860.00
GUTHRIE	KAREN	COORDINATOR COMM EDUCATION	COMMUNITY EDUCATION	88/10/24	1	12	16500.00
GUYTON	JOHN	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	87/08/01	1	10	28895.00
HADAWAY	RUTH	CASHIER	ACCOUNTING & FINANCE	89/07/06	1	12	10867.00
HAINSWORTH	JEROME	PROFESSOR	ELEMENTARY & SECONDARY ED	67/09/01	1	10	37730.00
HALE	BONITA	ADMINISTRATIVE SECRETARY III	CENTER FOR CONTINUING ED	80/07/21	1	12	14647.00
HALE	ROGER	GROUNDSKEEPER	PHYSICAL PLANT	87/07/01	1	12	11081.00
HALE	JUDY	SALAD WORKER	FOOD SER	80/08/27	1	12	9585.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HALE	DAN	CUSTODIAN	PHYSICAL PLANT	81/01/05	1	12	10714.00
HALEY	JANNA	CLERK ACCOUNTING II	ACCOUNTING & FINANCE	86/10/06	1	12	11654.00
HALEY	SHELIA	CLERK TYPIST I	SPORTS INFORMATION	88/09/26	2	12	6745.00
HALEY	LORETTA	SECRETARY	HAZARDOUS WASTE WORKERS	88/11/14	1	12	10045.00
HALL	CATHLEEN	EDITOR NEWS	UNIVERSITY INFORMATION SER	6/03/10	1	12	18850.00
HALL	JANE	INSTRUCTOR	ACCOUNTING	75/08/01	1	10	27151.00
HAMILTON	THOMAS	CUSTODIAN	RESIDENCE HALLS	81/09/08	1	12	11133.00
HAMM	NORMA	ASSISTANT DIRECTOR	ACCOUNTING & FINANCE	86/03/01	1	12	35649.00
HAMMACK, JR.	JAMES	PROFESSOR	HISTORY	68/09/01	1	10	39000.00
HAMMONS	JO-ANN	VISITING ASSISTANT PROFESSOR	SPECIAL EDUCATION	89/01/01	1	10	26775.00
HAMRA	ARMEL	ASSISTANT DIRECTOR	PURCHASING & GENERAL SERVICE	68/09/01	1	12	23215.00
HANEY	ROGER	ASSOCIATE PROFESSOR	JOURNALISM RADIO/TV	77/08/01	1	10	34024.00
HANSEN	JANET	INSTRUCTOR/COORD/DEV MATH	LEARNING CENTER	85/07/19	1	10	18286.00
HARCOURT	JULES	CHAIR PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	68/09/01	1	12	54409.00
HARMON	COY	DEAN PROFESSOR DIRECTOR	LIBRARY	84/07/01	1	12	59080.00
HARPER	WAYNE	ASSOCIATE DIRECTOR	PHYSICAL PLANT	84/09/01	1	12	26925.00
HARPOLE	SHERRY	CLERK TYPIST I	MILITARY SCIENCE	88/08/22	1	10	8573.00
HARRELL	KENNETH	DEAN & PROFESSOR	HUMANISTIC STUDIES	61/09/01	1	12	62773.00
HARRELL	JAMIE	PAINTER UTILITY A	PHYSICAL PLANT	82/09/13	1	12	14625.00
HARRELL	ELLEN	ADMINISTRATIVE SECRETARY III	COLLEGE OF EDUCATION	71/09/01	1	12	17500.00
HARRINGTON	CALVIN	DIR ASSOC PROF LWOP	FACULTY RESOURCE CENTER	80/08/01	1	12	0.00
HARRIS	GEARLD	CUSTODIAN	PHYSICAL PLANT	86/06/18	1	12	10049.00
HARRIS	GLENNA	WORKER SNACK BAR	FOOD SERVICE	84/08/18	1	12	8668.00
HARRISON	DANNIE	ASSISTANT DEAN ASSOC PROF	BUSINESS & PUBLIC AFFAIRS	69/09/01	1	12	49370.00
HARRISON	SHIRLEY	SECRETARY/BOOKKEEPER	BOY SCOUT MUSEUM	89/01/03	1	12	11927.00
HART	BRENDA	DEPARTMENT SECRETARY II	COMPUTER STUDIES	87/01/14	1	12	13400.00
HART	JOHN	SPECIALIST/RADIO/TV SER	UNIVERSITY INFORMATION	86/08/11	1	12	22670.00
HARVEY	YOLANDA	CLERK LIBRARY	LIBRARY	85/01/02	1	12	11299.00
HATTON	ROY	PROFESSOR	HISTORY	66/09/01	1	10	35110.00
HAVERSTOCK	LINDA	VISITING INSTRUCTOR	HEALTH/PE/RECREATION	89/08/01	2	10	14000.00
HAWORTH	JAMES	CUSTODIAN	RESIDENCE HALLS	86/10/13	1	12	10137.00
HAWS	GARY	PROFESSOR	FOREIGN LANGUAGES	67/09/01	1	10	31795.00
HAY	JAMI	TECHNICIAN ANIMAL HEALTH	ANIMAL HEALTH	86/08/01	1	12	18041.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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HAZEL	ANGELA	ASSISTANT DIRECTOR	SPORTS INFORMATION	89/07/01	1	12	10000.00
HEAD	ROBERT	PROFESSOR	ART	65/09/01	1	10	39334.00
HEATHCOTT	ELDON	PROFESSOR	AGRICULTURE	68/07/01	1	12	44801.00
HEIM	KEITH	PROFESSOR	LIBRARY	74/09/01	1	12	38609.00
HELTON	JAMIE	DEPARTMENT SECRETARY II	SPEECH COMMUNICATION THEATRE	82/03/15	1	10	13188.00
HELTON, JR.	ROY	ASSISTANT PROFESSOR	ENGLISH	67/09/01	1	10	28580.00
HENDERSON	REBECCA	CLERK FOOD SERVICES	FOOD SERVICE	82/08/23	1	12	12649.00
HENDON	ELIZABETH	VISITING LECTURER	OFFICE SYSTEMS & BUSINESS ED	88/08/01	1	10	19000.00
HENLEY	MELVIN	CHAIR INT ASSOCIATE PROF	CHEMISTRY	64/09/01	1	12	48250.00
HENRY	WANDA	BAKER	FOOD SERVICE	76/08/01	1	12	13193.00
HENSON	LOUIE	REPAIRMAN WINDOW	PHYSICAL PLANT	77/05/23	1	12	16721.00
HERNDON	DONNA	DIRECTOR	ALUMNI AFFAIRS	81/07/01	1	12	33050.00
HERNDON	ELTON	CUSTODIAN	CURRIS CENTER ADMINISTRATION	80/12/16	1	12	11279.00
HERNDON	MARILYN	CASHIER	FOOD SERVICE	81/08/17	1	12	12204.00
HERNDON	JOHNNY	COORDINATOR TRANSPORTATION	MOTOR POOL	73/05/28	1	12	25865.00
HERNDON	JERRY	PROFESSOR	ENGLISH	69/09/01	1	10	40670.00
HERNDON	KENNETH	WELDER/GENERAL MAINT MECH	PHYSICAL PLANT	88/06/01	1	12	16061.00
HERREN	CHARLES	VET SER & ASST PROFESSOR	BREATHITT VETERINARY CENTER	78/07/21	1	12	45916.00
HESTER	BILLY	HELPER MASONRY	PHYSICAL PLANT	72/06/26	1	12	11611.00
HESTER	PAUL	PAINTER A	PHYSICAL PLANT	76/02/23	1	12	16217.00
HEWITT	RAYMOND	COACH HEAD	MEN'S GOLF	59/06/01	2	10	17181.00
HICKS	SHERRILL	CUSTODIAN	PHYSICAL PLANT	81/08/22	1	12	11357.00
HIGGINS	JO	WORKER SERVING LINE	FOOD SERVICE	86/08/27	1	12	10653.00
HIGGINS	KATHRYN	TECHNICIAN AGR LABORATORY	BREATHITT VETERINARY CENTER	77/11/23	1	12	15586.00
HIGGINSON	BONNIE	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	79/08/01	1	10	27215.00
HILL	ROBERT	MAINTENANCE WORKER II	EXPO CENTER	87/10/05	1	12	11422.00
HILL	INER	COOK	FOOD SERVICE	65/09/01	1	12	12332.00
HODGE	MILDRED	CLERK ADMINISTRATIVE II	PHYSICAL PLANT	60/01/18	1	12	16043.00
HODGE	JESSE	TECHNICIAN EQUIP/TECHNOLOGY	INDUSTRY & TECHNOLOGY	88/05/01	1	12	23210.00
HOKE	PAMELA	CLERK FISCAL	ACCOUNTING & FINANCE	87/02/18	1	12	11806.00
HOLCOMB	THOMAS	PROFESSOR	ED LEADERSHIP & COUNSEL	71/08/01	1	10	36013.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HOLLAND	JAMES	ASSISTANT COACH	BASKETBALL	88/08/22	1	12	31974.00
HOLLEY	JERRY	CUSTODIAN	PHYSICAL PLANT	89/05/01	1	12	9354.00
HOLLOWAY	BILLY	PATROL SERGEANT	CAMPUS SAFETY	77/06/18	1	12	19251.00
HOLT	WILLIAM	DIRECTOR & ASSISTANT PROF	EXPO CENTER	60/09/01	1	12	38809.00
HOMRA	CHARLES	PROFESSOR	PSYCHOLOGY	61/09/01	2	10	16931.00
HOOKS	JANICE	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	65/06/14	1	10	32651.00
HOPKINS	DALE	INSTRUMENT MAKER	COLLEGE OF SCIENCE	84/08/27	1	12	31500.00
HOPKINS	ICHMEL	GROUNDKEEPER	PHYSICAL PLANT	82/05/01	1	12	11962.00
HOPKINS	GRACIE	CASHIER I	UNIVERSITY BOOKSTORE	83/05/23	1	12	11031.00
HORN	MILDRED	ADMINISTRATIVE SECRETARY III	HUMANISTIC STUDIES	63/09/09	1	12	16592.00
HORNBACK	MARILYN	SUPERVISOR PRACTIUM COORD	SPECIAL EDUCATION GRANT	88/01/01	1	12	21730.00
HORNER	LINDA	CURATOR INTERPRET	BOY SCOUT MUSEUM	86/11/01	1	12	19995.00
HORNSBY	BETTY	LIBRARY ASSISTANT I	LIBRARY	68/01/16	1	12	14528.00
HORWOOD	STEPHEN	ASSISTANT PROFESSOR	GRAPHIC ARTS TECHNOLOGY	76/08/01	1	10	30876.00
HOSFORD	PATRICIA	ADMINISTRATIVE SECRETARY II	HEALTH SERVICES	78/02/13	1	12	13829.00
HOSFORD	VICKI	COOK	FOOD SERVICE	82/08/16	1	12	8911.00
HOSFORD	MARK	CUSTODIAN LWOPAY	PHYSICAL PLANT	82/10/01	1	12	11245.00
HOSFORD	JOE	FOREMAN ELECTRICIAN	PHYSICAL PLANT	68/09/16	1	12	25004.00
HOUGH	ALDEAN	ASSOCIATE PROFESSOR	ENGLISH	62/09/01	2	10	13389.00
HOUNSHELL	BONNIE	CLERK LIBRARY	LIBRARY	87/07/01	1	12	10432.00
HOWARD	JULIA	VISITING LECTURER	COMPUTER STUDIES	88/08/01	1	10	25530.00
HOWELL	DAVID	CURATOR CHEMISTRY	COLLEGE OF SCIENCE	68/06/10	1	12	29000.00
HOWES	LINDA	CUSTODIAN	PHYSICAL PLANT	86/10/13	1	12	10282.00
HUDDLESTON	FRIEDA	COORDINATOR	FT CAMPBELL CENTER	86/01/01	1	12	19500.00
HUDSON	PATRICIA	SECRETARY/MGT INFO SPECIAL	W KY SMALL BUSINESS DEV CENT	88/07/18	1	12	10045.00
HUGHES	VICKI	VISITING LECTURER	MATHEMATICS	81/08/01	1	10	18500.00
HUIE	CHARLES	MOVER	PHYSICAL PLANT	71/09/07	1	12	12308.00
HULICK	PAULA	DIRECTOR	RESIDENCE HALLS	76/08/09	1	12	33500.00
HULICK, III	CHARLES	ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	76/07/01	1	10	28444.00
HUMPHREYS	WILLIAM	PROFESSOR	ED LEADERSHIP & COUNSELING	62/09/01	1	10	41728.00
HUNT	MARGARET	PRODUCER CLASSICAL	WKMS-FM RADIO	84/07/01	1	12	18122.00
HUNT	GARY	DEAN & PROFESSOR	FINE ARTS COMMUNICATION	88/07/01	1	12	61190.00
HURT	MARY	WORKER SERVING LINE	FOOD SERVICE	75/02/01	1	12	12204.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
HUSSUNG	KARL	PROFESSOR & FAC REP ATHLETIC	CHEMISTRY	57/09/01	1	10	46165.00
HUTSON	LISA	CUSTODIAN	PHYSICAL PLANT	86/02/24	1	12	10295.00
HUTSON	DONALD	CUSTODIAN	PHYSICAL PLANT	85/05/28	1	12	10720.00
HUTSON	HAROLD	CLERK SHIPPING & RECEIVING	LIBRARY	81/09/28	1	12	10904.00
JACKSON	DONALD	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	87/08/01	1	10	31750.00
JACKSON	CLARA	CUSTODIAN	PHYSICAL PLANT	69/07/01	1	12	11670.00
JACKSON	ROBERT	LEADER CUSTODIAL CREW	RESIDENCE HALLS	86/09/15	1	12	10568.00
JACKSON	JOSEPH	ENGINEER CHIEF	WKMS-FM RADIO	79/10/01	1	12	25764.00
JACKSON	DIANE	VISITING LECTURER	MATHEMATICS	82/08/01	1	10	18500.00
JACKSON	CHERYL	VISITING ASSISTANT PROFESSOR	NURSING	89/08/01	1	10	24000.00
JEDAN	NANCY	VISITING LECTURER	MANAGEMENT & MARKETING	87/08/01	2	10	9637.00
JEDAN	DIETER	ASSOCIATE PROFESSOR/DIR NON	FOREIGN LANGUAGES	85/08/01	1	10	35855.00
JEFFREY	LISA	CASHIER	FOOD SERVICE	86/08/25	1	12	9257.00
JEFFREY	JAMES	AGENT CENTRAL RECEIVING	PURCHASING & GENERAL SERVICE	76/06/07	1	12	15561.00
JENKINS	JOAN	MEDICAL TRANSCRIBER	BREATHITT VETERINARY CENTER	86/04/07	1	12	11323.00
JETTON	RAYMOND	GROUNDSKEEPER	PHYSICAL PLANT	80/12/01	1	12	12843.00
JEWELL	HOWARD	DIRECTOR OPERATIONS C CENTER	CURRIS CENTER ADMINISTRATION	80/12/01	1	12	24509.00
JOHNSON	WILLIS	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	77/08/01	1	10	37140.00
JOHNSON	MICHAEL	ASSOCIATE PROFESSOR	ART	73/08/01	1	10	28538.00
JOHNSON	DENNIS	ASSISTANT PROF & DIR BAND	MUSIC	85/08/01	1	10	30302.00
JOHNSON	MICKEY	CONSULTANT MANAGEMENT	W KY SMALL BUSINESS DEV CENT	83/01/03	1	12	28356.00
JOHNSON	RICHARD	PHOTOGRAPHER	UNIVERSITY INFORMATION SER	75/01/16	1	12	27800.00
JOHNSTON	KARLA	TECHNICIAN RESEARCH	CENTER OF EXCELLENCE	87/01/15	1	12	19000.00
JOHNSTON	TIMOTHY	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	86/08/01	1	10	29500.00
JOHNSTON	PAT	SUPERVISOR CUSTODIAL	FOOD SERVICE	81/08/31	1	12	15690.00
JOINER	LISA	ADMINISTRATIVE SECRETARY III	BREATHITT VETERINARY CENTER	80/07/28	1	12	15147.00
JONES	THOMAS	PAINTER UTILITY A	PHYSICAL PLANT	81/05/02	1	12	15301.00
JONES	GARY	PROFESSOR	MATHEMATICS	69/09/01	1	10	41500.00
JONES	STEVEN	ASSISTANT PROFESSOR	SOCIOLOGY	77/08/01	1	10	27850.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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JONES	TAMMY	WORKER SNACK BAR	FOOD SERVICE	86/01/13	1	12	10653.00
JONES	BARTON	SERVICEMAN B	PHYSICAL PLANT	80/05/27	1	12	18628.00
JONES	HELEN	CLERK ADMINISTRATIVE I	OFFICE OF PUBLICATIONS	71/06/09	1	12	14119.00
JONES	BETTYE	RECEPTIONIST HALL	RESIDENCE HALLS	86/03/17	2	09	6162.00
JONES	GLYNN	ASSISTANT COACH	FOOTBALL	87/01/12	1	12	22517.00
JONES	LYDIA	COORDINATOR	MINORITY STUDENT AFFAIRS	88/07/25	1	12	21628.00
JOYCE	SHIRLEY	WORKER DISHROOM	FOOD SERVICE	79/01/08	1	12	11191.00
JULIAN	CAROL	COORDINATOR DEVELOPMENT	OFFICE OF DEVELOPMENT	84/07/01	1	12	26710.00
JULIAN	FRANK	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	74/07/01	1	10	39035.00
KADEL	WADE	DIRECTOR & PROFESSOR	BREATHITT VETERINARY CENTER	67/08/01	1	12	58100.00
KARNAVAS	TERRY	RECEPTIONIST HALL	RESIDENCE HALLS	87/08/17	2	09	5745.00
KARNES	BARBARA	COOK	FOOD SERVICE	81/10/03	1	12	9792.00
KEEL	GEORGIA	COOK	FOOD SERVICE	87/10/10	1	12	7717.00
KEEL	BARBARA	DIRECTOR	UPWARD BOUND	85/02/11	1	12	31236.00
KEELAN	CLAUDIA	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	24000.00
KEELING	SHELDIA	COOK	FOOD SERVICE	85/09/11	1	12	10997.00
KEESLAR	SUZANNE	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	66/09/01	1	10	29500.00
KELLIE	ANDREW	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	82/08/01	1	10	33517.00
KENDALL	LARRY	TECHNICIAN EMS	PHYSICAL PLANT	85/10/14	1	12	17860.00
KENDALL	TONY	CUSTODIAN	PHYSICAL PLANT	88/11/01	1	12	9563.00
KENNEDY	KENNETH	TECHNICIAN ENGINEERING	PHYSICAL PLANT	85/06/24	1	12	20959.00
KENNEY	JANET	MANAGER STAT ADJ ASST PROF	WKMS-FM RADIO	84/07/16	1	12	33337.00
KERN	ELLWOOD	SUPERVISOR UTILITY MAINT	BREATHITT VETERINARY CENTER	83/01/25	1	12	21334.00
KERR	JACKIE	OPERATOR COMPUTER	COMPUTING & INFORMATION SYS	81/04/06	1	12	16299.00
KERR	KATHERINE	CLERK TRANSCRIPT EVALUATION	ADMISSIONS & RECORDS	81/06/24	1	12	15313.00
KESTERSON	VICKIE	SECRETARY	PADUCAH MODEL CENTER	88/09/19	1	12	10808.00
KEY	LOWELL	MANAGER EQUIPMENT	FOOTBALL	83/07/26	1	12	13846.00
KEY	STAN	COORD CONFERENCES & WRKSH	CENTER FOR CONTINUING ED	75/07/01	1	12	32604.00
KEY	DEBBIE	CLERK TYPIST I	STUDENT FINANCIAL AID	88/07/05	2	12	6843.00
KIMBRO	TOMMY	CARPENTER A	PHYSICAL PLANT	83/05/02	1	12	16049.00
KIMBRO	EUEL	UPHOLSTERER	UPHOLSTERY SHOP	85/01/02	1	12	14937.00
KIND	THOMAS	PROFESSOR	GEOSCIENCES	76/08/01	1	10	38000.00
KIND	JANICE	ADMINISTRATIVE ASSISTANT	COOPERATIVE ED & PLACEMENT	84/05/02	1	12	15825.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
KING	EVA	DEPARTMENT SECRETARY II	SOCIOLOGY & ANTHROPOLOGY	78/08/28	1	12	12931.00
KING	CLARENCE	MEDICAL TRANSCRIBER	BREATHITT VETERINARY CENTER	83/11/28	1	12	11935.00
KING	JOE	CHAIR PROFESSOR	BIOLOGICAL SCIENCES	78/08/01	1	12	53000.00
KING	KATHRYN	DEPARTMENT SECRETARY II	MATHEMATICS	82/08/16	1	12	13725.00
KIRK	THARON	VISITING ASSISTANT PROFESSOR	NURSING	88/08/01	1	10	24675.00
KIRKS	BETTY	CUSTODIAN	RESIDENCE HALLS	87/08/24	1	12	9713.00
KIRKS	MARY	MANAGER BUILDING	EXPO CENTER	74/06/24	1	12	13279.00
KLINE	LINDA	ASSISTANT PROFESSOR	PSYCHOLOGY	85/08/01	1	10	26000.00
KLINE	GREGORY	GROUNDKEEPER	PHYSICAL PLANT	85/08/21	1	12	11257.00
KOBRAEI	HAMID	ASSISTANT PROFESSOR	PHYSICS & ASTRONOMY	85/08/01	1	10	31500.00
KOZAK	DORIS	ADMINISTRATIVE SECRETARY III	GRANTS DEVELOPMENT	83/01/04	1	12	14337.00
KRAEMER	DAVID	ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	86/08/01	1	10	31013.00
KRIZAN	ADOLPH	PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	78/08/01	1	10	44566.00
KROMANN	SONJA	VISIT LECT REF LIB	LIBRARY	89/01/01	1	12	19425.00
KRUGER	JOHN	PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	82/08/01	1	10	38396.00
KURSAVE	RANDALL	PLASTERER	PHYSICAL PLANT	85/10/14	1	12	18725.00
LAKE	MERRITT	INSTRUCTOR	OCCUPATIONAL SAFETY & HEALTH	80/08/01	1	10	30263.00
LALICKER	WILLIAM	ASSISTANT PROFESSOR	ENGLISH	86/08/01	1	10	25000.00
LAMB	RHONDA	BAKER	FOOD SERVICE	80/09/24	1	12	12590.00
LAMB	LARRY	SUPERVISOR COPY CENTER	PRINTING SERVICES	66/08/16	1	12	16263.00
LAMB	MICHELE	CUSTODIAN	PHYSICAL PLANT	88/07/11	1	12	9700.00
LAMORE	ROBERT	PATROL OFFICER	CAMPUS SAFETY	81/09/14	1	12	16944.00
LANCASTER	FRED	CHEMIST	BREATHITT VETERINARY CENTER	88/01/01	1	12	20874.00
LANCASTER	CHARLES	FOREMAN OPERATIONS	CURRIS CENTER ADMINISTRATION	88/07/01	1	12	13768.00
LANDINI	ANH	INSTRUCTOR MSU NEWS ADVISOR	JOURNALISM RADIO/TV	85/08/01	1	10	26283.00
LANE	NORMAN	COORDINATOR	PRE-EMPLOY ASSESSMENT PROG	61/09/01	1	12	39472.00
LANGSTON	MARY	CUSTODIAN	FOOD SERVICE	86/09/23	1	12	9879.00
LANNING	ADAM	ASSOCIATE PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	71/08/01	1	10	31592.00
LAROCK	RUTH	CLERK COMPLIANCE	STUDENT FINANCIAL AID	87/09/01	1	12	11568.00
LARSON	ROBERT	ASSISTANT	FOOTBALL	87/01/12	1	12	30893.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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LASSITER	PAUL	CUSTODIAN	PHYSICAL PLANT	76/08/01	1	12	11625.00
LATTO	LOWELL	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	76/08/01	1	10	32065.00
LATTO	SUSAN	VISITING INSTRUCTOR	NURSING	88/08/01	1	10	25200.00
LAWRENCE	PEGGY	CUSTODIAN	PHYSICAL PLANT	88/12/05	1	12	9563.00
LAWSON	HUGHIE	ASSOCIATE PROFESSOR	HISTORY	69/09/01	1	10	34131.00
LAWSON	ANITA	ASST TO PRES/DIR/PROF	INST PLANNING & RESEARCH	70/09/01	1	12	45780.00
LAWSON	KELLY	ASSISTANT DIRECTOR	WICKLIFFE MOUNDS	88/06/01	1	12	17629.00
LAX	BOBBY	FOREMAN GROUNDS	PHYSICAL PLANT	77/02/14	1	12	20055.00
LEE	KENNETH	CUSTODIAN	PHYSICAL PLANT	87/01/26	1	12	9780.00
LEE	LYNN	WORKER DISHROOM	FOOD SERVICE	87/09/14	1	12	7717.00
LEE	FRED	LEADER SAN DISPOSAL	PHYSICAL PLANT	68/07/01	1	12	13658.00
LEE	CYNTHIA	CLERK LIBRARY	LIBRARY	89/02/13	1	12	10217.00
LESLIE	RUBY	CASHIER II	UNIVERSITY BOOKSTORE	60/09/19	1	12	12766.00
LEYS	DALE	ASSOCIATE PROFESSOR	ART	77/08/01	1	10	30302.00
LIDDELL	LILLIE	ASSOCIATE PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	87/08/01	1	10	33895.00
LIDDELL,SR	LEWIS	ASSISTANT TO PRES & DIR ASP	MINORITY FACULTY AFFAIRS	87/09/21	1	12	45207.00
LIRA	JORGE	VISIT LECT/RES PROFESSOR	CENTER OF EXCELLENCE	89/07/01	1	12	15000.00
LITTLEFIELD	MARI	OPERATOR DATA ENTRY	COMPUTING & INFORMATION SYS	88/07/01	2	12	5651.00
LOBERGER	GORDON	ASSOCIATE PROFESSOR	ENGLISH	64/09/01	1	10	30405.00
LOCHE	ROBERT	ASSISTANT PROFESSOR	JOURNALISM RADIO/TV	88/08/01	1	10	29960.00
LOCHE	KATE	CLERK TYPIST II	WKMS-FM RADIO	88/08/19	1	12	11156.00
LOCKHART	RENITA	SECRETARY	AMERICAN HUMANICS	88/12/12	2	12	5624.00
LONG	ENOLA	SUPERVISOR	FOOD SERVICE	65/09/01	1	12	17627.00
LONG	JAMES	PROFESSOR	AGRICULTURE	81/07/01	1	10	40350.00
LORRAN	JEAN	PROFESSOR	ENGLISH	68/09/01	1	10	39070.00
LOVERIDGE	MELVA	DEPARTMENT SECRETARY II	ENGLISH	77/06/15	1	12	13737.00
LOVERIDGE	TERESA	DEPARTMENT SECRETARY I	ENGLISH	81/08/10	1	12	12394.00
LOVETT	DONALD	CABINET MAKER	BOY SCOUT MUSEUM	80/03/31	1	12	18844.00
LOVETT	CARMEN	ASSISTANT PROFESSOR	OFFICE OF FIELD SERVICE	59/09/01	1	10	28635.00
LOVINS	JULIE	ASSOC PROF COORD SOC WRK	SOCIOLOGY & ANTHROPOLOGY	71/02/01	1	10	33946.00
LOWE	JERRY	ASSISTANT PROFESSOR	ED LEADERSHIP & COUNSELING	89/08/01	1	10	30000.00
LOWERY	SAMANTHA	COOK	FOOD SERVICE	82/10/02	1	12	9481.00
LUSK	HOMER	LOCKSMITH	PHYSICAL PLANT	72/10/18	1	12	18748.00
LUTTERMAN	ANN	ADMINISTRATIVE SECRETARY I	INTERNATIONAL PROGRAMS	88/03/10	1	12	11362.00
LYLE	JUDITH	NURSE STAFF	HEALTH SERVICES	86/02/17	1	09	12273.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
LYLE, III	WILLIAM	ASSISTANT PROFESSOR	COMPUTER STUDIES	82/08/01	1	10	40415.00
LYNCH	ELLINA	DEPARTMENT SECRETARY II	BIOLOGICAL SCIENCES	79/11/05	1	12	13053.00
MACDONALD	GAYNELLE	SUPERVISOR LABORATORY	HEALTH SERVICES	88/07/18	1	12	15675.00
MACHA	ROGER	ASSOCIATE PROFESSOR	AGRICULTURE	66/09/01	1	10	34450.00
MADDOX	WILLIAM	PROFESSOR	PHYSICS & ASTRONOMY	67/09/01	1	10	41500.00
MADDOX	ROXANNA	TECHNICIAN SR MEDICAL	BREATHITT VETERINARY CENTER	68/03/01	1	12	28436.00
MAGLINGER	CYNTHIA	SECRETARY COORD SPECIAL EVEN	FOOD SERVICE	82/08/09	1	12	16477.00
MAGLINGER	LEE	COORDINATOR/COUNSELOR	EDUCATIONAL TALENT SEARCH	88/10/07	1	12	17850.00
MAHFOUD	WADI	PROFESSOR	MATHEMATICS	68/09/01	1	10	37500.00
MAHONEY	MICHAEL	COACH HEAD/ASSISTANT PROF	FOOTBALL	87/01/12	1	12	44770.00
MALINAUSKAS	MARK	INT CHAIR PROF DIRECTOR THEE	SPEECH COMMUNICATION THEATRE	78/08/01	1	10	40296.00
MALINAUSKAS	BARBARA	COORDINATOR TRAINING	W KY SMALL BUSINESS ENTREPRE	87/07/01	1	12	20744.00
MALONE	SUE	ANALYST SYSTEMS	COMPUTING & INFORMATION SYS	76/05/10	1	12	26302.00
MALONE	BOBBY	PROFESSOR DIR SCHOOL SERVICE	COLLEGE OF EDUCATION	70/09/01	1	12	47596.00
MANSFIELD	ANITA	ADMINISTRATIVE SECRETARY III	LIBRARY	63/04/01	1	12	16353.00
MANSFIELD	BRENDA	DEPARTMENT SECRETARY II	ENGINEERING & TECHNOLOGY	78/06/22	1	12	13863.00
MANSFIELD	NORMAN	COORDINATOR PROGRAM	HAZARDOUS WASTE WORKERS	88/01/15	1	09	21250.00
MARINE	ROBBIE	SPECIALIST BENEFITS	PERSONNEL SERVICES	71/08/01	1	12	19608.00
MARSHALL	OLIVIA	ASSISTANT REGISTRAR	ADMISSIONS & RECORDS	68/09/03	1	12	23000.00
MARSHALL	WILLIAM	FOREMAN CARPENTER	PHYSICAL PLANT	78/07/03	1	12	25004.00
MARTIN	CARL	DETECTIVE CAPTAIN	CAMPUS SAFETY	85/08/03	1	12	20794.00
MARZOLF	G.	ENDOWED CHR DIS PROFESSOR	ECOSYSTEMS STUDIES	88/06/01	1	12	80000.00
MASON	KENNETH	VISITING ASSISTANT PROFESSOR	HISTORY	88/08/01	1	10	27250.00
MATHENY	LISA	RECEPTIONIST HALL	RESIDENCE HALLS	88/01/19	2	09	5717.00
MATHIS	GILBERT	CHAIR PROFESSOR	ECONOMICS & FINANCE	67/07/01	1	12	53481.00
MAXWELL	CHARLES	ASSOCIATE PROFESSOR	ECONOMICS & FINANCE	87/12/01	1	10	52872.00
MAYES	JERRY	CHR ASSOC PROF SAB LWP	SPEECH COMMUNICATION THEATRE	72/09/01	1	12	43283.00
MAYFIELD	LINDA	DEPARTMENT SECRETARY II	JOURNALISM RADIO/TV	76/08/23	1	12	14016.00
MAYNARD	JERRY	OPERATOR A	PHYSICA	75/05/27	1	12	20120.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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MCCABE	DEBORA	CUSTODIAN	PHYSICAL PLANT	85/08/26	1	12	11022.00
MCCARTY	LARRY	COOK	FOOD SERVICE	86/08/04	1	12	10997.00
MCCLAIN	SHERRY	EXECUTIVE SECRETARY	UNIVERSITY RELATIONS & DEV	78/05/01	1	12	15274.00
MCCLURE	SANDRA	CLERK RECEIVING	LIBRARY	82/08/23	1	12	11166.00
MCCOY	JAMES	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	85/08/01	1	10	35455.00
MCCREARY	TERRY	ASSISTANT PROFESSOR	CHEMISTRY	88/08/01	1	10	27000.00
MCCUISTON	MARILYN	ADMINISTRATIVE SECRETARY	CENTER FOR CONTINUING ED	76/08/02	1	12	12716.00
		I					
MCCUISTON	RITA	ADMINISTRATIVE SECRETARY	STUDENT FINANCIAL AID	78/08/16	1	12	14378.00
		II					
MCCUISTON	LILA	PHOTOLITHOGRAPHER	OFFICE OF PUBLICATIONS	68/01/01	1	12	18318.00
MCDANIEL	RALPH	ELECTRICIAN B	PHYSICAL PLANT	81/02/07	1	12	16539.00
MCDANIEL	JACKIE	SUPERVISOR	FOOD SERVICE	83/08/22	1	12	14979.00
MCDONALD	JOHN	DIRECTOR	PRINTING SERVICES	79/06/01	1	12	38500.00
MCDONALD	GAYLE	ASSISTANT TRAINER	ATHLETIC TRAINER	89/01/23	1	12	15600.00
MCDUGAL	JOHNNY	DIRECTOR	STUDENT FINANCIAL AID	65/06/14	1	12	37312.00
MCDOWELL	BOBBY	MANAGER	UNIVERSITY BOOKSTORE	62/01/01	1	12	34288.00
MCFADDEN	RUTH	ASSOCIATE PROFESSOR	LIBRARY	63/09/01	1	12	32430.00
MCGAHA	CONSTANCE	MEDICAL TECHNICIAN SR	BREATHITT VETERINARY CENTER	78/03/13	1	12	17655.00
MCGAUGHEY	ROBERT	CHAIR PROFESSOR	JOURNALISM RADIO/TV	69/02/01	1	12	48410.00
MCGINNIS	MAX	COOK	FOOD SERVICE	86/03/17	1	12	9205.00
MCGINNIS	ALEEAH	CLERK TYPIST I	LIBRARY	84/06/18	1	12	10979.00
MCINTOSH	FRANK	DIRECTOR & ASSISTANT PROF	UNIVERSITY INFORMATION SER	68/03/16	1	12	39360.00
MCLAREN	JOHN	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	78/08/01	1	10	30740.00
MCLAREN	CINDY	SYSTEMS PROGRAMMER I	COMPUTING & INFORMATION SYS	80/07/14	1	12	16000.00
MCLAUGHLIN	BRUCE	PATH HEAD ASST PROFESSOR	BREATHITT VETERINARY CENTER	83/04/15	1	12	51948.00
MCLAUGHLIN	PAMELA	TECHNICIAN SR MEDICAL	BREATHITT VETERINARY CENTER	79/10/08	1	12	20246.00
MCNAMAMY	MELANIE	SUPERVISOR	FOOD SERVICE	82/10/25	1	12	15690.00
MCNALLY	T.	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	24000.00
MCNEAL	JOYCE	CLERK PRICE CONTRACT	PURCHASING & GENERAL SERVICE	87/06/01	1	12	12240.00
MCNEARY	PAUL	CHAIR INT ASSOC PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	78/08/01	1	12	39478.00
MCNEELY	BONNIE	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	87/08/01	1	10	36946.00
MCNEELY	SAMUEL	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	87/08/01	1	10	39057.00

08/15/89

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MCNEELY	MICHAEL	WORKER BEVERAGE LINE	FOOD SERVICE	86/10/03	1	12	10223.00
MCVEY	PEGGY	CLERK RESEARCH	INST PLANNING & RESEARCH	88/08/01	1	12	12051.00
MCWHETER	THOMAS	COORDINATOR	RESIDENCE HALLS	87/08/01	1	12	16224.00
MELCER	TED	ASSISTANT PROFESSOR	PSYCHOLOGY	89/08/01	1	10	25000.00
MELOAN	ROSS	COORDINATOR REGISTRATION	ADMISSIONS & RECORDS	77/05/16	1	12	23948.00
MIKULCIK	JOHN	PROFESSOR	AGRICULTURE	63/09/01	1	10	38500.00
MILES	ZANA	SECRETARY/ADMIN ASSISTANT	W KY SMALL BUSINESS DEV CENT	84/04/02	1	12	12375.00
MILKMAN	MARTIN	ASSISTANT PROFESSOR	ECONOMICS & FINANCE	88/08/01	1	10	32500.00
MILLER	MICHAEL	PROFESSOR	ENGLISH	68/09/01	1	10	33110.00
MILLER	JAMIE	PLUMBER B	PHYSICAL PLANT	87/05/11	1	12	14045.00
MILLER	DOROTHY	MANAGER UNIT	FOOD SERVICE	68/11/01	1	12	20000.00
MILLER	NORMA	SEAMSTRESS	UPHOLSTERY SHOP	83/03/23	1	12	12823.00
MILLER	DONNA	DEPARTMENT SECRETARY II	ACCOUNTING	77/08/17	1	11	12806.00
MILLER	TINA	CLERK TYPIST II	RESIDENCE HALLS	84/08/22	1	12	11177.00
MILLER	THOMAS	CHAIR PROFESSOR	ACCOUNTING	67/09/01	1	12	64345.00
MILLER	JOHN	FOREMAN HEATING	PHYSICAL PLANT	75/03/03	1	12	26045.00
MILLER	ROSEMARY	COORDINATOR TRAINING	W KY SMALL BUSINESS DEV CENT	82/01/06	1	12	16872.00
MILLER	IRVIN	OPERATOR A	PHYSICAL PLANT	81/02/09	1	12	19542.00
MILLER	VIOLA	DEAN ASSOC PROF ASST TO VP	CENTER FOR CONTINUING ED	76/08/01	1	12	53200.00
MILLER	FRED	ASSOCIATE PROFESSOR	MANAGEMENT & MARKETING	84/08/01	1	10	40650.00
MILLER	LINDA	SYSTEMS ANALYST	FINANCE & ADMINISTRATIVE SER	89/08/01	1	12	25320.00
MILLER	STEVEN	ASSISTANT PROFESSOR	ENGLISH	80/08/01	1	10	24000.00
MILTON	HARRY	ENGINEER CHIEF	PHYSICAL PLANT	81/07/01	1	12	37602.00
MINOR	ANN	INSTRUCTOR CLINIC	NURSING	82/01/04	1	10	19250.00
MOFIELD	WILLIAM	PROFESSOR	JOURNALISM RADIO/TV	64/07/16	1	10	39302.00
MOLLAUN	BETTY	ADMINISTRATIVE SECRETARY I	FINE ARTS COMMUNICATION	85/04/09	1	12	12064.00
MONTGOMERY	THOMAS	ASSISTANT TRAINING COORD	W KY SMALL BUSINESS ENTREPRE	88/07/01	2	12	16767.00
MOORE	LINDA	COORDINATOR DEVELOPMENT	MSU FOUNDATION	83/09/01	1	12	22785.00
MORGAN	JANICE	ASSISTANT PROFESSOR	FOREIGN LANGUAGES	86/08/01	1	10	24250.00
MORGAN	JUDITH	MANAGER BUSINESS OPERATIONS	PHYSICAL PLANT	81/07/20	1	12	27318.00
MORGAN	GLORIA	ADMINISTRATIVE SECRETARY I	CURRIS CENTER ADMINISTRATION	76/08/26	1	12	13138.00
MORGAN	DELIA	SUPERVISOR	FOOD SERVICE	83/08/22	1	12	14656.00
MORGAN	JOHN	WORKER POTS & PANS	FOOD SERVICE	89/01/09	1	12	9448.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
MORRIS	KATHLEEN	INSTRUCTOR ED COORDINATOR	BIOLOGICAL SCIENCES	83/07/01	1	12	23250.00
MORRIS	JAMES	FOREMAN CUSTODIAL	PHYSICAL PLANT	69/07/01	1	12	18479.00
MORRIS	CRAIG	ASSISTANT COACH	BASKETBALL	89/06/10	1	12	31974.00
MORRISON	JOHN	ELECTRICIAN A	PHYSICAL PLANT	70/01/01	1	12	21882.00
MOSS	AMBERLY	CLERK TYPIST II	ADMISSIONS & RECORDS	88/11/14	1	12	10598.00
MUEHLEMAN	JACOB	PROFESSOR	PSYCHOLOGY	71/08/01	1	10	36410.00
MULLINAX	DAVID	REPAIR FLOOR & CARPET	PHYSICAL PLANT	76/08/23	1	12	20136.00
MURPHY	BARRY	BUYER CONSTRUCTION	PURCHASING & GENERAL SERVICE	83/10/03	1	12	19655.00
MURRELL	HEIDI	CLERK TYPIST II	CAMPUS SAFETY	86/10/27	1	12	11736.00
MUSCIO	FUGEN	PROGRAMMER I	COMPUTING & INFORMATION SYS	83/06/06	1	12	15162.00
MUSCIO, JR.	OLIVER	PROFESSOR	CHEMISTRY	76/08/01	1	10	35500.00
MYATT	SHARON	VISITING ASSISTANT PROFESSOR	NURSING	83/08/01	1	10	25750.00
MYHILL	LINDA	ADMINISTRATIVE SECRETARY I	ALUMNI/DEVELOPMENT RECORDS	86/04/28	1	12	12341.00
NABEREZNY	PAUL	COUNSELOR/INSTRUCTOR	COUNSELING & TESTING CENTER	75/08/01	1	12	27477.00
NANCE	RUTH	FOREMAN BINDERY	PRINTING SERVICES	80/01/16	1	12	15274.00
NANNY	BETTY	CLERK III	ADMISSIONS & RECORDS	80/07/07	1	12	13556.00
NAREWSKI	STANLEY	INSTRUCTOR/TRACK COACH	HEALTH/PE/RECREATION	88/01/04	1	10	27116.00
NAREWSKI	ANN	COORDINATOR TUTOR PROG	LEARNING CENTER	89/01/01	1	10	17619.00
NAUGLE	BURL	ASSISTANT PROFESSOR	GEOSCIENCES	81/08/01	1	10	33500.00
NAUGLE	BARBARA	RECEPTIONIST HALL LWOP	RESIDENCE HALLS	88/08/29	2	09	0.00
NERNEY	GAYNE	ASSOCIATE PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	82/08/01	1	10	26356.00
NESBIT	DOUGLAS	CONSULTANT INSTRUCTOR	FACULTY RESOURCE CENTER	85/08/01	1	10	19061.00
NESBIT	STEVEN	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	88/08/01	1	10	34000.00
NEU	SUZANNE	PATHOLOGIST VETERINARIAN	BREATHITT VETERINARY CENTER	88/07/01	1	12	44730.00
NEWMAN	PAUL	ASSISTANT TRAINER	ATHLETIC TRAINER	86/10/01	1	12	20005.00
NEWPORT	CLARETTA	HOUSEKEEPER	PHYSICAL PLANT	71/05/03	1	12	12256.00
NEWSOME	DEBORAH	WORKER SNACK BAR	FOOD SERVICE	80/08/11	1	12	11924.00
NEWSOME	AUDREY	OPERATOR B	PHYSICAL PLANT	81/05/04	1	12	16498.00
NEWSOME	SHELIA	DEPARTMENT SECRETARY II	GRAPHIC ARTS TECHNOLOGY	86/01/23	1	12	12125.00
NEWSOME	HOWARD	FOREMAN ENVIRONMENTAL CONT	PHYSICAL PLANT	74/06/03	1	12	25004.00
NEWTON	STEVE	COACH HEAD/ASSISTANT PROF	BASKETBALL	78/03/01	1	12	51840.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
NICHOLS	MILDRED	ASSISTANT COORDINATOR	ADULT LEARNING CENTER	74/09/25	1	10	10790.00
NICHOLS	PATSY	ASSOCIATE PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	78/01/01	1	10	36517.00
NICHOLS	GEORGE	PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	69/09/01	1	10	38700.00
NIFFENEGGER	PHILLIP	PROFESSOR	MANAGEMENT & MARKETING	75/08/01	1	10	47250.00
NIMMO	ELAINE	CUSTODIAN	RESIDENCE HALLS	87/05/18	1	12	9620.00
NOEL	PEGGY	CLERK TYPIST I	RESIDENCE HALLS	88/04/21	2	09	6167.00
NOLIN	ROBERT	REPAIR OFFICE MACHINE	OFFICE MACHINE REPAIR	73/05/01	1	12	18530.00
NORSWORTHY	MARTHA	DEPARTMENT SECRETARY I	PSYCHOLOGY	80/01/02	1	11	10951.00
NYGAARD	NANCY	CHAIR ASSISTANT	NURSING	84/01/01	1	12	49250.00
OAKLEY	JAMES	PROFESSOR MANAGER CENTRAL STORES	PURCHASING & GENERAL SERVICE	73/01/01	1	12	17033.00
OBRIEN	DIANNE	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	78/08/01	1	10	31478.00
OEDING	RANDALL	COOK	FOOD SERVICE	80/09/16	1	12	9499.00
OEDING	JUDITH	CASHIER	FOOD SERVICE	84/08/18	1	12	9430.00
OLDHAM	MARGARET	WORKER GLASSROOM	BREATHITT VETERINARY CENTER	84/02/06	1	12	10102.00
OLIVER	WILLIAM	VISIT LECTURER SFIL	COMPUTER STUDIES LWP	86/08/01	1	10	10000.00
ORR	LINDA	DESIGNER GRAPHIC	OFFICE OF PUBLICATIONS	86/01/27	1	12	15680.00
ORR	EVA	COOK	FOOD SERVICE	78/01/06	1	12	9932.00
OSBORN	MARGARETTE	SALAD WORKER	FOOD SERVICE	66/03/01	1	12	9741.00
OSBORNE	MARTHA	SUPERVISOR PRODUCTION CONT	COMPUTING & INFORMATION SYS	77/08/25	1	12	17521.00
OUTLAND	CHARLES	DIRECTOR FACILITY & SPACE	PHYSICAL PLANT	59/02/01	1	12	43585.00
OUTLAND	SHERI	RECEPTIONIST HALL	RESIDENCE HALLS	88/01/25	2	09	5717.00
OUTLAND	MARY	EXECUTIVE SECRETARY	ACADEMIC AFFAIRS	68/02/08	1	12	17837.00
OVERBEY	JACQUELYN	SPECIALIST BENEFITS	PURCHASING & GENERAL SERVICE	83/10/03	1	12	13647.00
OVERBY	JAMES	ATTORNEY UNIV & PROFESSOR	LEGAL SERVICES	67/09/01	1	12	50367.00
OWEN	DAVID	ASSOCIATE PROFESSOR	CHEMISTRY	78/08/01	1	10	35000.00
OWEN	BRENDA	DEPARTMENT SECRETARY II	ED LEADERSHIP & COUNSELING	70/09/14	1	12	14377.00
OWEN	WILTON	WAREHOUSEMAN B	PHYSICAL PLANT	88/09/19	1	12	11300.00
OWENS	LORI	ADMINISTRATIVE SECRETARY II	UNIVERSITY BUDGET OFFICE	83/10/03	1	12	14813.00
OWENS	MARY	CLERK SALES	UNIVERSITY BOOKSTORE	81/01/05	1	12	11484.00
PAGE	GARY	GROUNDSKEEPER	PHYSICAL	78/07/10	1	12	11786.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
PADGETT	MAMIE	DEPARTMENT SECRETARY I	OFFICE OF FIELD SERVICE	87/08/10	1	12	10850.00
PALORMO	ANN	DIRECTOR OF PROMOTION & DEV	WKMS SELF GENERATING	83/12/05	1	12	20444.00
PARADISE	DORIS	MANAGER POST OFFICE	POSTAL SERVICES	85/01/14	1	12	22522.00
PARKER	CAROLYN	CASHIER HEAD & ASSISTANT MGR	MSU FOUNDATION GOLF	84/07/01	1	12	14094.00
PARM	JANICE	CLERK DEGREE	ADMISSIONS & RECORDS	76/02/02	1	12	14398.00
PARRISH	JERRY	LOCKSMITH	PHYSICAL PLANT	65/05/01	1	12	18748.00
PARTEE	JIMMY	LABORER FARM	FARM	78/07/01	1	12	14220.00
PASCHALL	DIAN	CASHIER	FOOD SERVICE	85/08/17	1	12	9274.00
PASCHALL	HELEN	CUSTODIAN	RESIDENCE HALLS	78/05/01	1	12	11685.00
PASCO	KATHRYN	DIRECTOR	EDUCATIONAL TALENT SEARCH	84/08/20	1	12	21420.00
PASSINO	ROBERT	CLERK MAIL CARRIER	POSTAL SERVICES	87/06/24	1	12	11348.00
PATTERSON	HIRAM	ANALYST SYSTEMS SR	COMPUTING & INFORMATION SYS	79/06/25	1	12	35256.00
PATTERSON	TOMMY	TRUCK DRIVER WAREHOUSE	PURCHASING & GENERAL SERVICE	69/07/21	1	12	12260.00
PAYNE	JUDITH	VISITING ASSISTANT PROFESSOR	HOME ECONOMICS	78/08/01	1	10	27993.00
PAYNE	WILLIAM	COORD GRAD STUD ASSOC PROF	ACADEMIC AFFAIRS	76/08/01	1	12	52329.00
PEARCE	ROBERT	FOREMAN PRESSMAN	PRINTING SERVICES	69/08/01	1	12	21335.00
PENNINGTON	CATHY	CASHIER	FOOD SERVICE	81/10/03	1	12	9724.00
PEREZ	KELLY	CUSTODIAN	RESIDENCE HALLS	87/10/19	1	12	9713.00
PERKINS	RUTH	ADVISOR FOREIGN STUDENTS	INTERNATIONAL PROGRAMS	78/07/26	1	12	20398.00
PERLOW	MICHAEL	ASSISTANT PROFESSOR	NURSING	84/08/01	1	10	30500.00
PERRIN	DAVID	VICE PRES PROFESSOR	UNIVERSITY RELATIONS & DEV	84/07/01	1	12	67000.00
PERRY	ADELL	CUSTODIAN	RESIDENCE HALLS	80/09/22	1	12	11310.00
PERVINE	ROBERT	ASSISTANT PROFESSOR	MATHEMATICS	85/08/01	1	10	31000.00
PETRIE	GARTH	CHAIR INT ASSOC PROFESSOR	ED LEADERSHIP & COUNSELING	74/08/01	1	11	39544.00
PHILLIPS	VERNA	DEPARTMENT SECRETARY II	PSYCHOLOGY	80/03/03	1	12	13448.00
PHILLIPS	EARL	GROUNDSKEEPER II	MSU FOUNDATION GOLF	86/08/01	1	12	10691.00
PHILLIPS	JOHN	PATROL OFFICER	CAMPUS SAFETY	88/07/30	1	12	15412.00
PHILPOT	TIMOTHY	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	86/08/01	1	10	29594.00
PIERCE	JEFFERY	CUSTODIAN	CURRIS CENTER ADMINISTRATION	82/10/02	1	12	10925.00
PIERCE	CHERYL	WORKER DISHROOM LWOP	FOOD SERVICE	79/09/05	1	12	8876.00
PIERCE	LINDA	SUPERVISOR GRAPHICS	OFFICE OF PUBLICATIONS	78/06/28	1	12	21479.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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PIERCEALL	SHARON	ADMINISTRATIVE SECRETARY II	RESIDENCE HALLS	85/10/14	1	12	12692.00
PIERCEALL	RICHARD	LEADER CUSTODIAN	PHYSICAL PLANT	84/06/11	1	12	11330.00
PITMAN	MARTHA	ADMINISTRATIVE SECRETARY II	COOPERATIVE ED & PLACEMENT	80/06/16	1	12	14088.00
POGUE	EURIE	MASON	PHYSICAL PLANT	72/08/07	1	12	21877.00
POOR	MARTHA	RECEPTIONIST/TYPIST	BREATHITT VETERINARY CENTER	89/02/01	1	12	10217.00
POPLIN	DENNIS	PROFESSOR	SOCIOLOGY & ANTHROPOLOGY	71/08/01	1	10	41210.00
PORTER	SHIRLEY	WORKER GLASSROOM	BREATHITT VETERINARY CENTER	87/10/01	1	12	10400.00
POSEY	THOMAS	CHAIR PROFESSOR	PSYCHOLOGY	69/09/01	1	12	50365.00
POSEY	MARIAN	DIRECTOR ACTING	FACULTY RESOURCE CENTER	79/09/10	1	10	28138.00
POST	PATTYE	VISITING LECTURER	MATHEMATICS	89/08/01	1	10	18000.00
POTTS	JIMMY	PAINTER FURN REFINISHER	PHYSICAL PLANT	87/06/22	1	12	13303.00
POUNDS	AUGUSTINE	VICE PRES & ASSOC PROFESSOR	STUDENT DEVELOPMENT	89/02/27	1	12	65625.00
POWELL	SUSAN	AUDITOR INTERNAL	FINANCE & ADMINISTRATIVE SER	87/10/15	1	12	25593.00
POWELL	ELIZABETH	ASSISTANT PROFESSOR	NURSING	81/08/01	1	10	28500.00
POWELL	LORETTA	DEPARTMENT SECRETARY II	OCCUPATIONAL SAFETY & HEALTH	82/08/30	1	12	12353.00
POYNOR	ANITA	MANAGER ACCOUNTS RECEIVABLE	ACCOUNTING & FINANCE	81/08/17	1	12	26676.00
PRATER	GREG	ASSOCIATE PROFESSOR	SPECIAL EDUCATION	83/10/24	1	10	29329.00
PRATT	WILLIAM	SUPT FOR CUSTODIAL SERVICES	RESIDENCE HALLS	70/07/16	1	12	23210.00
PRESCOTT	JAMES	CARPENTER UTILITY A	PHYSICAL PLANT	72/09/18	1	12	20708.00
PRICE	LORA	SECRETARY	PRE-EMPLOY ASSESSMENT PROG	88/01/04	1	12	10926.00
PRICE	KATHLEEN	NURSE HEAD	HEALTH SERVICES	79/07/30	1	12	19260.00
PRICE, JR	WILLIAM	ASSISTANT DEAN PROFESSOR	COLLEGE OF EDUCATION	62/09/01	1	12	52437.00
PRINCE	ANTONIO	PATROL OFFICER	CAMPUS SAFETY	86/10/01	1	12	15812.00
PRINCE	JANIS	DEPARTMENT SECRETARY I	ART	87/06/01	1	11	10625.00
PRITCHARD	CAROL	LIBRARY ASSISTANT I	LIBRARY	81/01/05	1	12	16597.00
PURCELL	JOHN	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	74/08/01	1	10	32749.00
PURCELL	BENNIE	TENNIS COACH/ASST PROFESSOR	MENS TENNIS	63/07/01	2	10	18727.00
RADKE	PAUL	DIRECTOR	SCHOOL RELATIONS	86/03/20	1	12	33233.00
RAGSDALE	RONNIE	ANALYST PROGRAMMER SR	COMPUTING & INFORMATION SYS	82/06/01	1	12	25865.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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RAINEY	SHIRLEY	COUNSELOR ADMISSIONS MIN	SCHOOL RELATIONS	88/09/19	1	12	15587.00
RAMSEY	EDDIE	CARPENTER UTILITY B	PHYSICAL PLANT	82/09/13	1	12	14426.00
RAMSEY	KENNETH	SUPERVISOR OFFICE MACH REP	OFFICE MACHINE REPAIR	77/09/06	1	12	21658.00
RAMSEY	EMMA	CLERK LIBRARY	LIBRARY	78/08/14	1	12	11836.00
RAMSEY	BARBARA	MANAGER SUGAR CUBE/INFORM	FOOD SERVICE	75/01/10	1	10	11351.00
RAMSEY	JAMES	PAINTER A	PHYSICAL PLANT	83/07/01	1	12	13617.00
RANEY	JEAN	WORKER POTS & PANS	FOOD SERVICE	77/08/22	1	12	11191.00
RASPBERRY	RITA	DEPARTMENT SECRETARY I	BIOLOGICAL SCIENCES	84/01/01	1	10	9250.00
RATHKE	MICHAEL	ANNOUNCER/PRODUCER	WKMS-FM RADIO CPB GRANT	86/11/03	1	12	17370.00
RAYBURN	BILLIE	ASSISTANT DIRECTOR	ATHLETIC DIRECTOR	88/11/15	1	12	34546.00
REAGAN	CAROLYN	DEPARTMENT SECRETARY II	MANAGEMENT & MARKETING	63/06/01	1	11	13071.00
REAGAN	JOHNNY	COACH HEAD	BASEBALL	57/09/01	2	12	21733.00
REAMER	SHIRLEY	DEPARTMENT SECRETARY II	INDUSTRIAL ED & TECHNOLOGY	79/03/22	1	12	14067.00
REBAR	CYNTHIA	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	89/08/01	1	10	28000.00
REED	THOMAS	CUSTODIAN	RESIDENCE HALLS	85/08/21	1	12	10613.00
REED	MICHAEL	HELPER PLASTERER	PHYSICAL PLANT	76/07/06	1	12	11802.00
REED	MIGNON	CLERK TYPIST I	MUSIC	88/10/17	2	10	4853.00
REED	LEE	VISITING ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	89/08/01	1	10	15000.00
REICHMUTH	ROGER	CHAIR ASSOCIATE PROFESSOR	MUSIC	70/09/01	1	12	45790.00
RESIG	CLAIRE	DEPARTMENT SECRETARY II	FOREIGN LANGUAGES	83/08/15	1	09	9212.00
REYNOLDS, SR.	KENNETH	TRUCK DRIVER SANITATION	PHYSICAL PLANT	88/07/05	1	12	10948.00
RHALY	HENRY	ASSOCIATE PROFESSOR	MATHEMATICS	85/08/01	1	10	32500.00
RICE	SAMUEL	PROGRAMMER II	COMPUTING & INFORMATION SYS	84/01/30	1	12	17909.00
RICE	PAMELA	ASSOCIATE PROFESSOR	HEALTH/PE/RECREATION	82/08/01	1	10	29517.00
RICE	GARY	TECHNICIAN FIELD	CENTER OF EXCELLENCE	89/-1/15	1	12	17500.00
RICHARD	ROBERT	DIRECTOR	COOPERATIVE ED & PLACEMENT	81/01/28	1	12	32705.00
RICHARDSON	STEPHEN	ASSOCIATE DIRECTOR	PHYSICAL PLANT	87/05/01	1	12	34131.00
RICHARDSON	CHERIE	COORDINATOR PROJECT	SPECIAL ED MINORITY RECRUIT	86/08/01	1	12	30015.00
RICHERSON	VIRGINIA	ASSISTANT PROFESSOR	OFFICE SYSTEMS & BUSINESS ED	85/08/01	1	10	33416.00
RICHERSON	NORMA	CLERK TYPIST II	LIBRARY	70/04/27	1	12	12805.00
RICHMOND	WILLIAM	ASSOCIATE PROFESSOR	MANAGEMENT & MARKETING	88/01/01	1	10	37584.00
RILEY	GLENDA	DEPARTMENT SECRETARY I	ELEMENTARY & SECONDARY	88/03/14	1	12	10700.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
RITTER	ALYSIA	ASSISTANT PROFESSOR	PSYCHOLOGY	89/08/01	1	10	24000.00
ROBERTSON	TERRY	MECHANIC SMALL ENGINE	MOTOR POOL	88/07/01	1	12	13723.00
ROBERTS	JOHN	CUSTODIAN	FOOD SERVICE	83/10/07	1	12	10525.00
ROBERTS	NATHAN	CUSTODIAN	CURRIS CENTER ADMINISTRATION	81/07/28	1	12	11103.00
ROBERTSON	NORMA	DEPARTMENT SECRETARY II	NURSING	74/11/01	1	12	14500.00
ROBERTSON	HAROLD	PROFESSOR	MATHEMATICS	66/09/01	1	10	36500.00
ROBERTSON	PAUL	OPERATOR B	PHYSICAL PLANT	82/09/20	1	12	16724.00
ROBINSON	FRANKLIN	PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	68/09/01	1	10	34440.00
ROBINSON	RONALD	MECHANICAL MAINT SERVICE	PHYSICAL PLANT	72/07/03	1	12	19453.00
ROCKMORE	BENJAMIN	ASSISTANT PROFESSOR	MANAGEMENT & MARKETING	88/07/01	1	10	38480.00
ROGERS	WILLA	ADMINISTRATIVE SECRETARY I	LIBRARY	72/09/01	1	12	12806.00
RODRICK	RICHARD	VISITING ASSISTANT PROFESSOR	SPEECH COMMUNICATION THEATRE	88/08/01	1	10	25480.00
ROGERS	MARY	WORKER SNACK BAR	FOOD SERVICE	87/10/10	1	12	10374.00
ROGERS	SANDRA	EXECUTIVE SECRETARY TO PRES	PRESIDENT'S OFFICE	62/09/01	1	12	23100.00
ROGERS	LINDA	RECEPTIONIST HALL	RESIDENCE HALLS	81/08/20	2	09	6488.00
ROGERS	RHONDA	DEPARTMENT SECRETARY II	PHYSICS & ASTRONOMY	81/09/08	1	12	13250.00
ROGGEHAN, II	THOMAS	ASSISTANT COACH	FOOTBALL	87/01/12	1	12	18653.00
ROSE	WINFIELD	PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	79/07/01	1	10	40600.00
ROSE	BARBARA	ADMINISTRATIVE ASSISTANT	ACADEMIC AFFAIRS	71/08/23	1	12	21000.00
ROSE	JOSEPH	ASSOCIATE PROFESSOR I/DIRMPA	POLITICAL SCIENCE/LEGAL STUD	66/09/01	1	10	34274.00
ROSS	MOLLY	ADMIN ASSISTANT/SECRETARY	COLLEGE OF SCIENCE	78/07/01	1	12	24250.00
ROULSTON	HELEN	ASSISTANT PROFESSOR	ENGLISH	64/09/15	1	10	26661.00
ROULSTON	CHARLES	PROFESSOR	ENGLISH	64/09/01	2	10	16289.00
ROUSE	SHERRYL	COACH HEAD	WOMEN'S TENNIS	86/03/31	1	12	15192.00
ROWLAND	BRENDA	SMALL SYS PLAN & CONT ANNALY	COMPUTING & INFORMATION SYS	79/11/26	1	12	22856.00
ROWLAND	RENEE	RECEPTIONIST HALL	RESIDENCE HALLS	88/10/27	2	9	5606.00
ROYALTY	JOEL	ASSISTANT PROFESSOR	PSYCHOLOGY	85/08/01	1	10	27000.00
RUDOLPH	HOLLY	LECTURER SFIL	ACCOUNTING	81/01/12	1	10	3758.00
RUDOLPH	JAMES	ASSOCIATE PROFESSOR	AGRICULTURE	73/08/01	1	10	41000.00
RUDOLPH	MARY	CASHIER II	UNIVERSITY BOOKSTORE	78/12/11	1	12	11547.00
RUSSELL	SHARON	ADMINISTRATIVE SECRETARY I	WOMEN'S TRACK	80/07/01	1	12	13303.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
BALMON	ELIZABETH	VISIT INSTRUCTOR REF LIB	LIBRARY	87/08/24	1	12	19425.00
SANDERS	BARBARA	SUPERVISOR	FOOD SERVICE	85/03/30	1	12	14656.00
SASSO	PAUL	ASSOCIATE PROFESSOR	ART	81/08/01	1	10	29392.00
SAWICKI	LINDA	ADMINISTRATIVE SECRETARY II	FACULTY SENATE	80/08/01	2	10	5997.00
SCARBOROUGH	ROBERT	FOREMAN PLUMBING	PHYSICAL PLANT	68/09/01	1	12	25004.00
SCARBROUGH	DORIS	OPERATOR EQUIPMENT LIGHT	PHYSICAL PLANT	75/09/29	1	12	13658.00
SCHANBACHER	EUGENE	PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	61/09/01	1	10	39650.00
SCHecter	MARC	ELECTRICIAN A	PHYSICAL PLANT	76/11/22	1	12	21594.00
SCHENPP	JAMES	ASSOCIATE PROFESSOR	SPEECH COMMUNICATION THEATRE	70/09/01	1	10	30666.00
SCHENIAN	PAMELA	ARCHAEOLOGIST STAFF	ARCHEOLOGY SERVICE CENTER	86/02/01	2	12	11736.00
SCHLABACH	JOHN	ASSISTANT PROFESSOR	MUSIC	83/08/01	1	10	24903.00
SCHNAUTZ	EDWARD	WORKER UTILITY MAINTENANCE	COLLEGE OF SCIENCE	79/07/02	1	12	17750.00
SCHNEIDERMAN	STEVEN	CHAIR ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	89/07/01	1	12	40000.00
SCHOENFELDT	ROGER	PROFESSOR	MANAGEMENT & MARKETING	68/09/01	1	10	47650.00
SCHRAM	MARK	POST DOCTORAL RESEARCHER	CENTER OF EXCELLENCE	88/07/15	1	12	20000.00
SCHROEDER	GARY	ASSISTANT PROFESSOR DIRECTOR	OFFICE OF FIELD SERVICE	76/02/01	1	12	35796.00
SCHROEDER	OWEN	ASSISTANT DIRECTOR	BREATHITT VETERINARY CENTER	87/03/23	1	12	35000.00
SCHULENBURG	URSULA	VISITING LECTURER	HISTORY	87/08/01	1	10	20880.00
SCHUMER	LINDA	COORDINATOR	RESIDENCE HALLS	87/08/01	1	10	14238.00
SCOTT	CAROLYN	WORKER SERVING LINE	FOOD SERVICE	81/01/05	1	12	11450.00
SCOTT	SHARON	WORKER SNACK BAR	FOOD SERVICE	85/03/30	1	12	10697.00
SCOTT	FRANK	CUSTODIAN	PHYSICAL PLANT	79/11/26	1	12	11298.00
SCOTT	RICHARD	ASSOCIATE PROFESSOR	MUSIC	83/08/01	1	10	30228.00
SEAFORD	MARY	DEPARTMENT SECRETARY II	MUSIC	81/08/31	1	12	13367.00
SEALE	WILLIAM	CHAIR PROFESSOR	MANAGEMENT & MARKETING	65/09/01	1	12	55800.00
SEEVERS	MARY	SECRETARY LEGAL	LEGAL SERVICES	80/01/17	1	12	17063.00
SEAY	ROBERT	ASSOCIATE PROFESSOR	ACCOUNTING	85/08/01	1	10	48000.00
SEGOVIA, JR	OSCAR	COACH HEAD	WOMEN'S VOLLEYBALL	87/07/01	1	12	18292.00
SERRE	CAMILLE	ASSISTANT PROFESSOR	ART	85/08/01	1	10	27068.00
SHEEKS	RUSSELL	PROFESSOR	PHILOSOPHY & RELIGIOUS STUD	65/09/01	1	10	36780.00
SHELBY	VERNEDA	VISITING LECTURER	GEOSCIENCES	85/01/01	1	10	18500.00
SHELLEY	JOHNNY	AGENT ASSISTANT	PURCHASING & GENERAL	86/08/18	1	12	13458.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SHELTON	FRED	GROUNDSKEEPER	PHYSICAL PLANT	80/04/28	1	12	12690.00
SHELTON	RITA	ADMINISTRATIVE SECRETARY I	STUDENT DEVELOPMENT	87/01/05	1	12	13709.00
SHEPARD	FREDERICK	PROFESSOR	ART	63/09/01	1	10	39195.00
SHERIDAN	TONY	CLERK MASS MAIL	POSTAL SERVICES	87/02/02	1	12	10981.00
SHIPLEY	GINA	DEPARTMENT SECRETARY I	INDUSTRY & TECHNOLOGY	87/08/10	1	10	10867.00
SHUPE	RICKMAN	CARPENTER B	PHYSICAL PLANT	86/08/01	1	12	12867.00
SICKEL	JAMES	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	75/08/01	1	10	31000.00
SIEBOLD	BERT	ASSOCIATE PROFESSOR	INDUSTRIAL ED & TECHNOLOGY	82/08/01	1	10	29000.00
SIETING	LOUIE	CUSTODIAN	PHYSICAL PLANT	88/10/10	1	12	9563.00
SIMMONS	MARGARET	ASSISTANT PROF/TRACK COACH	HEALTH/PE/RECREATION	76/08/01	1	12	32626.00
SIMMONS	THOMAS	ASSISTANT PROF/ATH TRAINER	HEALTH/PE/RECREATION	65/09/01	1	12	31933.00
SIMMONS	BARRY	MANAGER FARM	AGRICULTURE	84/09/10	1	12	22600.00
SIMPSON	MILDRED	SUPERVISOR MEDIA SUPPLIES	BREATHITT VETERINARY CENTER	68/08/19	1	12	15871.00
SIMS	FRANKIE	CUSTODIAN	PHYSICAL PLANT	77/07/11	1	12	11832.00
SIMS	ANNIE	CUSTODIAN	PHYSICAL PLANT	79/05/21	1	12	11677.00
SINGH	SHIR	HEAD VET MICRO ASSOC PROF	BREATHITT VETERINARY CENTER	89/07/10	1	12	45000.00
SKINNER	KEITH	SUPERVISOR	FOOD SERVICE	74/08/20	1	12	14153.00
SKINNER	CHERYL	WORKER SNACK BAR	FOOD SERVICE	82/08/28	1	12	9327.00
SLIMMER	VIRGINIA	CHAIR PROFESSOR	HOME ECONOMICS	82/08/01	1	12	44784.00
SMITH	CHARLES	PROFESSOR	BIOLOGICAL SCIENCES	69/09/01	1	10	39000.00
SMITH	MARY	COORDINATOR ADMISSION SYSTEM	ADMISSIONS & RECORDS	71/07/19	1	12	23000.00
SMITH	DANIEL	SUPERVISOR AUDIO VISUAL	BOY SCOUT MUSEUM	86/11/01	1	12	17997.00
SMITH	LARRY	ASSISTANT LABORATORY SR	BREATHITT VETERINARY CENTER	83/12/01	1	12	15038.00
SMITH	HAFFORD	CUSTODIAN	FOOD SERVICE	83/11/14	1	12	10525.00
SMITH	WILLIAM	PROFESSOR	COMPUTER STUDIES	76/01/01	1	10	40482.00
SMITH	DIANA	CLERK TYPIST I	NURSING	88/09/06	1	10	8925.00
SNELL	SUSAN	AUDIOLOGIST CLINIC	SPECIAL EDUCATION	83/07/01	1	12	25232.00
SNYDER	MARLYN	CUSTODIAN	PHYSICAL PLANT	81/01/27	1	12	11189.00
SNYDER	CARL	NECROPSY PROSECTOR	BREATHITT VETERINARY CENTER	74/08/05	1	12	13816.00
SOLMON	CAROL	ADMINISTRATIVE ASSIST TO DIR	STUDENT SUPPORT SERVICES	79/02/01	1	12	15566.00
SOVERBY	FREDERICK	COACH P-T/ADM COUNSELOR	WOMEN'S	88/09/15	1	12	17140.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

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SPANN	BETTIE	CASHIER SENIOR	ACCOUNTING & FINANCE	68/10/28	1	12	16042.00
SPEIGHT	JERRY	ASSOCIATE PROFESSOR	ART	75/08/01	1	10	30302.00
SPINDLEMAN	DONALD	GROUNDSKEEPER	PHYSICAL PLANT	86/09/23	1	12	11081.00
STACY	HELEN	OPERATOR CLERK/CENTREX	TELECOMMUNICATIONS	87/06/01	2	12	5540.00
STAMBAUGH	CLYDE	ASSOCIATE PROFESSOR	ACCOUNTING	86/08/01	1	10	56921.00
STARKS	CATHERINE	WORKER DISHROOM	FOOD SERVICE	87/11/01	1	12	7717.00
STEELE	ROY	FOREMAN CONSTRUCTION	PHYSICAL PLANT	81/10/31	1	12	19066.00
STEEN	JEFF	TRAINER	HAZARDOUS WASTE WORKERS	88/01/25	1	09	20625.00
STEFFA	JOHN	ASSISTANT PROFESSOR	MUSIC	88/08/01	1	10	26670.00
STEFFEN	CHARLES	PROFESSOR	HISTORY	77/08/01	1	10	30670.00
STEIDEN	TERRY	ASSOCIATE DIRECTOR	PHYSICAL PLANT	89/06/15	1	12	29000.00
STEIGER	RICHARD	PROFESSOR	ENGLISH	76/08/01	1	10	33135.00
STEPTO	ESTELLA	DEPARTMENT SECRETARY II	HOME ECONOMICS	78/09/18	1	12	13696.00
STEWART	CHAD	CHAIR PROFESSOR	HEALTH/PE/RECREATION	62/06/20	1	12	52701.00
STONE	CHARLES	TECHNICIAN INSTRUMENT	MUSIC	70/01/05	1	12	28996.00
STONE	REX	GROUNDSKEEPER	PHYSICAL PLANT	78/08/28	1	12	12600.00
STORY	PHYLLIS	BOOKKEEPER	LIBRARY	85/09/16	1	12	12535.00
STORY	DONALD	ASSOCIATE PROFESSOR	MUSIC	67/08/01	1	10	31837.00
STORY	DONNA	ADMINISTRATIVE SECRETARY I	UNIVERSITY INFORMATION SER	88/07/05	1	12	11270.00
STRICKLAND	MICHAEL	DIRECTOR & ASSISTANT PROF	ATHLETIC DIRECTOR	87/09/01	1	12	55800.00
STRIETER	TERRY	ASSOCIATE PROFESSOR	HISTORY	77/08/01	1	10	29831.00
STRODE	RUTH	CUSTODIAN	RESIDENCE HALLS	86/02/03	1	12	10536.00
STROUD	MARY	CLERK PAYROLL JR	ACCOUNTING & FINANCE	87/02/09	1	12	12000.00
STROUP	KALA	PRESIDENT & PROFESSOR LWP	PRESIDENT'S OFFICE	83/07/01	1	12	80900.00
STUART	LOUIS	TECHNICIAN SR MEDICAL	BREATHITT VETERINARY CENTER	68/02/01	1	12	25388.00
STUART	BRIDGET	NURSE STAFF	HEALTH SERVICES	79/08/20	1	09	13380.00
STUART	JAMES	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	77/08/01	1	10	31000.00
STUBBLEFIELD	CONDA	CLERK FISCAL	ACCOUNTING & FINANCE	88/06/01	1	12	10867.00
SUBLETT	DANA	CLERK SALES	UNIVERSITY BOOKSTORE	80/03/13	1	12	9936.00
SUMMERS	MARGUERITE	ASSOCIATE PROFESSOR	COMPUTER STUDIES	87/08/01	1	10	49119.00
SUMMERVILLE	CLIFTON	SYSTEMS PROGRAM SR	COMPUTING & INFORMATION SYS	81/07/15	1	12	44211.00
SUMMERVILLE	JAMIE	OPERATOR COMPUTER	COMPUTING & INFORMATION SYS	88/05/07	1	12	13902.00
SUTRICK	KENNETH	ASSOCIATE PROFESSOR	COMPUTER STUDIES	84/08/01	1	10	41839.00
SWAN	WALLACE	ASSOCIATE PROFESSOR	ENGLISH	67/09/01	1	10	32027.00
SWANN	RANDALL	ASSISTANT PROFESSOR	ENGINEERING TECHNOLOGY	80/08/01	1	12	32000.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
SWIFT	DONALD	LABORER	PHYSICAL PLANT	76/08/30	1	12	10994.00
TALIAFERRO	DONNA	ASSISTANT PROFESSOR SFL	NURSING	85/09/16	1	10	26000.00
TANNER	SANDRA	COOK LWPAY	FOOD SERVICE	85/03/30	1	12	9274.00
TARVIN	JOHN	ASSOCIATE PROFESSOR	PHYSICS & ASTRONOMY	85/08/01	1	10	35500.00
TARVIN	SUSAN	DATA BASE MANAGER	INDUSTRY & TECHNOLOGY	85/08/19	1	12	15500.00
TAYLOR	JOHN	PROFESSOR	ELEMENTARY & SECONDARY ED	68/09/01	1	10	38541.00
TAYLOR	PATSY	BOOKKEEPER I	ACCOUNTING & FINANCE	87/09/14	1	12	12257.00
TAYLOR	JIMMIE	WINDOW REPAIRMAN	PHYSICAL PLANT	80/05/24	1	12	13321.00
TAYLOR	MARIE	ASSOCIATE PROFESSOR	MUSIC	69/09/01	1	10	31827.00
TEAGUE	FRANK	TECHNICIAN MICROCOM REPAIR	COMPUTING & INFORMATION SYS	83/09/19	1	12	21490.00
TEMPLETON	BARBARA	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	24000.00
TERRY	BRIEN	VISIT LECT HORSE LAB MGR	AGRICULTURE	89/01/17	1	12	20650.00
THIEKE	MICHAEL	ASSISTANT COACH/ACAD COORD	BASEBALL	89/07/01	1	12	20000.00
THOMAS	CARLA	DEPARTMENT SECRETARY II	ELEMENTARY & SECONDARY ED	84/08/22	1	12	12538.00
THOMAS	SYLVIA	RECEPTIONIST HALL	RESIDENCE HALLS	79/08/16	2	09	6569.00
THOMPSON	JOHN	DEAN & PROFESSOR	BUSINESS & PUBLIC AFFAIRS	66/09/01	1	12	67275.00
THOMPSON	JAMES	PROFESSOR	ECONOMICS & FINANCE	67/09/01	1	10	47688.00
THOMPSON	MICHELE	COUNSELOR ADMISSIONS	SCHOOL RELATIONS	88/09/19	1	12	15587.00
THOMPSON	TIMOTHY	CUSTODIAN	RESIDENCE HALLS	89/04/18	1	12	9354.00
THURMAN	LANETTE	ASSIST TO PRES & DIR LWOP	PRESIDENT'S OFFICE	66/08/22	1	12	0.00
THWEATT	KATHERINE	CLERK TYPIST I	UNIVERSITY BOOKSTORE	81/12/10	1	12	11691.00
TIBBETTS, JR	GROVER	ASSOCIATE PROFESSOR	AGRICULTURE	87/08/01	1	10	33600.00
TIBBS	PHILLIP	PROFESSOR	ACCOUNTING	60/09/01	1	10	37832.00
TIMMERMAN	MARY	ASSISTANT PROFESSOR	ART	70/09/01	1	10	27707.00
TIMMONS	KATHRYN	INSTRUCTOR	HOME ECONOMICS	83/08/01	1	10	16921.00
TIMMONS	THOMAS	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	82/08/01	1	10	31500.00
TOBEY	WINNIE	CASHIER	FOOD SERVICE	74/09/03	1	12	10502.00
TODD	TERRY	BUYER FOOD	PURCHASING & GENERAL SERVICE	89/01/03	1	12	18036.00
TODD	ELVA	CLERK RECORDS RETENTION	ADMISSIONS & RECORDS	88/11/15	2	12	5651.00
TORIAN	OELSIA	COORDINATOR	GOVERNOR MINORITY COL PREP	87/10/01	1	12	19200.00
TOTH	BARTHOLMEW	PATROL OFFICER	CAMPUS SAFETY	82/11/06	1	12	16933.00
TOUCHTON	MAX	REPAIRMAN ELECTRONIC	OFFICE MACHINE REPAIR	78/01/23	1	12	21101.00
TRAVIS	ELIZABETH	CLERK TYPIST I	UNIVERSITY STORE	77/08/15	1	12	12373.00

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AS OF AUGUST 1, 1989

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TUCKER	KENNETH	PROFESSOR	ENGLISH	70/09/01	1	10	34935.00
TURNER	MERLE	WORKER SNACK BAR	FOOD SERVICE	86/02/03	1	12	8548.00
TURNER	DEAN	ASST PROF DIR CHEM LAB	CHEMISTRY	88/08/01	1	10	25520.00
TURSKA	TONI	EXECUTIVE SECRETARY	INST PLANNING & RESEARCH	87/03/23	1	12	14176.00
TUTT	BARBARA	DEPARTMENT SECRETARY II	AGRICULTURE	61/06/12	1	12	15038.00
TYLER	TERRY	TRUCK DRIVER SANITATION	PHYSICAL PLANT	74/03/25	1	12	12865.00
TYLER	JOYCE	CASHIER I	UNIVERSITY BOOKSTORE	77/04/25	1	12	11527.00
TYNES	LESLIE	UPHOLSTERER	UPHOLSTERY SHOP	86/02/03	1	12	14928.00
TYRA	BONNIE	CUSTODIAN	PHYSICAL PLANT	85/01/14	1	12	10780.00
UMAR	FAROUK	PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	70/09/01	1	10	41938.00
UMAR	DEE	CLERK INQUIRY	SCHOOL RELATIONS	79/04/24	1	12	13468.00
UNDERHILL	ALBERTA	LEADER CUSTODIAN TEAM	RESIDENCE HALLS	82/08/13	1	12	11291.00
USHER	RICHARD	PROFESSOR	ELEMENTARY & SECONDARY ED	77/08/01	1	10	39744.00
VALENTINE	ROBERT	VISITING LECTURER	SPEECH COMMUNICATION THEATRE	88/08/01	2	10	10500.00
VANARSDEL	TOMMY	ASSISTANT PROFESSOR	MUSIC	77/08/01	1	10	27121.00
VANCE	JERRY	WORKER STOCKROOM	FOOD SERVICE	82/11/01	1	12	9845.00
VANDERMOLEN	JUNE	JTPA TEACHER	ADULT BASIC EDUCATION	87/08/24	2	9	6480.00
VAUGHN	EDNA	ADMINISTRATIVE SECRETARY III	BUSINESS & PUBLIC AFFAIRS	66/09/01	1	12	17063.00
VAUGHN	JACK	MANAGER ASSISTANT	UNIVERSITY BOOKSTORE	68/07/01	1	12	32521.00
VIDMER	MARY	SECRETARY	FT CAMPBELL CENTER	80/08/18	2	12	7144.00
VINSON	GALE	BOOKKEEPER	CURRIS CENTER ADMINISTRATION	80/01/05	1	12	13509.00
VINSON	CHARLES	ASSISTANT DIRECTOR L> PRG	STUDENT FINANCIAL AID	71/10/01	1	12	24380.00
VITTITOW	CHRISTINA	BUDGET ANALYST	UNIVERSITY BUDGET OFFICE	88/06/01	1	12	20000.00
VOLP	ROBERT	ASSOCIATE PROFESSOR	CHEMISTRY	83/08/01	1	10	30500.00
WAAG	CARL	ASST PROFESSOR FUL LWP	FOREIGN LANGUAGES	86/08/01	1	10	6500.00
WADDELL	CAROLYN	MANAGER ASSISTANT	POSTAL SERVICES	79/07/01	1	12	15182.00
WAGNER	TOMMY	ASSOCIATE PROFESSOR	ED LEADERSHIP & COUNSELING	76/08/01	1	10	34519.00
WAGNER	LINDA	CLERK MEDIA RESOURCE	FACULTY RESOURCE CENTER	77/06/13	1	09	9314.00
WAGONER	BILLY	SUPERVISOR GOLF COURSE	MSU FOUNDATION GOLF	86/08/01	1	7	26500.00
WAGONER	DEBORAH	ACCOUNTANT PAYROLL	ACCOUNTING & FINANCE	87/04/01	1	12	21860.00
WALKER	FRANKLIN	ELECTRICIAN B	PHYSICAL PLANT	84/11/26	1	12	15367.00
WALKER	WILLODEAN	COOK	FOOD SERVICE	80/08/05	1	12	9897.00
WALKER	BILLY	MECHANICAL MAINT SERVICE	PHYSICAL PLANT	82/03/01	1	12	17954.00
WALL	CELIA	ASSOC PROF/ACT DIR FRC	LIBRARY	80/08/01	1	12	33297.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WALL	LARRY	COACH HEAD	WOMEN'S BASKETBALL	89/07/17	1	12	30193.00
WALLACE	JUDY	DEPARTMENT SECRETARY I	SPECIAL EDUCATION	82/08/09	1	12	12263.00
WALLS	WALTER	CUSTODIAN	PHYSICAL PLANT	88/10/17	1	12	9563.00
WALTERS	TERYL	VISITING ASSISTANT PROFESSOR	HOME ECONOMICS	88/08/01	1	10	23785.00
WALTERS	HENRY	VISIT ASSISTANT PROFESSOR	OCCUPATIONAL SAFETY & HEALTH	89/08/01	1	10	25000.00
WARD	MAUREEN	EDITOR PUBLICATIONS	OFFICE OF PUBLICATIONS	86/07/01	1	12	17963.00
WARD	CHARLES	DIRECTOR	OFFICE OF DEVELOPMENT	87/10/05	1	12	51030.00
WARNER	BETTY	BOOKKEEPER	ALUMNI AFFAIRS	88/04/04	1	12	12218.00
WASHER	SHIRLEY	DEPARTMENT SECRETARY II	PHILOSOPHY & RELIGIOUS STUD	72/01/19	1	12	13275.00
WATKINS	AVA	OPERATOR COMPOSER	OFFICE OF PUBLICATIONS	77/09/13	1	12	13758.00
WATKINS	YANCEY	PROFESSOR	ELEMENTARY & SECONDARY ED	66/09/01	1	10	38952.00
WATSON	LAVAUGHN	ASSISTANT PROFESSOR LWOP	NURSING	86/01/01	1	10	0.00
WATTIER	MARK	ASSOCIATE PROFESSOR	POLITICAL SCIENCE/LEGAL STUD	80/08/01	1	10	29992.00
WEATHERLY	JAMES	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	75/06/01	1	10	36960.00
WEATHERLY	BARBARA	VISITING ASSISTANT PROFESSOR	ELEMENTARY & SECONDARY ED	88/09/19	1	10	25160.00
WEAVER	JANICE	DEAN & PROFESSOR	COLLEGE OF EDUCATION	85/07/01	1	12	64419.00
WEBB	LORI	ASSISTANT DIRECTOR	COOPERATIVE ED & PLACEMENT	88/11/09	1	12	19865.00
WEBER	NEIL	CHAIR PROFESSOR	GEOSCIENCES	80/01/01	1	12	50250.00
WEBER	JOAN	MULTI-AGE PRE-SCHOOL	CLINICAL SERVICES	87/08/01	2	10	10350.00
WEILER	MELODY	CHAIR ASSOCIATE PROFESSOR	ART	75/08/01	1	12	47096.00
WEIS	ROGER	DIRECTOR/VISIT INSTR	AMERICAN HUMANICS	89/07/01	1	12	30975.00
WELLS	JAMES	PATROL OFFICER	CAMPUS SAFETY	87/08/01	1	12	15536.00
WELLS	JANE	DIRECTOR ASSOCIATE PROF LWOP	OWENSBORO MBA	80/07/01	7	12	0.00
WELLS	ANNE	CLERK LIBRARY	LIBRARY	88/11/21	1	12	10217.00
WELTER	MARILYN	CLERK STUDENT EMPLOYMENT	STUDENT FINANCIAL AID	76/06/22	1	12	14646.00
WESLER	KIT	DIRECTOR & ASSISTANT PROF	SOCIOLOGY & ANTHROPOLOGY	83/07/01	1	12	27328.00
WEST	EDWARD	DIRECTOR	PHYSICAL PLANT	82/09/01	1	12	45000.00
WEST	DONNA	DEPARTMENT SECRETARY II	HEALTH/PE/RECREATION	86/08/18	1	12	11278.00
WEST	SARAH	MEDICAL TRANSCRIBER	BREATHITT VETERINARY CENTER	85/04/08	1	12	11719.00
WEST	LINDA	LABORATORY AIDE	BREATHITT VETERINARY	88/12/19	1	12	9790.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WHALEY	PETER	PROFESSOR	GEOSCIENCES	68/08/15	1	10	40000.00
WHITAKER	WILLIAM	ASSOCIATE PROFESSOR	ENGINEERING TECHNOLOGY	75/08/01	1	10	36167.00
WHITAKER	CHERYL	ADMINISTRATIVE SECRETARY	BASKETBALL	85/09/11	1	12	12518.00
WHITAKER	HARRY	MICROBIO IV ASST PROFESSOR	BREATHITT VETERINARY CENTER	73/10/15	1	12	35755.00
WHITE	STEPHEN	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	81/08/01	1	10	28250.00
WHITE	DAVID	ASSOC PROF DIR BIO STATION	BIOLOGICAL SCIENCES	88/09/01	1	12	36000.00
WHITFIELD	TRUMAN	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	77/08/01	1	10	38868.00
WHITTAKER	NANCY	ACCOUNTANT	ACCOUNTING & FINANCE	86/01/02	1	12	23710.00
WILDER	CLEO	ASSOCIATE PROFESSOR	BIOLOGICAL SCIENCES	69/09/01	1	10	33000.00
WILFORD	JAMES	CUSTODIAN	BREATHITT VETERINARY CENTER	87/07/01	1	12	9790.00
WILKERSON	PATRICIA	WORKER SERVING LINE	FOOD SERVICE	78/10/31	1	12	9759.00
WILKINS	THOMAS	SPECIALIST ACAD SYS	COMPUTING & INFORMATION SYS	66/09/01	1	12	28182.00
WILKINS	SHARI	CUSTODIAN	CURRIS CENTER ADMINISTRATION	88/09/08	1	12	9670.00
WILLIAMS	EARIE	CUSTODIAN	PHYSICAL PLANT	85/05/20	1	12	10432.00
WILLIAMS	MARILYN	CUSTODIAN FOREMAN	PHYSICAL PLANT	88/01/18	1	12	13321.00
WILLIAMS	JAMES	CUSTODIAN	PHYSICAL PLANT	79/11/26	1	12	11544.00
WILLIAMS	ERIC	ASSISTANT PROFESSOR	MUSIC	89/08/01	1	10	23900.00
WILLIS	JAMES	ASSOCIATE PROFESSOR	ELEMENTARY & SECONDARY ED	77/08/01	1	10	38464.00
WILLOUGHBY	HENRY	WORKER DISHROOM	FOOD SERVICE	81/01/05	1	12	8876.00
WILSON	SHIRLEY	CASE INITIATOR	BREATHITT VETERINARY CENTER	78/03/13	1	12	17516.00
WILSON	JACK	ASSOCIATE PROFESSOR	MATHEMATICS	59/09/01	1	10	35000.00
WILSON	JAMES	FOREMAN UPHOLSTERY	UPHOLSTERY SHOP	81/01/26	1	12	17097.00
WILSON	RANDAL	COORDINATOR	UPWARD BOUND	79/10/01	1	12	22593.00
WILSON	LINDA	COOK	FOOD SERVICE	85/10/26	1	12	9205.00
WILSON	VELVET	COUNSELOR	STUDENT SUPPORT SERVICES	85/09/01	1	12	17000.00
WILSON	MARY	CLERK CERTIFICATION	ADMISSIONS & RECORDS	76/09/20	1	12	15741.00
WINCHESTER	LEONARD	MOVER LEAD	PHYSICAL PLANT	73/06/19	1	12	13206.00
WINDSOR	MARTHA	SALAD WORKER	FOOD SERVICE	81/08/17	1	12	9446.00
WISEHART	DENA	CLERK STUDENT LOAN	STUDENT FINANCIAL AID	81/02/16	1	12	13405.00
WOLF	KENNETH	CHAIR ACT PROFESSOR	HISTORY	69/09/01	1	10	38383.00
WOOD	SARAH	ASSISTANT PROFESSOR	ENGLISH	89/08/01	1	10	23000.00
WOODS	PAUL	MECHANIC AUTO A	MOTOR POOL	82/11/08	1	12	19800.00

ALPHABETICAL LISTING OF EMPLOYEES
AS OF AUGUST 1, 1989

LAST NAME	FIRST NAME	POSITION TITLE	DEPARTMENT NAME	DATE EMPLOYED	TYPE	PERIOD	ANNUAL SALARY
WOODS	MARIA	DEPARTMENT SECRETARY II	CHEMISTRY	77/12/01	1	12	15000.00
WOODS	CARL	MEDIA SPECIALIST	COLLEGE OF SCIENCE	89/07/01	1	12	24000.00
WORKMAN	PAMELA	CUSTODIAN	PHYSICAL PLANT	89/04/10	1	12	9354.00
WRIGHT	WANDA	SPECIALIST ACCT COLL	ACCOUNTING & FINANCE	81/03/02	1	12	14959.00
WRIGHT	JAMES	VISITING ASSISTANT PROFESSOR	MUSIC	87/07/01	1	10	25459.00
WRIGHT	ISSAC	FACILITY COORD/CONCESSION MR	ATHLETIC DIRECTOR	89/07/01	1	12	10500.00
WYATT	JAMES	WORKER STOCKROOM	FOOD SERVICE	82/08/16	1	12	11535.00
WYATT	CATHERM	CUSTODIAN	RESIDENCE HALLS	82/01/04	1	12	11238.00
WYATT	ROSE	ADMINISTRATIVE SECRETARY II	PRESIDENT'S OFFICE	86/10/28	1	12	12397.00
YATES	CAROL	ADMINISTRATIVE SECRETARY I	COUNSELING & TESTING CENTER	77/04/25	1	12	12912.00
YATES	JOHN	ASST DEAN/DIRECTOR EXT CAMP	CENTER FOR CONTINUING ED	77/05/09	1	12	39531.00
YATES	ANNA	LABORATORY ASSISTANT SR	BREATHITT VETERINARY CENTER	88/09/26	1	12	12850.00
YOO	YUSHIN	PROFESSOR	LIBRARY	69/07/01	1	12	37112.00
YOUNG	KELLY	ADMINISTRATIVE SECRETARY II	PURCHASING & GENERAL SERVICE	80/08/04	1	12	14626.00
YOUNG	MICHAEL	COORDINATOR STUD ACTIVITIES	CO-CURRICULAR EDUCATION	85/07/01	1	12	17391.00
YOUNG	JENNIFER	CLERK INTERNATIONAL	ADMISSIONS & RECORDS	88/07/05	1	12	10782.00
YUILL	MARGARET	MANAGER LOANS ACCOUNTING	ACCOUNTING & FINANCE	80/01/02	1	12	24834.00
ZIMMERER	EDMUND	ASSISTANT PROFESSOR	BIOLOGICAL SCIENCES	89/08/01	1	10	28000.00
ZIMMERMAN	SARA	ASSISTANT PROFESSOR	SPECIAL EDUCATION	88/08/01	1	10	26280.00
ZIMMERMAN	WARD	ACT EXEC VP VPFA/ASSOC PROF	FINANCE & ADMINISTRATIVE SER	88/08/15	1	12	70020.00



Murray State University

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

September 22, 1989

Board of Regents
Murray State University
Murray, KY 42071

Dear Board Members:

Attached is the list of persons who completed all requirements
and upon whom degrees were conferred as of August 7, 1989.

Sincerely yours,

A handwritten signature in cursive script, likely belonging to Phil Bryan.

Phil Bryan
Dean of Admissions
and Registrar

Attachment

ASSOCIATE OF ARTS

Cynthia Ann Armbruster

Tina Burnett

ASSOCIATE OF SCIENCE

Ralph Daniel Cossey
Marsha Helen Hendershot Day
Stanley Carter Howard

Henry David Jarvis
Joseph A. Pierce Jr.
Gregg Anthony Rogers

BACHELOR OF ARTS

Ronald Irvan Boyce
John Kenneth Hawks
Joseph Timothy Humphrey

Stephen Daniel Parker
Stuart Van Marlan Small
Richard Alan Watson II

BACHELOR OF MUSIC

Lisa Gayle Belongia

BACHELOR OF MUSIC EDUCATION

Rhonda Carol Bedwell

William J. McGibney

BACHELOR OF SCIENCE

Richard Wayne Abel
Leigh Ann Akin
Amy Kennet Anderson
Mark A. Bagwell
Michelle Marie Baker
Gregory Dale Barnes
Michael D. Basiak
Rhonda Lynn Birkhead
Gay Nell Brazelton
Jason Bradley Brewer
Jeffrey Wayne Burdge
Karen Lee Cashon
Jan Reagan Chase
Lorne Gene Childress
Michelle Lee Childs
Marie Annette Claud
Kerin Ann Cockrell
Michael David Craig
Karen Yvonne Cummings
Brian Wade Darnall
William H. Devlin
Bryan Gilbert Donnelly
Cheryl R. Dunn
Keith E. Emmons

Barry Keith Enix
Elizabeth Ann Marie Fisher
Michele M. Fraser
Sean Lane Fuller
Robin Celeste Fulps
Tracey Christine Gard
Carrie Ann Kennedy Germain
Rolando P. Greene
Leigh Ann Hall
Phillip Edward Harned
Melody S. Harper
Nathan E. Hart Jr.
Kevin S. Heinig
Pamela Jean Higdon
John Benjamin Howard
Wendy Carroll Howey
Jenna Rene' Hudson
Jeri Gaile Humphreys
D. Linda Hutchcraft
Roger Calvin Jaggars Jr.
Samuel Jones
Walter Scott McIntosh
Paul Douglas Miller
Bobby Barbara Lynne Mills

BACHELOR OF SCIENCE (continued)

Anna Laura Morris
Nancy Carol Oliver
Darla K. Patterson
Pamela Jo Payne
Helen K. Perry
Katherine McVichie Peterson
Kevin John Prindable
Jerry Vance Roberts
Keith Martin Robinson
Todd O. Ross
Victoria Lynn Rowan
Greg Sanders
Kristine M. Schoolmaster
Richard Kyle Selby

Mitzi Shields
Bailey Joe Skaggs
Stephanie Charise Slate
Rebecca J. Smith
Janie M. Stephen
David P. Stovall
Fairley Wilson Taylor Jr.
Angela Litchfield Thomas
Willie E. Thomas Jr.
Jeff B. Thompson
Patricia L. Thompson
Cathy J. Thweatt
Reuben Lawrence Tilford
Kevin D. Walker

Philip Arthur Wallace

BACHELOR OF SCIENCE IN AGRICULTURE

Lisa Gail Clifton
Cheryl Ann Harper
Angela L. Lindner

Jeffrey Bryan McKinney
Jeffrey V. Stewart
Brian Keith Thompson

BACHELOR OF SCIENCE IN BUSINESS

Amy J. Carlson
Kevin H. Crider
Ricky Alan Driscoll
William Joseph Dunn
Susanne L. Fulton
Robert G. Hester Jr.
Charles Alan Holmes
Paul J. McMinn Jr.
Teresa L. McRoy
Sherry L. Meadows

William Lawrence Mercer
Jacqueline Kennedy Merkin
Denise Maude Miller
Michael L. Miller
Denise Elaine Pratt
William Brian Puryear
Timothy Lee Shanklin
Clarence Shields Jr.
Thomas Richard Whitton Jr.
Carol Cowart Yarborough

BACHELOR OF FINE ARTS

Victoria Margaret Fell

MASTER OF BUSINESS ADMINISTRATION

Nancy Baker Alderdice
Jens Axel Olof Bergrahm
Piyaporn Busabong
Jay Douglas Connell
Jackie O. Duncan
Ruben Lee Hayden

Mark Stephen Heinz
Jay Evers Herndon
Laura Beth McAlister
Ithima Ratchinda
Randall Lee Rushing
Rodney Kent Taylor

MASTER OF ARTS IN EDUCATION

Sheila Faye Bandy
Kimberly Miller Beach
Charles Rudolph Carrico
Stacey Cole
Vickey Faulk Daniel
Thresa Bowland Doga
Charles Steven Eakins
Jane Marie Fuller
Jenny Walston Halliburton
Dawn Marie Hollamon
Barbara Dodson Holloway
Brenda Susan Horning
Norman Todd Johnson
Teri Fritz Joiner

Karen Brown Kunnecke
Richard Earle Larson Jr.
Dennis C. Long
DeVona Kaye Lynch
Lou O. Orr
Jeanetta Gail Riley
Susan Sevier Rochelle
Anthony Ray Sanders
Katherine Elizabeth Shadoan
Marilyn Lee Simons
Robert H. Taylor
Shari Roberts Vanden Brook
Lesa Jones Watson
Carla Jean Whitis

Donna Kay Wilson

MASTER OF SCIENCE

James Andrew Allsopp
John Edward Anderson
Eduardo Alfonso Angeles
Lawrence Ahamefule Anyanwu
Sandra Jesso Applegett
Frank Keith Brown
Theresa Lea Riley Burton
Denise Marguerite Butler-Gupta
Robert William Caldwell
Karen Quertermous Cantu
RonSonlyn Sholar Colston
Mary Cecelia Edwards
Deborah Wilson Gilcrest
Cynthia McDaniel Harris
Jennifer V. Hastings
Deborah Ward Heisel
Rick Hendrickson
Lori Ann Hermann
Kathy A. Huitt
David Vernon Jennings
Philip M. Jones
Samuel Keith Kelley
Richard William Kuykendall

Donna Suellen Lazzaro
Lyn Gates Maloney
Michael J. Massey
Gail McReynolds McQuigg
James Micheal Miles
Gordon DeVon Murray Jr.
Yee Ren
Larry Wayne Roberson
Ronald H. Roth
Melinda Milton Ruplinger
Mark Thomas Rust
Kerri Dalita Scott
John Wayne Shadrick
Peggy Davis Spears
Bobby Joe Spurlock
Melanie Metz Squire
Yosyong Surakitbanharn
Richard Lynn Tanner
Cecil Daryl Thetford
Joe Dunn Thomas
Thomas E. Thompson
Kathryn Mary Turner
Melinda Wyatt

Yuehua Zhou

MASTER OF MUSIC EDUCATION

Fred Neal Ashby

MASTER OF ARTS

Mark John Balzer
Marcia Lewis Cortner
Mary Alice Crawford
David Murphy Owen

Brenda Grainger Paschall
Marilyn Paulette Petty
Mark Harrison Reinhardt
Allison L. Russell

Kwangho Yoo

MASTER OF PUBLIC ADMINISTRATION

Mbatia Maina (James)

Thirsa Martinez

Paducah Model Center A Planning Report

**Murray State University
Center for Continuing Education
and Academic Outreach**

July 1989

Paducah Model Center A Planning Report

**Murray State University
Center for Continuing Education and Academic Outreach**

**Dr. Viola P. Miller
Dean**

**Dr. John Yates
Assistant Dean
Director, Extended Campus**

**Ms. Mary Boaz
Coordinator,
Paducah Model Center**

July 1989

This report was developed in response to a resolution passed by the Murray State University Board of Regents in the fall 1988. The resolution stated:

The Board of Regents authorizes a comprehensive study leading to the formulation of a proposal for the delivery of undergraduate courses in Paducah, Kentucky, leading to degrees in liberal arts and science, business, education, and health care in order to serve the non-traditional students in the greater Paducah area.

Table of Contents

CHAPTER 1	Introduction	1
	A Comprehensive Regional Institution	1
	The Extended Campus Unit of the University	1
	Historical Perspective of MSU/PCC Programs	2
CHAPTER 2	Needs Analysis	4
	National, State, and Regional	4
	Nontraditional Students	4
	Specific Academic Programs	6
	Nursing	6
	Business	7
	Teacher Education	7
	Instructional Support	8
	Library Resources	9
	Classroom Space, Equipment, and Materials	9
	Student Support Services	10
	Financial Resources	10
	Initial Costs	10
	Operating Costs	11
	Instructional Costs	11
	Summary	12
CHAPTER 3	Model Center Progress Report	13
CHAPTER 4	Recommendations	18
	Academic Programs/Faculty Incentives	18
	Administration	18
	Instructional Support	19
	Physical Facilities	19
	Community/Institutional Partnerships	20
REFERENCES		21
APPENDICES		22

CHAPTER 1

Introduction

Murray State University - A Comprehensive Regional Institution of Higher Education

Murray State University was established by statute as one of the Commonwealth's state universities, and is publicly supported for the essential purpose of meeting the educational needs of the people of West Kentucky and this region. The university's mission focuses on undergraduate, graduate, and professional instruction and regional continuing education programs. (Murray State University Undergraduate Bulletin, 1989).

As a regional university, Murray State has a clear mandate to serve all the citizens of West Kentucky through quality programs on the main campus and through extended campus centers as dictated by regional needs. Murray State University's dedication to the preservation of educational excellence is exemplified by the commitment to program accreditation and quality faculty. This commitment encompasses all main and extended campus programs as well as nontraditional instructional delivery.

The goals of Murray State University specifically reference the value of Continuing Education and Academic Outreach:

"Murray State University should:

1. Develop extended and innovative programs for nontraditional students.
2. Sustain a commitment to academic excellence.
3. Strengthen its leadership role in areas of public service in which its expertise can serve the region."

(Murray State University Undergraduate Bulletin, 1989).

MSU Center for Continuing Education and Academic Outreach The Extended Campus Unit of the Institution

The Center for Continuing Education and Academic Outreach delivers both credit and non-credit educational and enrichment opportunities including an external degree to nontraditional learners. The Center's primary service area is the 23 counties designated by the Council on Higher Education as Murray State University's service region. However, many programs are offered to publics outside this area. These opportunities include but are not limited to: Extended Campus Credit Programs, Community Education Programs, Bachelor

of Independent Studies Degree, Professional Development Programs and Conferences, Adult Student Services, Military Programs, and Special Regional Events.

Historical Perspective of the MSU-Paducah Extended Campus Program

Murray State University has been involved in extended campus education in West Kentucky since the early years of the institution. In recent years the citizens of this region, reflecting a national trend, have begun to expect and require increasing opportunities for access to higher education. The Paducah Community Leadership initiated contact with Paducah Community College and Murray State University with the specific request that the two institutions work together to respond to the educational needs of the area.

In November 1986, Dr. Kala Stroup, MSU President, and Dr. Donald Clemens, PCC President, with the support of the governing boards of their institutions, announced a cooperative agreement between PCC and MSU for the purpose of expanding educational opportunities for adult learners in and near the Paducah community (See Appendix A). This action resulted in a series of discussions targeting specifically the need for upper level undergraduate courses and programs of study for the Paducah area.

On February 7, 1987, The MSU Board of Regents reaffirmed its commitment to further extend educational opportunities to the citizens in its West Kentucky region as designated by the Council on Higher Education. As a result of this reaffirmation, a number of activities were initiated to define further the educational needs in the Paducah area, the logistical aspects of providing services in Paducah, and the financial commitment necessary for a successful program.

Highlights of these activities are:

- * A survey was administered to PCC students by representatives of Murray State University to determine specific MSU course offerings on the PCC campus. The results showed that nursing, education and business (including computer science) were the three areas with the most demand (See Appendix B).

- * In the Spring of 1988, the Committee to Study the Model Center in Paducah was formed by the MSU Board of Regents. This committee was comprised of representatives of Murray State University, Paducah Community College, the Council on Higher Education, Paducah city officials, and MSU's Board of Regents. The Committee identified goals and forwarded recommendations to the MSU Board of Regents (See Appendix C).

- * A proposal to fund the development of a Model Center plan in Paducah was submitted to the Council on Higher Education and was

subsequently funded by the state of Kentucky.

* On November 12, 1988, The MSU Board of Regents authorized a comprehensive study leading to the formulation of a proposal for the delivery of undergraduate courses in Paducah, Kentucky, leading to degrees in liberal arts and sciences, business, education, and health care in order to serve nontraditional students in the greater Paducah area (See Appendix C).

* The Southern Association of Colleges and Schools (SACS) acknowledged MSU's and PCC's agreement to develop cooperative efforts to meet the educational needs of the Paducah community (See Appendix D).

* On June 7, 1989, the Murray State University Board of Regents authorized the establishment of the Model Center in Paducah and the implementation of courses leading to degrees in nursing, education, business, and liberal arts and sciences.

* On June 19, 1989, Dr. Kala Stroup submitted a request for continuation funding for the MSU Paducah Model Center (See Appendix E).

CHAPTER 2

Needs Analysis

Educational Needs - National, State, and Regional

The 1980's may be viewed historically as the decade of concern for education. A plethora of national and state level reports has emerged which describes the status of education in the United States and Kentucky. In 1984 the President of Murray State University established the 2000 Commission to study educational trends in Kentucky and to propose a plan for MSU's response to these trends. Among the findings of the Commission relevant to this report are the following:

- * When baccalaureate education is considered, national figures indicate that there are 50 million households in the U.S. where no family member holds a B.S. degree and this figure increases annually (*To Secure the Blessings of Liberty*, 1986).

- * The rapidly changing socio-political, economic and cultural nature of the nation and world will mandate comparable changes in education. Only 19% of adults over twenty-five in this country have a bachelor's degree. When local data are considered, the educational picture becomes increasingly bleak. According to the 1985 U.S. Census update, only 10% of adults in McCracken County have a bachelor's degree.

- * The percentage of Kentucky's population going to college is one of the lowest in the nation. The percentage of Kentucky's population with at least one year of college is lower than any of the other 50 states and the District of Columbia.

- * Nationally, Kentucky ranks near the bottom among the states in per capita higher education degree production.

The National Commission on the Role and Future of State Colleges and Universities (1986) recommended that at least 35% of American adults should have a college degree by the year 2001. As stated previously, only 10% of the adults in McCracken County have a bachelor's degree. Although it will be difficult, if not impossible, to attain the 35% level recommended, MSU clearly has a regional responsibility to improve access to degree programs for the citizens of West Kentucky.

Educational Needs - Nontraditional Students

Nationally, the average age of individuals who enroll in college is increasing. The record high (12.8 million) college enrollment in 1988 was largely the result of an 11% increase in the number of adult stu-

dents. The number of 18- 24 year old students declined by 2.5 million (National Center for Education Statistics). Universities are actively recruiting the older student and must address the unique educational needs of the adult learner. Numerous factors including retraining needs, technological advances, single parenthood, women entering or re-entering the work force, increasing leisure time, and increasing number of intellectually vital retirees have contributed to the increased number of adults in higher education. As the National Commission on the Role and Future of State Colleges and Universities (1986) recommended, "state colleges and universities should restructure their modes of delivery of instruction and services to give adult and part-time students full access to undergraduate and graduate programs" (p.24). Access to continuing education should be provided to all of our citizens. Working people need the opportunity to pursue job advancement while fulfilling their civic and family responsibilities. Indications are that within the next five to ten years the majority of individuals entering higher education will be nontraditional students. Many new students will be over age 25 and female. Many of them will be single parents and personally responsible for the economic stability of their families as well as for the costs of their education. These students will not be interested in a residential campus but will seek programs that are easily accessible and scheduled to allow for full time employment.

A survey conducted by the Center for Continuing Education and Academic Outreach affirms the 1985 predictions. The purpose of the survey was to determine the number of MSU extended campus students who are nontraditional and placebound in the Paducah area. Ninety-eight percent of the 110 students surveyed are nontraditional. The nontraditional student is age 25 or older or has personal obligations (financial responsibilities, single parenthood, or etc.) which distinguishes him/her from the traditional university student. Approximately 50% of the students are clearly place bound and cannot attend classes on the MSU main campus. Approximately 25% of the students feel they are place bound to a certain extent and are taking courses on both campuses. These students expressed a desire to take all of their courses in the Paducah area but have elected to commute to the MSU campus in order to complete a degree in the most time-efficient manner given the current number of course offerings in Paducah. The remaining students who completed the survey do not feel they are place bound in the Paducah area, but enroll in extended campus courses because they are more convenient. There are clearly individuals in the Paducah area who wish to pursue a four-year degree, but are unable to do so at the present time due to family and/or occupational commitments.

The coming years are expected to bring a number of changes in the job market. With increased intellectual and technological demands in the workplace, education beyond high school is a minimum qualification for many entry level positions. While shifts are expected in the types of jobs offered, the number of open positions is expected to rise, especially in the professional and high-technology areas. Some examples of the careers where the largest growth is projected include health care professionals; telecommunications workers and consultants; and business and managerial personnel (*Beyond the Twentieth Century*, 1986).

Demographic trends such as the declining birth rate coupled with the increase in the number of adult students in undergraduate programs will have significant impact on training and retraining needs in postsecondary education. Moreover, business and industry leaders recognize the need for retraining to remain competitive in their market.

Kentucky's economic structure has changed since the 1960's. According to the Murray State University 2000 Commission Report (1986), the state's occupational structure, like the nation's, is expected to shift in the next ten years with more emphasis on technical and managerial jobs, less emphasis on agriculture and with a need for a more flexible and retrainable workforce.

Paducah/McCracken County is limited educationally in terms of access to higher education beyond the associate degree level, and, as a result, has a largely untapped learning market. To this end, a needs assessment survey was conducted for the purpose of determining the level of student needs in the Paducah area. Results indicate that 32.9% of students completing two year programs at PCC enter a four year baccalaureate program. Respondents indicated a high level of interest in pursuing bachelor's degrees in the areas of nursing, business, and teacher education.

Nursing

By the year 2000 the percentage of the population over age 65 is expected to increase dramatically. As the population ages, health care will become a more "popular" college major. A nationwide shortage of licensed nurses is already well established.

Two large hospitals as well as numerous private health care facilities operate in the Paducah area. Educational opportunities exist for persons desiring a nursing degree at the two year level. In addition, for many years the MSU Department of Nursing has been providing a sequence of courses in Paducah for Registered Nurses to obtain a Bachelor of Science in Nursing. One thousand three hundred

(1,300) individuals in McCracken County are currently registered with the Kentucky State Board of Nursing. This figure includes nurses with varying levels of educational training. Advanced nursing courses and degrees in Paducah allow individuals to receive training necessary for upgrading current skills, expanding into other health care areas, and promoting career development.

Business

In recent years, workers in the Paducah area have been cognizant of the changing demands on their skills as evidenced by the consistently high enrollment in Murray State's undergraduate and graduate business courses offered in Paducah. Undergraduate business courses have been taught for the purpose of allowing individuals who have already earned a bachelor's degree to meet requirements for subsequent work towards a Master's in Business Administration. The combined effects of the changing workplace with the high level of interest exhibited in current business course offerings in Paducah warrants development of a sequence of courses leading to a Bachelor's Degree in Business Administration.

An advantage of offering a degree program in business administration is that the degree is broad-based, involving course work from the seven departments in the College of Business. In addition, elective courses can be tailored to meet specific business needs or educational goals.

Teacher Education

Higher education is challenged to prepare teachers for the nation's public schools in the 21st century. One million new elementary and secondary teachers, educational specialists, and school administrators will need to be trained and placed over the next ten years (*To Secure the Blessings of Liberty*, 1986).

In the Paducah area, many individuals are interested in pursuing a four year degree in education. Specifically, 116 students have been identified at PCC who desire to pursue a teacher education degree. Fifty percent of these students are completely place bound to the Paducah area and unable to take courses on the main campus. These place bound students will have to delay or modify their educational goals until delivery of courses in a sequence leading to a degree in teacher education is made available to them locally.

Although survey results showed that many of the identified students were interested in pursuing a degree in elementary education, accreditation standards make off-campus delivery of this program problematic at present. Undergraduate education programs are closely tied to the public schools in terms of required field-based experiences concurrent with MSU's professional education courses.

For all undergraduate education programs, persons must adjust employment to be available to complete hours in clinical and field experiences, in addition to student teaching, during the school day. The National Council for the Accreditation of Teacher Education and the Kentucky Department of Education accreditation guidelines coupled with the required supervised field and clinical practicum make it impractical to offer a full elementary degree program in the Paducah area at this time.

However, secondary education field work is more compressed so the need to adjust daytime work schedules to class times is lessened. In addition to the professional education courses, a major and minor are required for secondary certification. These discipline specific courses need not be linked with the public school schedule. Thus, these courses can be offered during the evening or weekend hours which is complementary to the classroom space available to MSU on PCC's campus and compatible with nontraditional students' needs. Moreover, discipline specific courses have a wide audience, thus meeting the educational goals of many students.

Due to limited faculty and instructional resources, a full curriculum in any particular discipline is difficult to deliver at the present time. According to regional school superintendents, the greatest need for new secondary teachers in the next decade will be in the sciences and math. A need for English teachers was also evident for the McCracken County area. Telecommunications hopefully will alleviate course delivery difficulties. Murray State University, in conjunction with Paducah Community College, has developed a proposal to establish a telecommunication link between the two schools (See Appendix F). Secondary professional education courses will be available in the Paducah area for individuals who have earned a bachelor's degree in a certifiable major and desire a career change into teaching.

Instructional Support Needs

Effective instruction involves not only a well-qualified instructor but also the necessary support services, equipment and materials to facilitate the faculties' efforts to communicate concepts and ideas effectively. Students' needs must be met with access to appropriate computer and/or other media facilities. SACS guidelines state that "each institution must provide a variety of services that support its educational purposes. These support services include . . . instructional support services, computer services, and those services that complement the educational, social, moral, and physical developments of the student" (5.1; p. 30).

Student Research Needs - Library Resources

Murray State University personnel have attempted to identify library resources in the Paducah area. Presently, the Paducah Community College Library exists to support the general education curriculum and two-year associate degree programs; therefore, resources do not exist to support MSU's upper level courses in education, nursing, and business. Duplication of the MSU library holdings is economically impractical; thus, MSU is exploring the methods and cost of technologically linking the extended campus program to the main campus library.

An important aspect of library collaboration involves the provision of the necessary card catalogs, periodical guides, and indexes. These are available by microfiche, computer data base, and published indexes. Using the above resources, Paducah-based MSU students will be required to do research and then to request documents from the main campus library not available at the PCC library. Requested documents can be delivered by various means, depending on the time frame involved. For example, telefax, mail, UPS, and shuttling are among the options available.

Library research assistance for MSU students in Paducah is placing an inordinate burden on both the physical and personnel resources of the PCC library. Steps have been taken during the current year to alleviate this depletion of resources. Dr. Coy Harmon, Dean of Murray State University Libraries, and Ms. Jennie Boyarski, PCC Librarian, are working closely together to resolve the problems.

Instructional Resource Needs - Classroom Space, Equipment and Materials

The availability of several well-ventilated, comfortable classrooms large enough to accommodate approximately 20-40 students is critical to the success of the academic program. To determine resources needed for courses offered in the areas of education, nursing, and business in Paducah, MSU faculty have been asked to contribute lists of needed equipment and materials.

To support the curriculum, a variety of facilities and instructional support services are needed. Audiovisual equipment, computer labs, storage areas, access to duplicating equipment, and overhead projectors are among the resources important to the success of the academic program. These resources should be organized and administered to provide easy access for faculty and student users and be adequate and appropriate for institutional needs.

Student Needs - Support Services

SACS guidelines specify that student support services comparable to main campus services be available for extended campus programs. Since the first two years of the Paducah students' higher education will be the purview of PCC, all support services of that institution will be available. PCC provides a learning resource center including academic tutoring, a counseling center, library assistance, and developmental courses in reading, math, and English.

The Model Center office staff should provide admission, financial aid, registration, and academic program information and assistance to students. An 800 number is in place to facilitate contact between distant learners and the main campus. The Model Center office also provides a repository for printed information for students regarding all of MSU's programs and services. A telephone answering machine provides continuous access to office staff by nontraditional students who may have difficulty with regular office hours. Evening advisement/registration opportunities are provided each semester. The center staff should also be responsible for scheduling advisement sessions by program faculty each semester. Additionally, an Adults Belong in College seminar and a Bachelor of Independent Studies Workshop for prospective students should continually be offered in Paducah each semester.

The Model Center office has been open now for almost one year. During that period of time, every effort has been made to identify and structure the provision of the necessary student support services.

Financial Resource Needs

In addressing the financial resources needed to operate a model center, three specific areas must be considered: (1) the initial start-up costs of developing and equipping the center; (2) personnel and operating costs of maintaining the center; and (3) the costs of delivery of instruction in support of the academic programs offered at the center.

These cost estimates do not include any dollars for facilities. In developing these figures, the university is assuming that office, classroom, and other facility needs will be met through existing facilities at no cost to the university.

Initial Costs

The initial costs of developing the center include equipping and setting up the office, desks, copy machine, typewriter, computer and printer, and providing essential research indexes for library support. In developing the Paducah Model Center, the university has been able to provide much of the necessary office furniture and some equipment

without any costs. However, to continue the center operation on a permanent basis, additional equipment must be purchased. At a minimum this would include a copy machine large enough to support both administrative and instructional needs and a computer and printer. Estimated cost of these items is approximately \$7,000.

Additionally, the library has identified several indexes that must be purchased to provide the necessary library support of upper-division undergraduate and graduate instruction from the PCC Library. Purchased on CD ROM the total cost of these indexes would be \$5,180.

To provide support for MSU classes in Paducah, audiovisual equipment should be purchased and placed in the PCC media center. At a minimum this would include television and VCR equipment, overhead projectors, slide projectors, and 16mm movie projector.

The total estimated initial cost for equipment and library support would be \$15,000.

Operating Costs

The costs of operating the Model Center include personnel and operating expenses such as travel, telephone, postage, and printing. The recommended staffing plan includes a coordinator, secretary, library assistant, and student assistants. Initial annual cost for salary and fringe benefits for staffing would be \$55,000. An additional \$20,000 would be required annually to fund the operating expenses. Thus, the annual operating cost for the Model Center would be \$75,000.

Instructional Costs

The costs of delivery of instruction to the Model Center includes instructional salaries, displacement, and travel expenses. Currently, the majority of courses taught at Paducah are taught by full-time faculty as a part of their normal class load. Should the program grow as anticipated, an additional 3-5 FTE faculty may well be justified. The FTE would, of course, be funded to the appropriate college/department rather than to the extended campus center. In the case of full time faculty teaching in extended campus programs the only direct funding required to support the program is the displacement cost and travel expenses. Displacement costs are paid to instructors to provide some compensation for the travel time involved in teaching off-campus.

In some cases it is necessary to employ adjunct instructors to teach extended campus classes. The current rate of compensation for adjunct instructors is \$1,000 for a 3-hour class. Travel expenses are reimbursed if the instructor does not live in the local area.

The goal of extended campus instruction is to be

self-supporting. That is, the tuition revenue received from extended campus classes shall exceed the direct costs of delivery of the classes. One way this is accomplished is because low enrollment classes are usually cancelled and only those that are adequately subscribed are offered. However, the offering of undergraduate degree programs would require the university to offer a number of under-subscribed classes in order for students to meet degree requirements in a timely manner. Estimated annual supplement to support these under-subscribed classes is \$30,000.

Summary

The total first year costs for the Model Center would be \$120,000 which includes start-up, personnel, operating, and supplemental instructional costs. These estimates do not include any facilities costs, equipment replacement costs or the start-up costs of the proposed telelearning network.

Consideration must also be given to university overhead costs such as accounting, personnel, payroll, admissions, and other administrative units which must provide support for an extended campus center. If funded by the legislature, the proposed \$125,000 for an extended campus center plus tuition revenue should be adequate for an on-going program. The two-way interactive audio/video system will require additional one-time funding.

CHAPTER 3

Model Center Progress Report

An MSU Information Office was opened in July 1988 on the Paducah Community College campus and staffed part-time to disseminate information to students regarding academic programs, financial aid, course schedules, and admissions. Simultaneously with the opening of the information office, MSU and PCC submitted a proposal entitled "A Proposal to Plan the Development of a Higher Education Center in Paducah" to the Council on Higher Education. The state of Kentucky funded a planning grant of \$46,941 to Murray State University to plan the development of a Model Higher Education Center in Paducah. Funding of that grant was based on an established need for such a center in the Paducah area and based on wide-spread community support for the improvement of the availability of higher education opportunities.

Upon notification of funding in December 1988, the Information Center became the Model Center office operating five days per week. The primary purpose of this center was to accomplish the ten planning goals as outlined in the grant proposal to the Council on Higher Education. Outlined below is a summary of the progress toward these goals completed to date.

Goal 1 - Assess the Level of Student Academic Needs in the Paducah Area at the Upper Division Undergraduate Level.

Progress. Results of needs assessment indicate that less than 50% of students completing two year programs at PCC enter a four year baccalaureate program. Additionally, West Kentucky is significantly below the national average in percentage of the population having completed a baccalaureate degree. Student surveys indicated greatest interest in three academic areas: business, nursing, and teacher education. During the current year, the Model Center staff has identified approximately 90 students in lower division education classes at Paducah Community College who wish to continue beyond their current two year program. Follow up on the identified students will be conducted on a semester by semester basis. Surveys will continued to identify and assess the needs of new students in the teacher education area. Over thirty upper division business students have indicated a desire to complete a degree in Paducah. Thirty

students from Paducah have been admitted to the Bachelor of Independent Studies Program.

Work to be Completed. Data is currently being gathered to assess the needs of the nursing students. A current list of Registered Nurses in the Paducah area is being requested from the Licensing Board of Nurses and a list of the recent Paducah Community College Registered Nursing graduates will aid in the identification of BSN candidates.

A formal advising session for undergraduate business students is planned for August 1989 to further assess the needs of business students in the Paducah area. All two year degree recipients for the past five years from PCC are being contacted by letter with information on the Model Center.

Goal 2 - Develop Specific Plans with the MSU Center for Continuing Education, Each of the MSU Colleges and the MSU Library which will Permit the Delivery of Courses to Satisfy the Identified Needs of the 2 + 2 Students.

Progress. Resource needs have been identified by each of the MSU colleges involved with the Model Center. The Model Center library support needs have also been identified (See Appendix G). Also in progress is a handbook which identifies the appropriate course sequence for students to fulfill 2 + 2 degree requirements.

Work to be Completed. The sequence and projected time frame of course offerings in the targeted academic areas needs to be completed.

Goal 3 - Develop in Conjunction with the Chamber of Commerce and PCC a Plan for Providing the Necessary Classroom/Laboratory Space Required to Deliver Courses Identified in the Needs Assessment.

Progress. Classroom space has been identified in the Paducah area to satisfy our immediate needs. At present MSU delivers courses on five campuses; Paducah Community College (90% of all classes), West Kentucky Vocational School, Paducah Tilghman High School, Western Baptist Hospital, and Lourdes Hospital. Priority is given to upper division undergraduate courses for delivery on the Paducah Community College campus.

Work to be completed. Various locations have been identified as possible solutions to meeting future classroom needs. Each location requires further study to assure that accreditation standards will be met.

Goal 4 - Determine Short-Term and Long-Term Costs Involved in the Operation of a Model Center in Paducah.

Progress. Many of the short term costs have been identified. We now have some idea of the level of administrative support that will be

needed to effectively manage a model center. We have identified a short term solution to the problem of library support and that solution is addressed in this proposal. Other short-term needs for administrative support such as computer, copy machine, and office equipment have been identified and met.

Work to be completed. Long-term costs in operating a model center remain to be considered and will be affected significantly by a number of external factors. Facilities for administrative offices and classroom space must be identified. Currently, PCC has done everything possible to support our facility needs but this has placed a great strain on their resources. During the next year a long-term solution to this problem must be found and the costs determined. Long-term needs for library resources must also be considered.

Goal 5 - Investigate Similar Programs and Centers Being Operated by Other Institutions in the Region.

Progress. Material from similar programs has been gathered and reviewed. Staff have met with personnel from other centers and have discussed their programs. Sites to be visited have been selected.

Work to be completed. On-site visits are planned for in-depth investigation at the following locations: Memphis State University/Jackson Community College; Western Kentucky University/Owensboro; University of North Florida/Fort Walton Campus; and University of Central Florida/Daytona and Cocoa Campuses.

Goal 6 - Develop a Plan in Conjunction with PCC and Area Media Representatives to Actively Promote the 2 + 2 as well as Graduate Programs of the Paducah Center.

Progress. Contact persons have been identified in four of Paducah's largest industries and institutions who have agreed to display our course offering schedules and route information to interested employees. The Paducah Chamber of Commerce has agreed to routinely mail information with their newsletter which has a circulation of 800 members. MSU and PCC officials met with representatives from all print, radio and television media in the Paducah area to solicit their support in developing cost-effective ways to market the 2 + 2 program. A full-page advertisement was run in *The Paducah Sun* before the start of the fall semester and a quarter page ad before the spring semester. MSU hired a media consultant to develop a 30-second television spot on extended campus programs. This tape was aired on WPSD (TV 6) in Paducah several times prior to the spring semester.

Work to be completed. Determine the effectiveness of our marketing methods currently being implemented.

Goal 7 - Develop Plans for Improving the Articulation Agreement Between PCC and MSU.

Progress. MSU's College of Business and Public Affairs held an articulation meeting with 13 community colleges to strengthen the agreement between the institutions.

MSU's Registrar Office is implementing a computerized transcript equivalency report which will enable us to process transfer transcripts more efficiently. We are completing a transfer equivalency notebook that includes curriculum guide sheets for each undergraduate degree program showing a recommended first two year community college sequence and a final two year MSU sequence of courses. **Work to be completed.** A year end meeting is scheduled with PCC and MSU admissions staff to discuss ways to improve the articulation agreement and to set dates for additional meetings to be held on a routine basis.

Goal 8 - Develop a Plan for the Meaningful Advisement of Students Involved in the 2 + 2 Program.

Progress. MSU faculty from the targeted academic areas have participated in general advising sessions open to all students interested in those areas. Large and small group advisement sessions have been held by business, education, nursing and BIS personnel. MSU and PCC jointly planned and delivered an "Adults Belong in College" Seminar. This program was attended by 20 adults not currently enrolled in any higher education program. This seminar will be presented at least once each semester. The Model Center Coordinator is available to advise students in their general education requirements and to provide transcript equivalency reports. The coordinator also provides students with all the forms necessary to enroll in Murray State University and to apply for financial aid and scholarships. Program information may be obtained from the Center office, including faculty phone numbers and office hours to encourage students to contact faculty for further information. An 800 telephone number has been installed for student convenience.

Work to be completed. Individual advising schedules using extended campus faculty will become a routine process scheduled and marketed consistently throughout each semester.

Goal 9 - Assess the Level of Needs for Graduate Education in the Paducah Area and Assess the Potential for Delivery when MSU does not have the Program.

Progress. MSU has for years offered master's level courses at Paducah in education, business, and public administration. During this year, students enrolled in these courses were surveyed to determine

whether these offerings were meeting the needs of students in the Paducah area.

Work to be completed. We will be working with academic departments to improve course sequence. A needs assessment will be conducted during the year to determine if other graduate programs are needed in the Paducah area.

Goal 10 - Work with the Chamber of Commerce to Develop a Plan for Soliciting Local Financial Support for the Long-Term Operation of the Paducah Center.

Progress. MSU staff have met with PCC development staff to discuss potential sources of private funding for the 2 + 2 effort. Funds were donated by six area businesses to purchase telefax machines to link the MSU library and PCC.

Work to be completed. We will continue to work to identify a group to lead a local fund-raising effort to improve academic library resources in Paducah. Additionally, we will continue efforts to identify a business or industry willing to provide classroom facilities and equipment to meet the needs of a growing program.

During the 1988-89 academic year a total of 1,177 student contacts have been recorded. Over 50 percent of these contacts concerned requests for information regarding on-campus programs. Course enrollment information for the past academic year is provided in Appendix H.

To strengthen the partnership between MSU and PCC, administrators from both institutions have met to discuss technological linking of the campuses and facilitation of library access by MSU students taking courses in Paducah. Two proposals were developed as a joint effort. One proposal targets continuation of an MSU staffed center on the PCC campus. The other proposal would result in a telelearning link between the two campuses. This link would provide two-way audio and video interaction between the MSU and PCC campuses.

CHAPTER 4

Recommendations

Academic Programs/Faculty Incentives

1. By the Spring 1990, each targeted undergraduate program; general business, secondary education including content majors to be developed, and nursing should have developed a four year program completion projection. This cycle will be used by the Center for Continuing Education and Academic Outreach in marketing and promotion as well as for student advisement through the Model Center.
2. Each department offering extended campus degree programs should be funded for one quarter FTE for program planning, extended campus student advising, and program liaison activities with the extended campus program staff.
3. The Center for Continuing Education and Academic Outreach working with the academic colleges and the MSU administration should develop a substantive way to reward faculty for active participation in the extended campus program.
4. As much as possible, teaching extended campus courses should be voluntary or clearly stated as a part of the job responsibilities defined prior to employment.
5. Careful consideration should be given to staffing for programs participating in extended campus delivery. SACS clearly mandates that off campus programs must meet the same faculty guideline as main campus programs. Meeting this mandate may well require additional FTE faculty for the departments involved.

Administration

1. The MSU/PCC Model Center Office should remain open and become an ongoing administrative unit of the MSU Center for Continuing Education and Academic Outreach.
 2. Beginning with the fiscal year 1990, the Center's name should become the MSU Extended Campus Center in Paducah and the "model center" designation should be dropped.
 3. The Center should continue to be staffed by a full time coordinator, a full time secretary, and part time student assistants as needed.
 4. The Center staff should be responsible for working in cooperation with the community college and MSU's academic units to
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disseminate program information to students; coordinate on site class scheduling and room assignment; coordinate textbook sales; conduct on going needs assessment; coordinate an Adults Belong In College Workshop, Bachelor of Independent Studies Seminar, and program specific information sessions each semester; complete extended campus evaluations each semester; coordinate course registration; develop marketing strategies appropriate for the locale; chair an advisory committee for the Center; and serve as MSU's representative to the community.

Instructional Support

1. The center should have the following instructional support equipment:

- TV/VCR Combination Unit (1)
- Cassette Recorders (3)
- Slide Projectors (2)
- Film Projector (1)

This equipment should be housed with PCC equipment and secured using the PCC check out system. The equipment should be used to supplement all instruction on the PCC campus regardless of the institution delivering the course.

2. Each classroom used for center program delivery must have appropriate student seating including desks, a chalkboard, screen, and an overhead projector.
3. A full time library assistant should be employed and assigned to and supervised by the MSU and PCC library heads. This library assistant will be charged specifically with the responsibility of facilitating student research through accessing the resources of the main campus library.
4. Computer labs must be available to students and faculty as necessary to complement the instructional programs.

Physical Facility

1. Five (5) classrooms in a single building should be identified and assigned to the MSU Model Center for scheduling between 3 and 9 p.m. daily and all day on Saturdays. If MSU has occasions when all space is not committed, the rooms may be scheduled for other activities.
 2. Three classrooms should be equipped to handle 20-25 students comfortably; one classroom to handle 35-40 comfortably; and one seminar type room for 12-15 students should be available.
 3. All classrooms must have appropriate lighting, heating and cooling to meet SACS standards for institutional accreditation.
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4. One classroom on each campus should be devoted to two-way video/audio interactive instruction.
5. The two campuses should be technologically linked for real time, two-way, video/audio interactive instruction.
6. Permanent office space sufficient to support center staff and house a small bookstore should be identified and made available.

Community/Institutional Partnership

1. It is imperative to the success of this program that the two institutions involved develop a partnership in higher education delivery.
2. The Paducah Community working with the Center for Continuing Education and Academic Outreach, should develop specific annual support goals for the center. Examples of such support goals might include the development of scholarships specifically for adult Paducah area students pursuing third and fourth year programs and funding specific equipment or library resource needs for the center.
3. An advisory committee of 18 members should be established representative of the various publics influenced by the MSU/PCC Center (See Appendix I for a description of the Model Center Advisory Committee).

References

Murray State University: *Beyond the Twentieth Century: A Report to the President*. (1986). Murray State University 2000 Commission Report. Murray, Kentucky: Murray State University Publications and Printing Services.

Murray State University Undergraduate Bulletin: 1989-1991. (1989). 62(4). Murray, Kentucky: Murray State University Publications and Printing Services.

To Secure the Blessings of Liberty. (1986). Report of the Commission of the Role and Future of State Colleges and Universities. Washington, D.C.: American Association of Colleges and Universities.

Appendix A

Appendix A

MEMORANDUM OF UNDERSTANDING

BETWEEN

MURRAY STATE UNIVERSITY

AND

PADUCAH COMMUNITY COLLEGE

WHEREAS, a growing number of Kentuckians are choosing to begin their higher education in one of the Commonwealth's community colleges, and this trend is likely to continue as Kentucky attempts to expand significantly the percentage of its population who attend college, and

WHEREAS, the CIE Strategic Plan emphasizes the goals to increase the educational attainment level in Kentucky, to increase opportunities for minorities, to provide higher education to a broader segment of the population, and to extend opportunities to the adult learner, and

WHEREAS, the mission statements of Murray State University and Paducah Community College emphasize continuing education, and

WHEREAS, Kentucky ranks 47th out of 50 states in the number of adults who have completed four years of college, and

WHEREAS, over the last several years, over one-half of Paducah Community College graduates did not continue their education beyond the Associate Degree, and

WHEREAS, the quality of life, educational opportunities, and economic welfare of the region are significantly improved by cooperation among institutions of higher education, and

WHEREAS, there is a significant number of place-bound learners in McCracken County who are underserved at the baccalaureate level,

THEREFORE, Murray State University and Paducah Community College enter into a Memorandum of Understanding to broaden educational opportunities for citizens of West Kentucky:

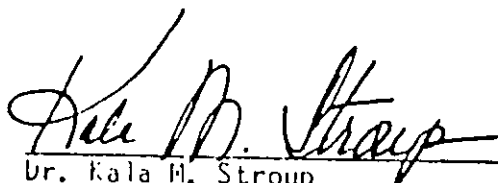
Murray State University agrees to offer Junior and Senior level courses at Paducah Community College to meet the demonstrated needs of place-bound adult students and other educationally underserved citizens of the area within Murray State University's ability to offer such courses. Murray State University will be the sole judge of its ability to offer such courses. These courses based upon the demonstrated needs of the students will come from a variety of disciplines and will initially include courses in business, nursing, and education. Times available for these courses include afternoons (2:00 p.m. through 6:00 p.m.), evenings (6:30 p.m. through 9:30 p.m.) and weekends (Saturdays and Sundays).

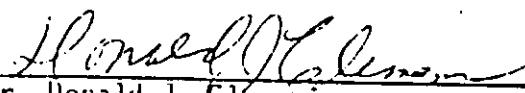
Paducah Community College agrees to provide facilities and instructional equipment during its normal operating schedule. It is understood that only instructional space not used by programs and services at Paducah Community College will be available for the program, and that the space provided will be restricted for the use requested. Students enrolling in Murray State University courses at Paducah Community College are subject to the same rules and regulations related to use of physical facilities, parking, etc., as those assigned Paducah Community College students.

Students enrolled in these courses will pay Murray State University tuition rates and Murray State University agrees to assume responsibility for any additional expenses required for the instruction associated with these courses.

Murray State University agrees to provide counseling and supervision for its classes.

Both educational institutions agree to maintain a current data base of those served to determine the impact of the cooperative efforts.


Dr. Kala M. Stroup
President
Murray State University


Dr. Donald J. Clemens
Director
Paducah Community College

Appendix B

APPENDIX B

Murray State University administered a survey to Paducah Community College students during their spring 1987 registration period. PCC students were asked to indicate which upper division courses they would like Murray State University to provide on the PCC campus. We were particularly interested in the 130 respondents who had completed over 46 credits at PCC. We felt this group was far enough along in a curriculum to have a good understanding of which upper division courses they would need.

The attached survey results indicate that nursing, education, and business (including computer science) were the three areas with the most demand. Lesser demand was expressed for engineering technology, biology, criminal justice and psychology. Results were also stratified by Saturday students to see if students working full time and only taking classes on Saturday might have different course demands. The results were essentially the same.

Murray State University also had a representative of the Academic Vice President's Office at PCC during their spring 1988 registration period. This is beneficial because it offers the opportunity to explain Murray State programs and to help students select courses at PCC that will count toward graduation at Murray State. It is also an indication of our willingness to work with PCC.

PCC STUDENT QUESTIONNAIRE

Selected Results

Listed below are the 10 main areas in which PCC students indicated they would like Murray State University to offer courses.

COURSE AREA	PRIORITY ONE	46+ HRS. COMPLETED	PRIORITY TWO	PRIORITY THREE	STUDENT TOTAL
Nursing	124	31	7	7	138
Accounting	71	17	39	25	135
Management	59	12	47	41	147
Bus. Ed.	41	7	27	22	90
Elem. Ed.	39	7	15	10	64
Comp. Sci.	33	7	32	25	90
Eng. Tech.	25	8	17	8	50
Biology	19	4	51	20	90
Crim. Just.	16	1	13	10	39
Psych.	16	2	26	22	64

Appendix C

Appendix C

BOARD OF REGENTS

AGENDA ITEM:

RECOMMENDATION:

The Committee to Study Model Center in Paducah recommends that the Board of Regents authorize a proposal for the planning and development of upper division undergraduate courses leading to degrees in liberal arts and sciences, business, education, and health care through the Center for Continuing Education and Academic Outreach for the Paducah area.

BACKGROUND:

Murray State University has been involved in extended campus education in west Kentucky since the early years of the institution. In recent years the citizens of this region, reflecting a national trend, have begun to expect and require increasing opportunities for access to higher education. The Paducah community leadership initiated contact with Paducah Community College and Murray State University in the Spring of 1985 with the specific request that the two institutions work together to respond to the educational needs of their area.

In November 1986, Dr. Kala Stroup and Dr. Donald Clemens, with the support of the governing boards of their institutions, announced a cooperative agreement between PCC and MSU. This action resulted in a series of discussions targeting specifically the need for upper level undergraduate courses and programs of study for the Paducah Area. In early February, 1988, the MSU Board of Regents appointed a committee to study a model center in Paducah. This committee met on two occasions, once in May 1988 and once in Sept. 1988. Minutes from those two meetings are attached.

The above recommendation, if approved, would allow Murray State University to proceed with the goals of the planning proposal developed at the request of the committee in its May 13th meeting and stated by the committee in the Sept. 19th minutes. These goals are:

1. To assess the level of student academic needs in the Paducah area at the upper division undergraduate level.
2. To develop specific plans with the MSU Center for Continuing Education.

3. To develop in conjunction with the Paducah Chamber of Commerce and the local community of Paducah and PCC a plan for providing the necessary classroom and laboratory space required to deliver courses identified in the needs assessment.
4. To determine short term and long term costs involved in the operation of the Model Center in Paducah.
5. To investigate similar programs and centers being operated by other institutions in the region.
6. To develop a plan in conjunction with PCC and area media representatives to actively promote a 2 + 2 program.
7. To develop plans for improving the articulation agreement between PCC and MSU.
8. To develop a plan for the meaningful advisement of students involved in a 2 + 2 program.
9. To assess the level of needs for graduate education.
10. To work with the local community to develop a plan for soliciting Paducah financial support for the long term operation of the center.

The above recommendation further identifies the specific degree programs to be addressed in the planning process. The four targeted programs, liberal arts and sciences, business, education, and health care are, in the opinion of the committee, appropriate for the needs identified in Paducah and realistic for Murray State University.

RECOMMEND APPROVAL:

Kala M. Stroup, President

Submitted on _____ to the Board of Regents _____ Committee
COMMITTEE ACTION: Approved _____ Disapproved _____ Postponed _____ Amended _____
BOARD ACTION on _____: Approved _____ Disapproved _____ Postponed _____

Appendix D



RECEIVED

MAY 15 1989

ASSISTANT TO
THE PRESIDENT

SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS

1866 Southern Lane • Decatur, Georgia 30033-4097

Telephone (404) 329-6500 WATS 800/248-7701

May 8, 1989

Dr. Anita Lawson
Assistant to the President and
Institutional Liaison to SACS
Murray State University
Murray, KY 42071-3305

Dear Dr. Lawson:

This is to acknowledge your letter of April 13, 1989, in which you notified the Commission on Colleges that Murray State University and Dr. Don Clemens, President of Paducah Community College, have entered into an agreement to develop cooperative efforts to meet the needs of the Paducah community.

As I indicated in our recent telephone conversation, the current substantive change policies of the Commission on Colleges may be significantly altered at the June meeting. If the anticipated changes are forthcoming, this would delete the language from the policy regarding prior approval of substantive change--with the exception of level changes--by the Commission on Colleges.

I will accept this letter as formal notification of the possible substantive change and would suggest that you review carefully the revised policies coming out of the Commission's Summer Meeting. After that meeting, when several issues regarding the evaluation of substantive change have been resolved, please notify me regarding the implementation time for the change and we can discuss the question of whether in fact we are dealing with a substantive change, and, if our conclusion is that this is the case, a date for a future visit.

In the meantime, if I can be of assistance, do not hesitate to contact me.

Cordially,

Gerald L. Cates, Ph.D.
Associate Executive Director
Commission on Colleges

GLC:jjm

Appendix E



Murray State University

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

June 19, 1989

Mr. Kevin Hable
State Budget Director

Dr. Gary Cox, Executive Director
Council on Higher Education

Dear Mr. Hable and Dr. Cox:

Last year the Commonwealth of Kentucky funded a grant of \$46,941 to Murray State University to plan the development of the Paducah Model Center. We are proud of the progress made in one year's time as a result of that grant. Murray State enrollments in Paducah have doubled and over 150 enrolled students who hope to earn baccalaureate degrees in Paducah have been identified. The support of Paducah Community College President Don Clemens, the Paducah Chamber of Commerce, and such civic leaders as Fred Paxton, Publisher of the Paducah Sun, has played a valuable part in our success. The enclosed proposal details our activities of the past year and outlines additional accomplishments that could be achieved if the grant were continued for another year. This communication serves as the formal request for a continuation grant of \$55,581, the amount justified in the proposal.

During the year greater understanding of our goals and appreciation of the benefits of the Center have greatly increased support for Murray State efforts throughout our service region. The energy, resourcefulness, and sensitivity of Dr. Viola Miller, MSU Dean of Continuing Education and Academic Outreach, have been particularly acknowledged as important elements of the success of the project. On June 7, 1989, the Regents of Murray State University reviewed the attached proposal and affirmed their continuing support for the project by unanimously accepting the following statement:

The Murray State University Board of Regents authorize the establishment of the Model Center in Paducah and the implementation of courses leading to degrees in Nursing, Education, Business, and Liberal Arts and Sciences.

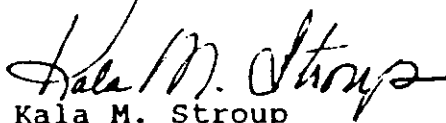
Mr. Hable
Dr. Cox
June 19, 1989
Page 2

The headcount enrollment for classes taught by Murray State in Paducah in 1988-89 was over 700. The needs surveys indicate that enrollments will continue to grow. We have made considerable progress in the improvement of articulation, student advisement, and recruitment. We have already benefitted from a successful fundraising project and have made plans for more.

The momentum achieved to this point, the preparations already made for continued progress, and the close involvement of so many Murray State faculty and staff in the ongoing work of the Center all indicate the benefits of not interrupting progress at this point. The experience Murray State is gaining through development of the Paducah Model Center, and the example of cooperation between higher education and the community we have set, will be beneficial not only to the future of that endeavor but also to similar ventures throughout the state.

I appreciate your attention to this matter.

Sincerely,


Kala M. Stroup
President

KMS:tjt

Attachment

Appendix F

MSU/PCC TELELEARNING SYSTEM

A PROPOSAL

Murray State University and Paducah Community College propose to establish a telecommunication link between the two campuses. The proposed link will be a duplex system that will allow both video and audio two-way interaction. This system would be the first step in a telelearning network for West Kentucky and would also allow PCC immediate access to the KEWS network through the LBL link. This project could well serve as a model demonstration project for other telelearning networks linking comprehensive universities and community colleges as well as public schools across the state. An external feasibility report has been completed by Tele-Systems Associates, Inc.

MSU College of Business, College of Science, Nursing Program, and College of Education have expressed enthusiasm for participation in this alternative delivery system. These programs reflect those identified as targets for the MSU/PCC Model Center.

The MSU Center for Continuing Education and Academic Outreach, with the support of Dr. Gary Hunt, Dean of Fine Arts, has contracted with Dr. Bob Lochte to develop an instructional program for faculty in live televised course delivery. Dr. Lochte has a doctorate in television production and considerable experience in alternative instructional delivery. He will develop an instructional package on interactive telelearning during the summer of 1989 and will begin meeting with selected faculty in the fall of 1989.

The nursing, business and education faculty are carefully reviewing their curriculum for appropriate sequencing of telelearning courses with more traditional extended campus delivery and other distance learning alternatives. During the next academic year, planning will be completed to allow us to be on-line with five courses in the fall of 1990 and eight courses in the spring of 1991. By the fall of 1991, a four to five year telelearning plan will have been developed to maximally use the telelearning system to augment off campus delivery of upper division courses in Paducah.

Future plans include targeting comprehensive educational uses of the telelearning system to maximize its utility for the economic development of the region. Setting priorities and establishing the need for the other phases of the West Kentucky telelearning system will continue during the next five years. The goal is to have the entire system, all community colleges, Murray State University and Ft. Campbell networked for two-way audio/video interactive telelearning by 1995.

Appendix G

**murray
state
university**

Interoffice communication

subject: Library Services in Paducah

date: May 12, 1989

to: Dr. Vi Miller, Dean
Continuing Education

from: Coy L. Harmon *CLH*
Dean of Libraries

As we continue our discussions concerning course offerings at PCC and library support for those courses, it is appropriate that I briefly review our experience at PCC over the past few years. I have met with Mrs. Boyarski several times and have exchanged communications with her on numerous occasions. It is apparent that students taking our courses at PCC continue to seek library services and assistance from the library facility on the PCC campus. It must be understood, however, that the PCC library supports lower division courses offered by PCC and is not equipped in terms of staffing or collections to support the upper division courses that are offered by MSU.

Access to the appropriate level of material for upper division courses should be provided at PCC. Some of the material can be placed in the PCC library; some material can be "shuttled" from Murray to Paducah. The key to successful library service, however, will be the availability of a staff person to assist in the circulation of materials, the preparation of data base search profiles, general reference service, and the coordination of shuttles between Murray and Paducah. Telefacsimile transmissions of library materials could also be managed by this staff person.

It is my recommendation that a half time library assistant, probably at the G9 level, be assigned to provide library services and assistance at the PCC campus. This person should be paid by MSU, but appropriate work space and space for collections should be provided by PCC, preferably in the library facility. The attached job description reflects typical duties that would be required of the proposed position.

Typical Duties of a Library Assistant (G 9) Appropriate to
Extended Campus Locations.

Supervises operation of circulation desk.

Supervises reserve desk.

Assists with stack maintenance: reshelving of library materials.

Provides patron service at reference desk; assists patrons and
explains services provided.

Updates reference collection as received.

Receives information for data-base searches; assists with
profiling.

Maintains records appropriate to departmental functions.

Coordinate transfer of materials between MSU campus and
extended campus locations.

Interoffice communication

subject: Periodical Indexes

date: Feb. 23, 1989

to: Dr. Harmon

from: Susan Dunman *D*

The following titles are H.W. Wilson publications and must be ordered direct. None are available on microfilm or microfiche.

TITLE	Paper Price	CD ROM Price
Readers Guide	\$120.00	\$1,095
Business Periodicals Index	\$539.00	\$1,495
Education Index	\$800.00	\$1,295
Social Sciences Index	\$659.00	\$1,295

Cumulative Index to Nursing and Allied Health Literature is ordered through EBSCO. Cost is \$180.00 a year. It is not available on CD ROM, but back issues can be ordered on either microfilm or microfiche through University Microfilms International.

The annual charges information was given to me by Jetta, and I called Wilson for the CD ROM prices.

Appendix H

Paducah Model Center
Enrollments--Fall 1988

<u>COURSE#</u>	<u>SUBJECT</u>	<u>CRS</u>	<u>INST</u>	<u>IS</u>	<u>ENR</u>
ADM 600	INTRO. TO SCHOOL ADMIN.	3	THOMAS	IL	11
ADM 630	METHODS OF EDUC. RESEA.	3	PETRIE	IL	21
ADM 660	ADMIN. OF ELEM. SCHOOL	3	PETRIE	IL	3
ADM 661	MIDDLE SCHOOL ADMIN.	3	PETRIE	IL	2
ECO 331	INTERMEDIATE THEORY II	3	MATHIS	IL	8
EDU 303	STRATAGIES OF TEACHING	3	WHITFIELD	IL	11
EDU 622	PHILOSOPHY OF EDUCATION	3	HAINSWORTH	IL	28
EDU 691	NATURE & NEEDS OF GIFTED	3	BOSSING	IL	11
ELE 611	ELEM. SCHL. ORGAN. INSTR.	3	JOHNSON	IL	17
ELE 647	CURR. IN ELEM SCHOOL	3	BAUST	IL	38
ENG 546	SURVEY OF NOVEL TO 1900	3	ANDERSON	IL	16
ENT 596	INDUSTRIAL RELATIONS	3	WHITE	ADJ	11
FIN 602	FINANCIAL ADMIN. OF FIRM	3	MAXWELL	IL	28
GUI 692	GROUP DYNAMICS IN COUNS.	3	WAGNER	IL	22
HEA 570	HEALTH CONCEPTS/DRUGABUSE	3	OBRIEN	IL	8
MGT 552	ADVANCED OPERATION MGT.	3	SCHOENFELDT	IL	13
MKT 360	PRINCIPLES OF MARKETING	3	MILLER	IL	44
NUR 307	INTRO. TO PROCESS & PRACT	4	STAFF	IL	7
NUR 404	LEADERSHIP IN NURSING	5	FURCHES	IL	9
POL 641	SEMINAR IN AMERICAN GOV.	3	WATTIER	IL	6
SAT 351	COMM. PROCESS IN SMALL GP	3	BIGGS	ADJ	7
SAT 372	COMM. IN EDUC. ENVIROMENT	3	STAFF	ADJ	6
VTE 540	SCHOOL & OCC. RELATIONS	3	ADELMAN, M	IL	7
----- Total: 334 -----					

Paducah Model Center
Enrollments--Spring 1989

<u>COURSE#</u>	<u>SUBJECT</u>	<u>CRS</u>	<u>INSTRUCTOR</u>	<u>INST</u>	<u>ENROLLED</u>
ACC 304	MANAGERIL ACC	3	DEVINE, J.	IL	18
ADM 650	SUPV OF INSTR.	3	PETRIE, G.	IL	6
EDU 515	INTRO TO ENV. EDU	3	WILSON, T.	IL	28
EDU 631	MTV & LRNG THRY	3	HULICK, C.	IL	25
EDU 645	HIST. OF EDUC. IN US.	3	HAINSWORTH, J.	IL	28
ELE 600	TEACH MODERN MATH	3	BAUST, J.	IL	10
ELE 608	SCEINCE ELEM. SCHOOL	3	GUYTON, J.	IL	14
ENG 340	INTRO. CREAT. WRIT	3	DAVIS, C	OL	8
ENG 549	PROSEM: AMER. FIC.	3	WYLDER, D.	IL	9
GUI 592	GROUP PROCESS	3	PARKS, S.	ADJ	22
GUI 683	TESTS MEASUREMENTS	3	HUMPHREYS, B.	IL	19
HIS 592	HISTORIC PRESERV.	3	HOLLAND, R.	ADJ	17
MET 691	IND OPERATIONS	3	BRYANT, S.	ADJ	2
MGT 350	FUNDAMENTALS MGT	3	BARTON, R.	IL	29
MGT 656	BUS POLICY STRAT	3	SCHOENFELDT, R.	IL	16
MKT 667	MARKET PLAN APPL	3	MILLER, F	IL	31
NUR 308	PRC/PRT PRO NS II	4	TALIAFERRO, D.	IL	7
NUR 405	PROF HEA CARE DEL	4	TALIAFERRO, D.	IL	8
POL 572	PUBLIC PLAN 7 EVN.	3	GRAMBIHLER, K.	IL	9
REA 522	ANAL CORR RD DIFF	3	CARLIN, J.	IL	25
SED 431	EX CHLD IN CLASS	3	BALLOWE, T.	ADJ	30
VTE 360	PRIN VOC GUIDANCE	3	ADELMAN, M.	IL	3
VTE 574	INST MED/CURR DEV	3	ADELMAN, M.	OL	8
VTE 672	VOC GUIDANCE	3	ADELMAN, M.	IL	4

Total: 376

Appendix I

APPENDIX I

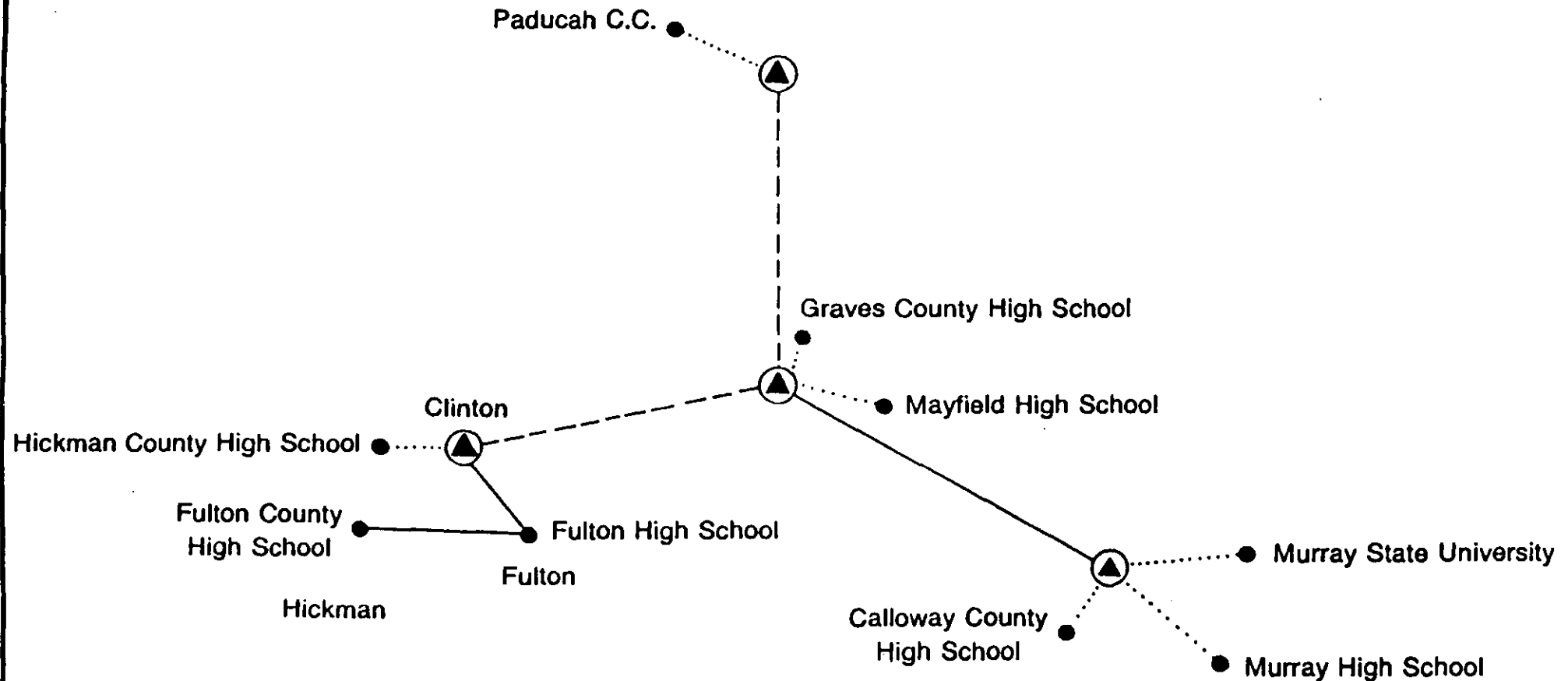
Model Center Advisory Committee

The Model Center Advisory Committee should include:

1. One Paducah Junior College board member
2. One Murray State University Board of Regents member
3. Two Paducah Community College faculty members
4. Two Murray State University faculty members
5. One Paducah Chamber of Commerce member
6. One Murray Chamber of Commerce member
7. One Paducah Community College student
8. One Murray State University student
9. One Murray State University administrator (dean or vice president)
10. One Paducah Community College administrator
11. Murray State University Dean of Libraries
12. Paducah Community College Director of Libraries
13. A representative of Paducah Leadership
14. A representative of Murray Leadership
15. One representative of the President of Paducah Community College
16. One representative of the President of Murray State University

The Model Center Advisory Committee (MCAC) will receive copies of all information disseminated regarding the Model Center. The MCAC will meet at least once each semester. This meeting will be scheduled for two hours and will alternate between Murray and Paducah. The primary purpose of these meetings will be to provide an opportunity for the advisory committee members to participate in planning Model Center programs and activities.

West Kentucky Educational Technology Cooperative



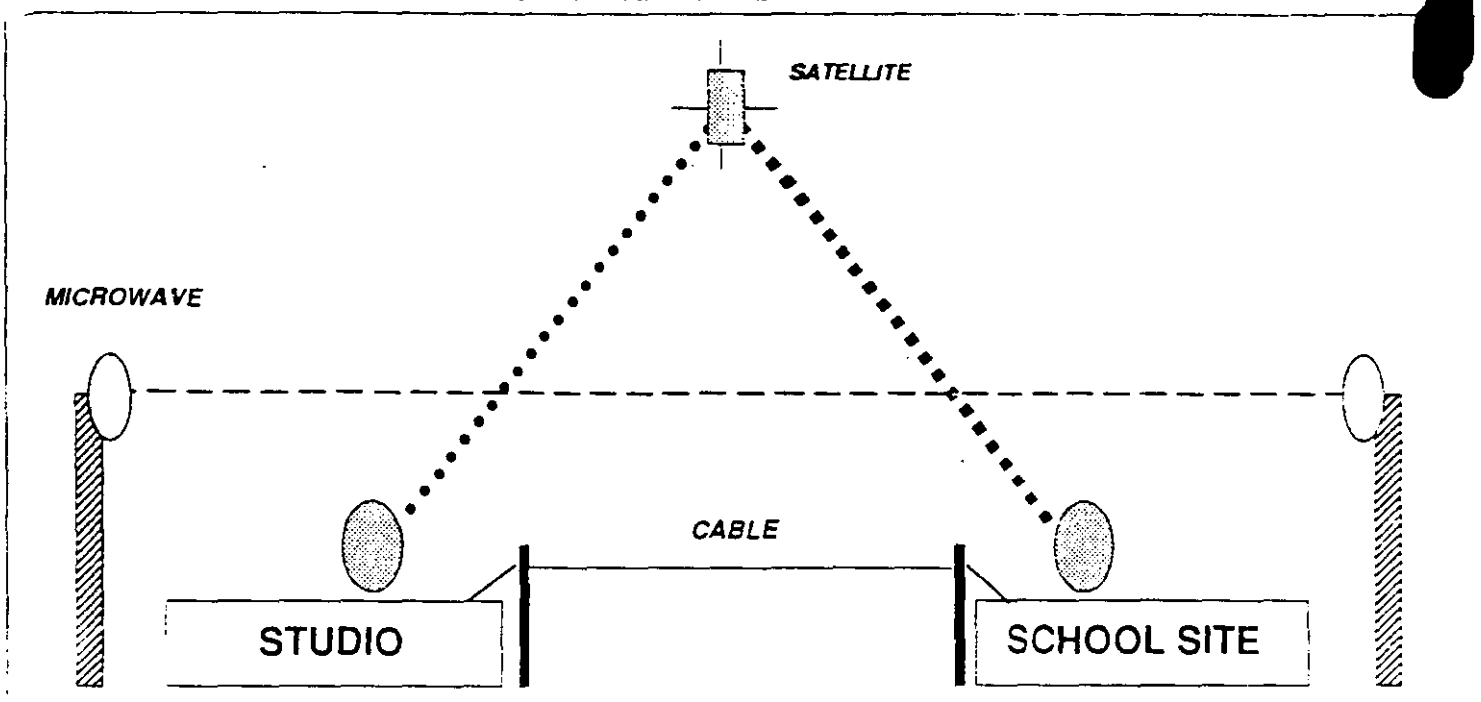
KEY:

- Fiber optics
- Microwave
- Coaxial Cable
- ⊡ Headend

WEST KENTUCKY EDUCATIONAL COOPERATIVE
2-WAY INTERACTIVE TV NETWORK
TELE-SYSTEMS ASSOCIATES INC.
BLOOMINGTON, MN

WHAT IS THE DIFFERENCE?

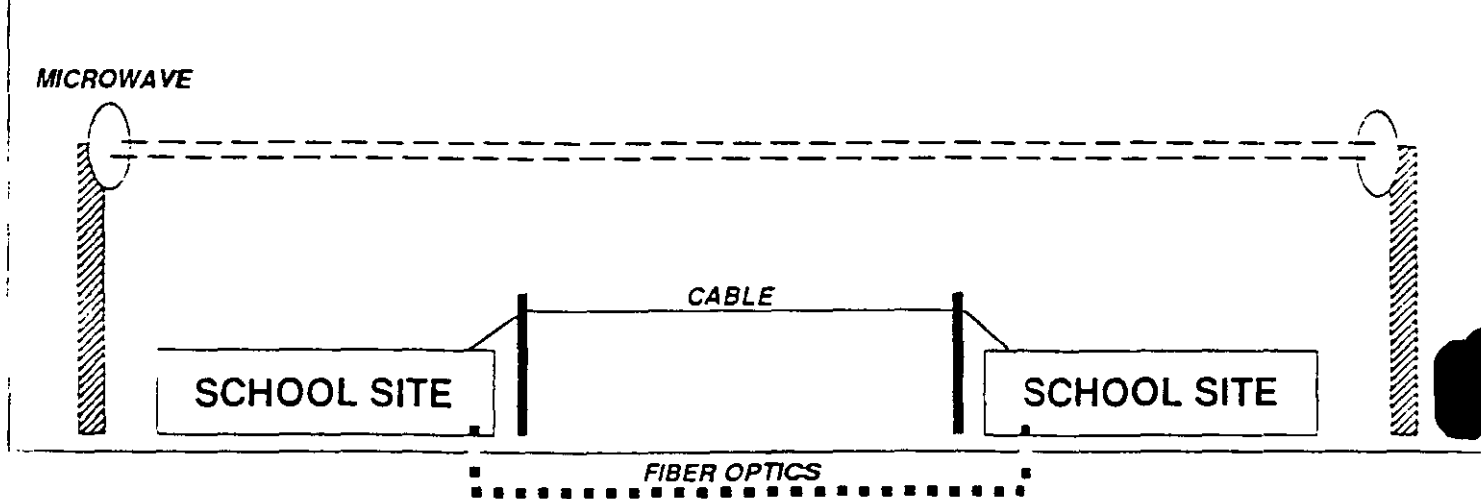
ONE-WAY



VIDEO (picture) travels in one direction, from teacher to student at remote site.
AUDIO (sound) can travel both ways via microphones or telephones.

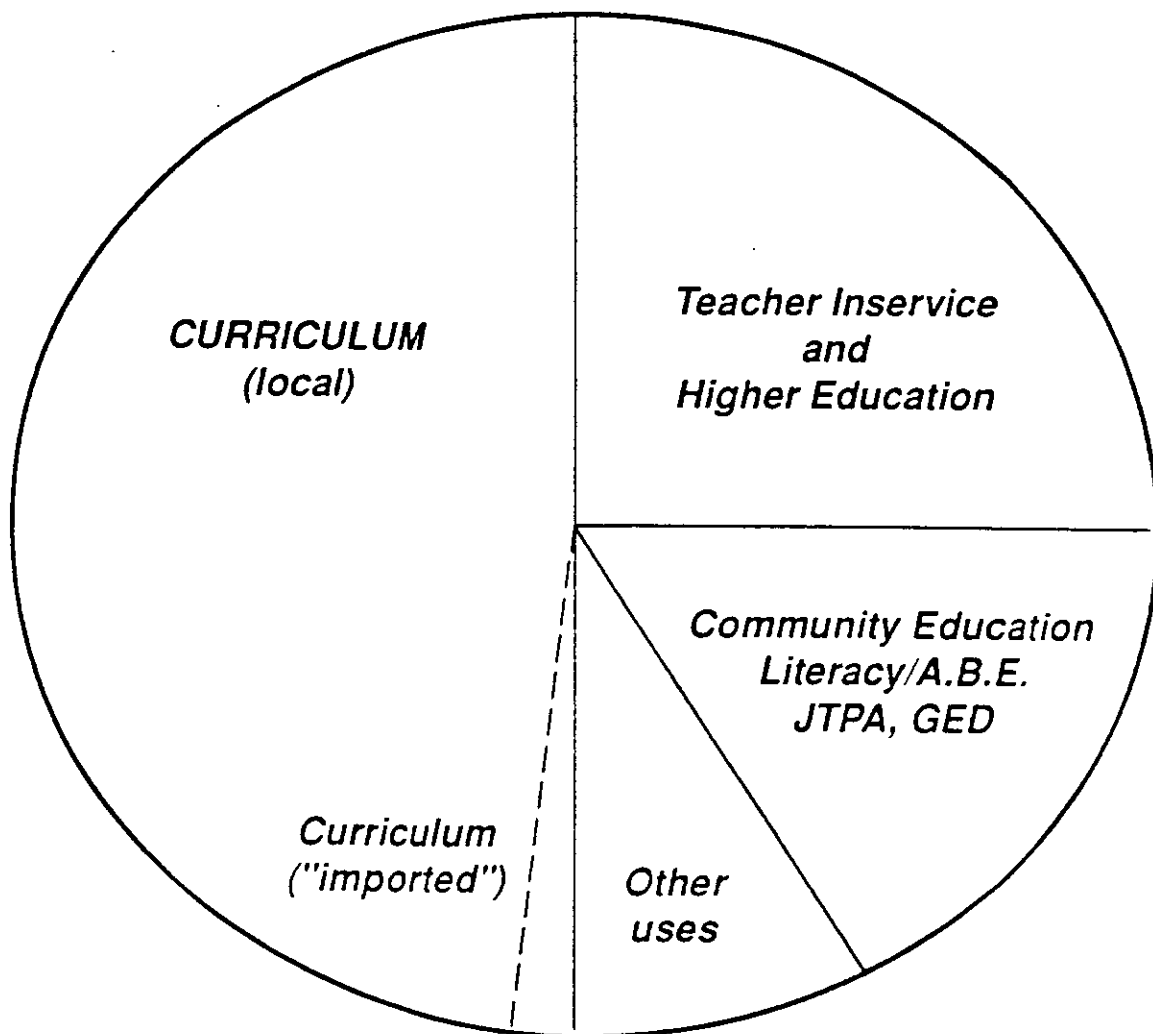
TWO-WAY

SIGNAL TRAVELS BOTH DIRECTIONS SIMULTANEOUSLY



Two-way Interactive Television allows audio, video, and data signals to travel both directions simultaneously.

SAMPLE USES FOR INTERACTIVE TELEVISION



CURRICULUM = direct service to students
45% developed by local schools,
5% integrated from outside sources (satellite, broadcast)

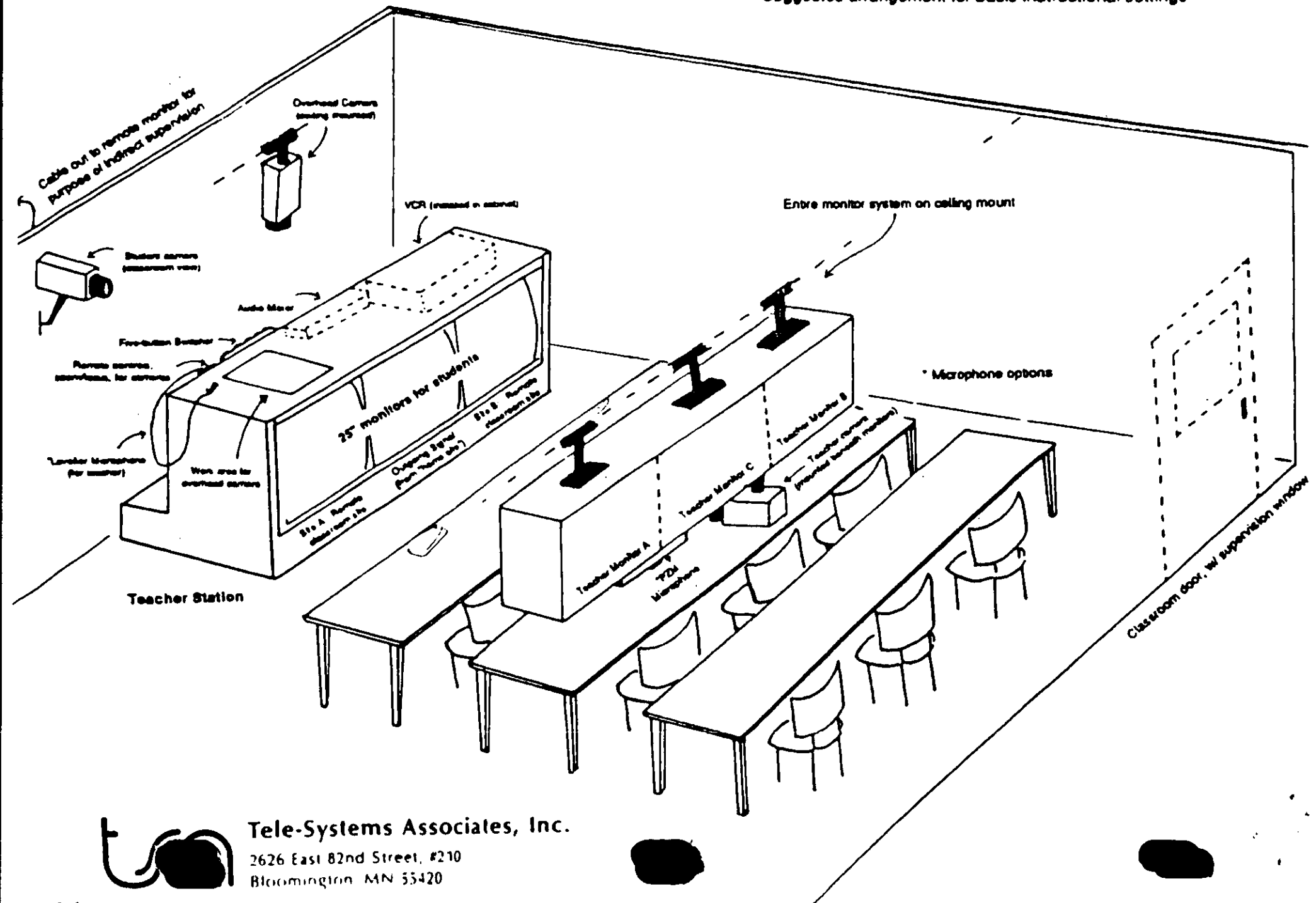
TEACHER INSERVICE, PROFESSIONAL DEVELOPMENT
25% college courses, CEU, adult education courses for college credit,
meetings, other programs aimed at improving teacher performance

COMMUNITY AND ADULT EDUCATION
15% of online classes are community improvement and college-level
adult education classes; also literacy and other alternative learning settings

OTHER USES:
10% local businesses and government meetings, industry training, meetings of
all sorts, seminars, extra-curricular academic sessions.

TWO-WAY INTERACTIVE TELEVISION CLASSROOM

— Suggested arrangement for basic instructional settings —



Tele-Systems Associates, Inc.

2626 East 82nd Street, #210
Bloomington, MN 55420

Revision Submitted to Council on Higher Education (August 1, 1989)

TO: COUNCIL ON HIGHER EDUCATION

FROM: MURRAY STATE UNIVERSITY

SUBJECT: EXTENDED CAMPUS CENTERS PROPOSAL
Request approval of Centers in Paducah,
Madisonville, and Christian County (Ft.
Campbell/Hopkinsville)

OVERVIEW

The extended campus goal of the Murray State Center for Continuing Education and Academic Outreach (CE/AO) is to form, in conjunction with the community colleges (Paducah Community College, Hopkinsville Community College, Madisonville Community College, and Henderson Community College), and Ft. Campbell, a higher education network to respond to the educational needs of the region. This network will include:

1. The establishment of an educational consortium which will involve representatives of each agency and other regional educational representatives. This group will meet twice yearly to discuss educational needs, futures, partnerships, and to review institutional plans prior to their submission to the Council on Higher Education.
2. The continuation of the Murray State Model Center at Paducah Community College as an extended campus center; continuation of programs at Fort Campbell (in cooperation with Hopkinsville Community College) to be called the Christian County Extended Campus Center; and the establishment of a new Murray State Madisonville Extended Campus Center in cooperation with Madisonville Community College. This center's staff will also assist with the coordination of Murray State's programs at Henderson Community College, Morganfield Job Corps and the Murray State-Owensboro MBA and VTE programs. Plans include an evaluation of the potential for a future extended campus center at Henderson Community College. Murray State is initially requesting three extended campus centers, each of which will include:

- a. An office and office staff charged with the responsibility of working in cooperation with the community college and Murray State's academic units to:

Disseminate program information to students;

Coordinate on site class scheduling and room assignments;

Conduct on going needs assessment;

Coordinate an Adults Belong in College Workshop, Bachelor of Independent Studies' Seminar, and program specific information sessions each semester;

Complete extended campus evaluations each semester;

Coordinate course registration;

Develop marketing strategies appropriate for the locale;

Chair an advisory committee for the center;

Serve as Murray State's representative to the community.

- b. A computer link with the main campus for the sharing of data bases.
 - c. Materials relative to all Murray State programs, financial aid, and registration information.
 - d. A well publicized telephone number which is answered around the clock to serve the non-traditional learner.
3. The development of a telelearning network (Figure 1-Appendix A) for the delivery of two-way interactive classes among the institutions. One and two hundred level specialty course delivery will be negotiated among the community colleges and three and four hundred level and graduate course delivery will be the purview of Murray State.
 4. The employment of at least one and perhaps two (depending on demand) extended campus library assistants to coordinate resource acquisition among the extended campus centers and the Murray State Library. These individuals will spend most of their time at the centers working directly with students to assist in their access to information.
 5. An equipment bank for instructional support at each center. Such a bank will be developed in conjunction with the community college and will include at a minimum a VCR playback/monitor unit, audio tape recorders, overhead projectors, slide projectors and access to copy equipment.

A graphic of the service region is included in Appendix B. Murray State's current extended campus enrollment information is included in Appendix C along with a list of the degree programs currently being offered. Murray State's

extended campus program enrollments are below the guidelines established by the CHE. However, data from the Paducah Model Center indicate that a coordinator and staff responsible for program development at each location should insure sufficient enrollment increases to clearly meet the guidelines within two to three years. During the next twelve months, a needs assessment targeting potential for three and four hundred level courses as well as graduate programs in Henderson, Madisonville, and Christian County will be completed.

MURRAY STATE'S EXTENDED CAMPUS NETWORK CAN BE FUNCTIONAL AND COST EFFECTIVE GIVEN PROJECTED TUITION REVENUE AND THE PROPOSED \$125,000 PER CENTER FORMULA FUNDING FROM THE COUNCIL ON HIGHER EDUCATION. Additional funding will be needed for installation of the telelearning system.

A copy of the Paducah Model Center - A Planning Report has been submitted to the CHE as a proposal for the continuation of that center. Information relative to the Murray State Christian County Center and the Murray State Madisonville Center is included with this overview.

CHRISTIAN COUNTY EXTENDED CAMPUS CENTER (Ft. Campbell/Hopkinsville)

INTRODUCTION

Murray State University has offered extended campus programs at both Ft. Campbell Military Installation and Hopkinsville Community College (HCC) for many years. Teacher Education courses have been offered in Hopkinsville since the early years of the institution. Murray State was a part of the Eagle University Consortium until it disbanded in 1979. Since that time Murray State has offered graduate degree programs and one undergraduate degree program at Ft. Campbell. For several years Murray State also offered an Associate Degree in General Studies until HCC began offering lower level (100 and 200) courses in October 1987. Appendix C includes enrollment data from Murray State courses for the 1988-89 academic year.

HCC is located approximately 15 miles from Ft. Campbell. Historically students have combined courses at these two locations toward degree completion. All Murray State extended campus programs are coordinated by the Center for Continuing Education and Academic Outreach (CE/AO).

CHRISTIAN COUNTY (FT. CAMPBELL/HOPKINSVILLE) EXTENDED CAMPUS CENTER ENROLLMENT

4

Appendix C includes a listing of courses and enrollments for the 1988-89 fall and spring semesters. It should be noted that these are enrollments as of October 1988 and do not include any subsequent enrollment adjustments. Combining enrollments at Ft. Campbell and Hopkinsville indicate a total course enrollment of 316 students in the fall and 268 students in the spring. These enrollments represent current students interest. Demographic information including the percentage of the population without a college degree (approximately 90% of the adults in the area), the students completing two years of community college work but not continuing in a four year program (approximately 80% nationally), and the projected need for additional college graduates in the work force are all indicative of potential for increased enrollment particularly in upper division undergraduate course work.

Murray State recently received approval from the Defense Activity for Non-Traditional Educational Support (DANTES) for approval to offer the BIS degree program at Ft. Campbell. At the same time the program was also approved by the Servicemembers Opportunity College (SOC) as a Bachelor Degree for Soldier (BDFS) Program. Since that time we have received over 200 inquiries from soldiers at Ft. Campbell regarding the BIS. Implementation of this program is expected to result in significant increases in FTE at Ft. Campbell in the future.

CENTER CHARACTERISTICS

1. Murray State currently offers sufficient course work in Christian County for students to complete 75% or more of Master of Science Degrees in Human Services and Engineering Technology; Master of Public Administration; Ed.S. in Counseling; Associate Degree of Science in Occupational Safety and Health. By adding courses offered at Madisonville, students can also complete a Masters Degree in Elementary and Secondary Education and a Rank I in Elementary and Secondary Education, School Administration, and Counseling. Murray State also offers the Bachelor of Independent Studies (BIS) Degree.
2. Murray State currently employs an educational coordinator in the Ft. Campbell Center. This coordinator has been funded by external grants and contracts and has assisted with credit program scheduling, registration, student advisement and other liaison activities between the military and the university. Federal budget cuts have dramatically reduced the money for education available to military programs over the past few years. Center funding will allow the university to employ a full time coordinator and office staff for credit generating activities. It should be noted that although the main

extended campus office for the Christian County center will be located on the Ft. Campbell military base, MSU classes will continue to be offered on the Hopkinsville Community College Campus. The Murray State Breathitt Veterinary Center provides a university presence in Hopkinsville. Activities are now and will continue to be coordinated among these three sites. The phone number for the Murray State office in Ft. Campbell is a local call for Hopkinsville residents. Center plans include frequent student advisement sessions and information dissemination activities on the HCC campus.

3. Ft. Campbell military students have access including check out rights to the Austin Peay library. This facility is a significant asset to Murray State students. The Murray State library staff is working with the Center for Continuing Education and Academic Outreach to provide research assistance to extended campus students. The center coordinator and staff will be prepared to disseminate the necessary information to students regarding university policies and procedures, admission, registration, and financial aid. Program specific advisement sessions, Adults Belong In College Workshops, and the BIS Seminar will be offered each semester. Developmental courses are available through Hopkinsville Community College. Needs assessment data will assist in identifying those support services which need to be improved or added.
4. There are no other four year institutions in the West Kentucky region. All one and two hundred level courses in Christian County are the purview of Hopkinsville Community College. The only lower level courses planned by Murray State are specialty courses in Occupational Safety and Health which include certification course work in Emergency Medical Technology.
5. An Extended Campus Advisory Group with representation from each of the centers, Murray State, and each community college in the region will be formed and will serve as an educational consortium. Additionally an advisory group for the Christian County Center will be formed which will include representatives from Ft. Campbell, HCC, Murray State, business, education, industry, faculty and students directly involved in the programs. This group will meet at least monthly during the first two years of formal operation as a center and at least twice each semester once the center is fully developed.
6. Hopkinsville Community College and Ft. Campbell Military Base have provided classroom space and maintenance in support of Murray State's extended campus programs since these programs began. The center coordinator with the

assistance of the advisory committee will be charged with the responsibility for marketing the educational and economic development value of the center to the local community and of developing additional community support particularly in terms of student financial assistance, instructional equipment and materials to support the programs. It should be noted that the military currently pays 75% of tuition for military personnel.

7. Murray State has developed course equivalency arrangements for courses offered through the Kentucky Community College system. Formal agreements regarding classroom space, scheduling, course sequencing, articulation, academic and student support services will be developed during the coming years in the Murray State /Christian County Center using the developmental process being followed in the Murray State/ Paducah Center. A transfer equivalency handbook with curriculum guides for each Murray State program will be available in the Fall 1989. This guidebook identifies a first two year community college sequence of courses paired with the final two years of Murray State courses leading to a specific degree.
8. Comprehensive needs assessment in the Christian County area is planned for the 1989-90 academic year. The procedure used in Paducah, i.e. surveying one and two hundred level courses at the community college and working with the local Chamber of Commerce to identify higher education needs will be used to systematically assess the needs of this area. Partnerships will be developed with local constituencies and educational marketing and incentive plans developed within the area.
9. During the past year the Murray State Center for Continuing Education and Academic Outreach has developed a system for soliciting evaluative information from extended campus classes in addition to the routine course evaluation plan for the different departments represented. A copy of the evaluation form used is included as Appendix D. Additionally, a phone survey of extended campus faculty is routinely completed to solicit evaluative information and suggestions from this population. The Extended Campus Educational Consortium and the site specific advisory committee will assist with the evaluation process. The Extended Campus Center Coordinator will be responsible for submitting an evaluation of center activities including student contacts, enrollments, recruitment and marketing activities twice each year. This reporting system is required of all programs directed by the CE/AO.
10. The Murray State Center for Continuing Education and Academic Outreach will be responsible for developing,

monitoring and submitting through the university president, all records and reports required by the Council on Higher Education.

MADISONVILLE EXTENDED CAMPUS CENTER

INTRODUCTION

Murray State University has offered extended campus programs at Madisonville Community College for many years. Teacher Education courses have been offered since the early years of the institution. In recent years, the university has also offered upper-division courses leading to a baccalaureate degree in Mining Management Technology at Madisonville Community College (MCC).

MADISONVILLE EXTENDED CAMPUS CENTER ENROLLMENT

Appendix C includes enrollment data from Murray State courses for the 1988-89 academic year. Murray State not only offers classes on the MCC campus, but in response to specific requests from the administration, offers courses at the Earle C. Clements Job Corps Center, Morganfield and the Job Corps Satellite Center at Greenville. Both of these facilities are approximately thirty miles from Madisonville. The Murray State course work offered will be coordinated through the Madisonville Center. Henderson Community College is also within the designated service region of Murray State and is located thirty-five miles from Madisonville. Although current course offerings and enrollments at Henderson do not at present justify requesting a separate extended campus center for that location, Murray State has had requests to complete needs assessment in the area and to consider expanding programs. For the next few years, this can best be done through a coordinated effort among the main campus, the Madisonville Center, and Henderson Community College.

A number of years ago through special arrangements between the College of Business and the Council on Higher Education, Murray State began offering a Masters of Business Administration in Owensboro. The Madisonville Center would be an appropriate location to offer certain logistical support to that program. Since the main campus is 140 miles from Owensboro, a center in Madisonville would facilitate coordination with the Owensboro program.

CENTER CHARACTERISTICS

1. Murray State currently offers sufficient course work at Madisonville Community College for students to complete 75 percent or more of course work for a Masters Degree in Elementary and Secondary Education and a Rank I in

Elementary and Secondary Education, School Administration, and Counseling. Murray State also currently offers a baccalaureate degree program in Mining Management Technology.

2. Murray State employs a coordinator/professor for the mining management program at Madisonville Community College. In recent years, this individual has also been assigned limited responsibilities for coordinating all extended campus classes at MCC. These responsibilities have included course promotions and registration, student advising, and liaison with MCC. Madisonville Community College currently provides an office on its campus for this coordinator. Center funding would allow the university to employ a full-time coordinator and office staff.
3. The Madisonville Center coordinator and staff will be trained to provide the appropriate student advisement, financial aid, and registration information. The center will have appropriate program information for dissemination to students and will work closely with the MCC faculty and staff to respond to student needs. Madisonville Community College offers developmental courses. Each semester the extended campus center coordinator will be responsible for planning and facilitating specific program advisement sessions, an Adults Belong In College Workshop and a BIS seminar. Murray State library staff is currently working with the CE/AO to plan comprehensive research support services for the extended campus programs and centers. An analysis of equipment and instructional support services will be completed within the next few months to identify any other site specific needs which should be added or improved.
4. Murray State is the only bachelor's and master's degree granting institution in the region. The community colleges in west Kentucky have for a number of years coordinated course offerings with Murray State and each other. Planning for the Madisonville Center will reflect a continuation of the current programs and an analysis of the need for upper division courses leading to specific degrees. The needs of place bound non-traditional students will ultimately determine the programs offered.
5. An advisory group with representation from each of the Murray State Extended Campus Centers, the Murray State main campus, and each community college in the region will be formed and will serve as a policy recommending group. Additionally, an advisory group for the Madisonville Center will be formed which will include representatives from the community college, Murray State, local business, education, and industry, and job corp as

well as faculty and students involved in the academic program.

6. Madisonville Community College, Job Corps, and Henderson Community College have historically provided classroom space for Murray State courses on their campuses. Space problems are becoming a concern at MCC but local school systems have demonstrated a willingness to assist in meeting space needs. These facilities have been provided at no cost to Murray State.
7. Murray State has developed course equivalency arrangements for courses offered through the Kentucky Community College system. Formal agreements regarding classroom space, scheduling, course sequencing, articulation, academic and student support services will be developed during the coming years in the Murray State/Madisonville Center using the development process being followed in the Murray State/Paducah Center. A transfer equivalency curriculum guidebook has been completed. This guidebook outlines two academic years from the KCC system and two years of Murray State course work leading to a bachelor's degree.
8. Comprehensive needs assessment in the Madisonville area is planned for the 1989-90 academic year. The procedure used in Paducah, i.e. surveying 100 and 200 level courses at the community college and working with the local Chamber of Commerce to identify higher educational needs will be used to systematically assess the needs of this area. This process will also be followed in the Henderson area and will be coordinated by the Madisonville Center Staff and the CE/AO.
9. During the past year the Murray State CE/AO has developed a system for soliciting evaluative information from extended campus classes in addition to the routine course evaluation plan for the different departments represented. A copy of the evaluation form used is included as Appendix D. Additionally a phone survey of extended campus faculty is routinely completed to solicit evaluative information and suggestions from this population. The Extended Campus Educational Consortium and the site specific advisory committee will assist with the evaluation process. The extended campus center coordinator will be responsible for submitting an evaluation of center activities including student contacts, enrollments, recruitment and marketing activities twice each year. This reporting system is required of all programs directed by the CE/AO.
10. The Murray State Center for Continuing Education and Academic Outreach will be responsible for developing, monitoring, and submitting through the university

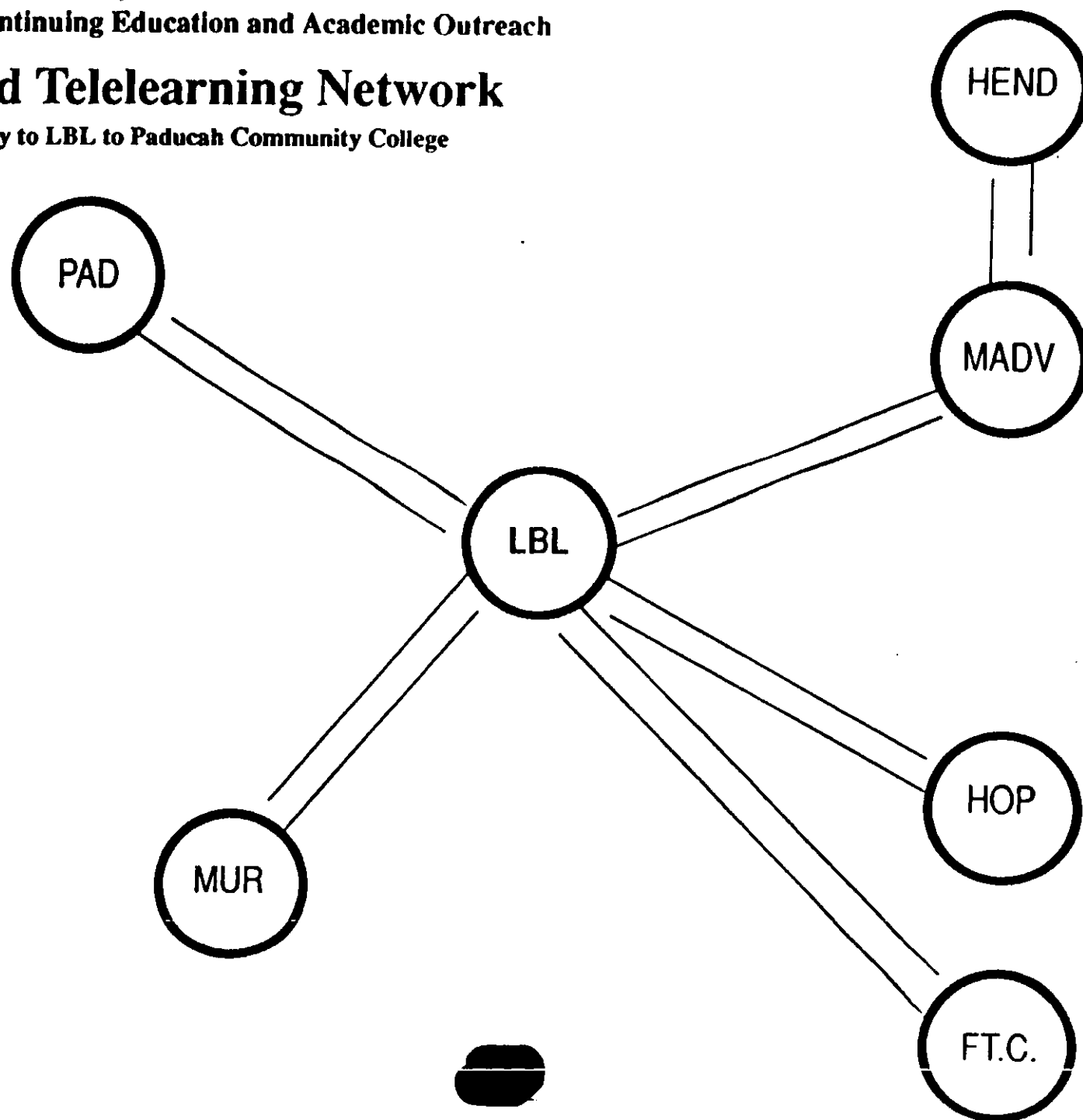
president, all records and reports required by the
Council on Higher Education.

APPENDIX A

Murray State University
Center for Continuing Education and Academic Outreach

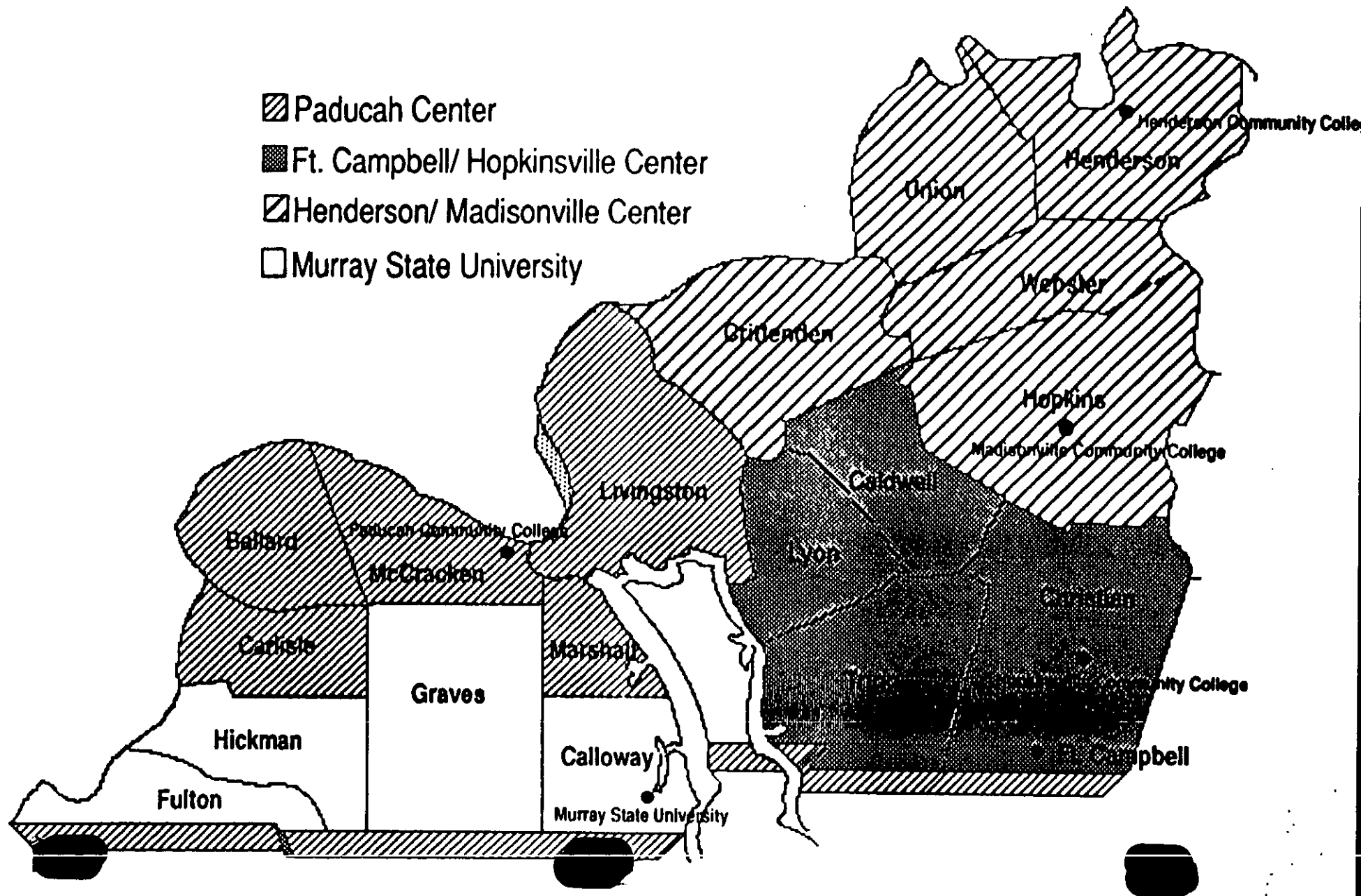
Proposed Telelearning Network

Phase 1: Murray to LBL to Paducah Community College



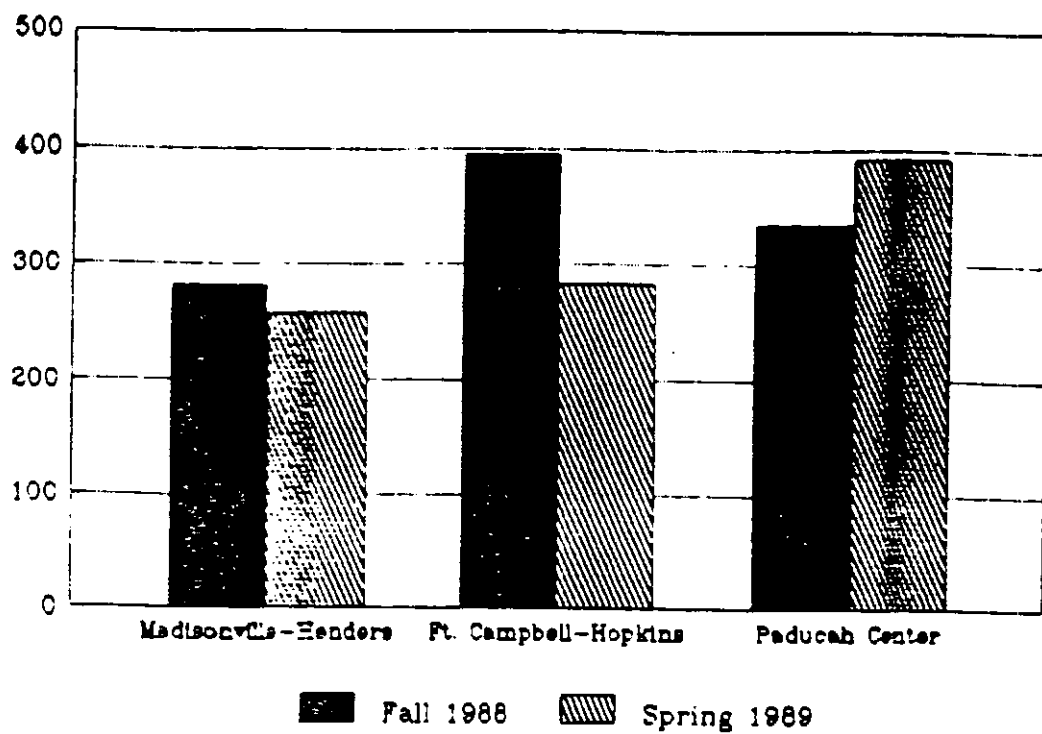
APPENDIX B

Murray State University
Center for Continuing Education and Academic Outreach
Proposed Extended Campus Center Locations



APPENDIX C

Extended Campus Enrollment FY 88-89 by Proposed Centers



PADUCAH EXTENDED CAMPUS CENTER ENROLLMENTS
SPRING 1989

<u>COURSE#</u>	<u>CRS</u>	<u>ENROLLED</u>
ACC 304	3	18
ADM 650	3	6
EDU 515	3	28
EDU 631	3	25
EDU 645	3	28
ELE 600	3	10
ELE 608	3	14
ENG 340	3	8
ENG 549	3	9
GUI 592	3	22
GUI 683	3	19
HIS 592	3	17
IET 474	3	3
MET 691	3	2
MGT 350	3	29
MGT 656	3	16
MKT 667	3	31
NUR 308	4	7
NUR 405	4	8
POL 572	3	9
REA 522	3	25
SED 431	3	30
VTE 360	3	3
VTE 574	3	8
VTE 672	3	4

Count: 25
Total: 379

CHRISTIAN COUNTY EXTENDED CAMPUS CENTER ENROLLMENTS

FALL 1988

<u>PLACE</u>	<u>COURSE#</u>	<u>CRS</u>	<u>ENR</u>
FTC	CSC 512	3	17
	ENT 584	3	31
	ENT 678	3	13
	ENT 697	3	5
	GUI 683	3	29
	GUI 692	3	23
		3	23
	MET 591	3	9
	POL 573	3	17
	POL 695	3	10
	SEH 101	6	16
Count:	10		
Total:			193
HOP	ADM 650	3	18
	ADM 653	3	14
	EDU 645	3	16
	EDU 655	3	50
	ELE 608	3	11
	GUI 584	3	14
Count:	6		
Total:			123
PRI	RES 226	3	11
	RES 240	3	16
Count:	2		
Total:			27
Count:	18		
Total:			343

CHRISTIAN COUNTY EXTENDED CAMPUS CENTER ENROLLMENTS
SPRING 1989

<u>PLACE</u>	<u>COURSE#</u>	<u>CRS</u>	<u>ENROLLED</u>
FTC	ADM 630	3	21
	CET 587	3	20
	CSC 512	3	25
	ENT 697	3	6
	ENT 698	3	1
	ENT 699	3	
	GUI 619	3	34
	MET 691	3	38
	POL 572	3	11
	POL 670	3	17
	SEH 101	6	23
	SEH 192	3	8
	SEH 210	3	5
	SEH 324	3	11
	SEH 452	3	12
	Count:	15	
	Total:		232
HOP	ADM 600	3	14
	SEC 641	3	9
	SED 530	3	13
	Count:	3	
	Total:		36
PRI	RES 132	3	14
	RES 236	3	11
	VTE 463	4	4
	VTE 572	3	19
	Count:	4	
	Total:		48

	Count:	22	
	Total:		316

**MADISONVILLE EXTENDED CAMPUS CENTER ENROLLMENTS
FALL 1988**

<u>PLACE</u>	<u>COURSE#</u>	<u>CRS</u>	<u>ENR</u>
ECC	VTE 360	3	8
	VTE 567	3	16
	VTE 570	3	7
	VTE 672	3	8
Count:	4		
Total:			39
HEN	ELE 602	3	16
	NUR 307	4	7
Count:	2		
Total:			23
MAD	ADM 663	3	16
	EDU 515	3	23
	EDU 631	3	19
	ENG 529	3	15
	ENT 495	3	4
	ENT 697	3	2
	GUI 592	3	13
	MET 593	3	5
	MNT 594	3	7
	NUR 201	3	12
	REA 522	3	19
	VTE 571	3	6
Count:	12		
Total:			141
OWE	MGT 651	3	32
	OSY 615	3	23
	VTE 574	3	8
Count:	3		
Total:			63
SAT	VTE 575	3	15
Count:	1		
Total:			15

Count:	22		
Total:			281

**MADISONVILLE EXTENDED CAMPUS CENTER ENROLLMENTS
SPRING 1989**

<u>PLACE</u>	<u>COURSE#</u>	<u>CRS</u>	<u>ENROLLED</u>
ECC	VTE 363	3	8
	VTE 563	3	
	VTE 574	3	10
	VTE 673	3	11
Count:	4		
Total:			29
HEN	GUI 683	3	19
	NUR 308	4	3
Count:	2		
Total:			22
MAD	ADM 630	3	19
	ADM 662	3	8
	ADM 669	3	15
	EDU 626	3	13
	EDU 633	3	34
	ENG 633	3	11
	ENT 393	3	2
	ENT 571	3	9
	ENT 697	3	
	MNT 595	3	5
	NUR 404	5	12
Count:	11		
Total:			128
OBE	ACC 604	3	36
	MGT 695	3	15
	VTE 363	3	6
	VTE 563	3	2
Count:	4		
Total:			59
SAT	VTE 182	3	20
Count:	1		
Total:			20

Count:	22		
Total:			258

EXTENDED CAMPUS DEGREE PROGRAMS*

Paducah

Degrees currently being offered:

- Bachelor of Science in Nursing (for RN's)
- Master of Arts in Education in Elementary Teaching
- Master of Arts in Education in Middle School Teaching
- Master of Arts in Education in Secondary Teaching
- Master of Arts in Education in Guidance
- Master of Business Administration
- Bachelor of Independent Studies

Degrees in experimental phase:

- Secondary School Teacher Certification (Grades 9-12)
(Bachelor of Arts/Science)
- Bachelor of Science Business Administration Area

Ft. Campbell

- Bachelor of Independent Studies
- Master of Science in Human Services
- Master of Science in Engineering Technology
- Master of Public Administration
- Specialist in Education in Guidance and Counseling
- Associate of Science in Occupational Safety and Health
- Associate of Arts in General Studies

*(75% or more of the required courses for the various programs are offered at the site indicated.)

Hopkinsville/Madisonville/Henderson

By taking courses in these various centers, students can complete 75% or more of:

Master of Arts in Education in Elementary Teaching

Master of Arts in Education in Middle School Teaching

Master of Arts in Education in Secondary Teaching

Master of Arts in Education in Guidance

Morganfield - Earl Clements Job Corps Center

Bachelor of Science in Vocational Technical Education

Madisonville

Bachelor of Science Degree in Mining Management Technology

Owensboro

Master of Business Administration

Eddyville

Associate of Arts in General Studies (for Eddyville
State Prison Inmates)

APPENDIX D

Center for Continuing Education and Academic Outreach Murray State University

Extended Campus Participant Evaluation Report

Extended Campus Course Number and Name _____
Location _____

Response Code

4-Strongly Agree; 3-Agree; 2-Disagree; 1-Strongly Disagree

Instructions: Circle the response which most closely matches your opinion.

1. The course was scheduled at a time convenient for my needs:

4 3 2 1 Comments:

2. The course was scheduled at a location appropriate to my needs:

4 3 2 1 Comments:

3. The class meeting started and ended as scheduled:

4 3 2 1 Comments:

4. Adequate resources were available for instructional support: (i.e. The instructor appeared to have audio-visual equipment and other materials available as needed.)

4 3 2 1 Comments:

5. Library resources were adequate:

4 3 2 1 Comments:

6. The Center for Continuing Education and Academic Outreach could be more helpful to extended campus students by

7. Please add any other comments which you feel would be helpful to the CE/AO.
(Use back if necessary)

PLAN FOR PROPOSED
MULTI-EVENTS CENTER
MURRAY STATE UNIVERSITY

A. Scope Of Project

The proposed building would be constructed opposite the football press box. Plans would call for knocking out the wall and placing the building as close to the track as possible. (An additional benefit of the project would be a sound reflector for football and the placement of athletic facilities in a concise area).

The building would have 7500 chairback seats for basketball with ample floor space for graduation, concerts, or lectures. Proposal would call for a regulation indoor track above the chairbacks with additional 2,500 bleacher type seats opposite the track which could be used for 10,000 basketball seats or 1,500 to 2,000 spectators at a track meet. There would be 2,500 seats also available as needed for other functions.

The building also would have offices for basketball and other sports, concessions areas, a lobby area for trophy display, and a Racer Club room.

The other part of the building would incorporate student needs - two auxiliary gyms and an indoor-outdoor swimming pool.

B. Benefits Of Projects

1. Athletic use
2. Campus facility for graduation, concerts, lectures
3. Campus recreation
4. Move from Carr Health allows for better use for Physical Education
5. Community use in Carr Health, Racer Arena (YMCA, church leagues)

C. Impact On Area

1. Economic
2. Cultural
3. Athletic
4. Education
5. Community use
6. Regional impact from all the above (Students attending Murray, people attending MSU games, high school tournaments)

D. Financial Plan

Proposed Project Cost - Estimate \$18 - \$20

Murray State has a clear mandate from the Board of Regents that this building is the number one capital construction priority.

This building has support of Murray State administration and key community leaders.

Murray State plans to activate core group of 25 to 30 local leaders throughout the Purchase area to raise \$1 to \$1.5 million by the 1990 legislative session as a regional commitment to this facility.

Another group of Purchase area political leaders would be activated to express support for this project.

Both Purchase area groups (financial - political) would also move to gain support from the western Kentucky region for regional support in the 1990 legislative session.

POLICY NUMBER: V K

SUBJECT: EDUCATION TUITION WAIVERS

APPLIES TO: ALL REGULAR, FULL-TIME AND REGULAR, PART-TIME FACULTY AND STAFF AND EMPLOYEES SIXTY-FIVE (65) YEARS OF AGE OR OLDER

EFFECTIVE DATE: September 9, 1989

AMENDED:

AUTHORITY: Board of Regents
KRS 164.284

EDUCATION TUITION WAIVERS

It is the policy of Murray State University to encourage the professional growth of all employees. To facilitate such growth, Murray State University will waive the tuition FOR UP TO FOUR (4) CREDIT COURSES PER TWELVE MONTH FISCAL YEAR, NOT TO EXCEED ONE (1) COURSE OFFERED DURING WORKING HOURS IN ANY GIVEN SEMESTER OR SESSION.

1. General Qualifications

- a. Regular, full-time and regular, part-time employees currently working or on an approved leave of absence with or without pay and retired employees are entitled to a waiver of tuition.
- b. International exchange faculty at Murray State University in conjunction with MSU's inter-institutional programs and projects will be allowed to take one course per semester tuition free, upon the recommendation of the Director of the Center for International Programs and the approval of the Vice President for Academic Affairs.
- c. When any person sixty-five (65) years of age or older, who is a resident of the Commonwealth, is admitted and enrolls as a student in any state-supported institution of higher learning in this Commonwealth, the board of trustees of the institution or other appropriate institution officials shall waive all tuition charges and fees for such student, except as provided in the next statement. In the event that classes are full or the granting of free admission requires additional units, the institution may deny admission under law.
- d. The tuition waiver form must be completed at the time of registration or prior to the time of registration.

2. Qualifying Courses

- a. A course can only materialize if a sufficient number of tuition paying students enroll. The enrollment of tuition waiver employees will not be counted to determine if a course materializes. PROVIDED, HOWEVER, that if it is determined by the University that the value of a course offering as continuing education for employees is sufficiently important to justify the offering of the course, then in such event, the limitations as to paying students will be disregarded.
- b. The tuition waiver does not extend to correspondence study, life and learning courses, and overseas programs.

3. Employee Responsibility

- a. ONE COURSE PER SEMESTER OF SESSION CAN BE TAKEN DURING WORKING HOURS if (1) the supervisor approves the time off during working hours, and (2) the lost working time is made up at times satisfactory to the employee's supervisor.
- b. The employee must work the following academic year to be eligible for a summer session tuition waiver. If the employee voluntarily terminates after the summer session he/she will be billed for tuition of the course.
- c. If an employee voluntarily terminates his/her employment during a semester in which he/she is enrolled in a course with tuition waiver benefit, he/she will be billed for the total tuition of the course.

September 5, 1989

REPORT OF THE INSTITUTIONAL ANALYSIS COMMITTEE

Recommendation No. 1

The committee recommends that the Board of Regents alter the present structure of the university to create the Office of Provost/Vice President for Academic Affairs replacing the current position of Vice President for Academic Affairs. The Provost would report to the President. Acting within broad policy guidelines established by the President in consultation with the Board of Regents, the Provost/Vice President for Academic Affairs would have primary responsibility for the daily operation of the campus and would have "final signature" power on all academic matters. Reporting to the Provost/Vice President for Academic Affairs would be the Vice President for Student Development and the Vice President for Finance and Administrative Services. Under this proposal, the Vice President for University Relations would continue to report to the President. The Provost/Vice President for Academic Affairs would be "acting president" when the President is not on campus and would serve as "first among equals" with other vice presidents. The Provost/Vice President for Academic Affairs would convene and chair the cabinet when the President was not on campus.

Recommendation No. 2

The committee recommends that the budget director and internal auditing functions be moved from the Office of Vice President for Finance and Administrative Services and reassigned to the Office of the President. The recommended structure resulting from the first two recommendations is shown in Exhibit A.

Recommendation No. 3

After recommendations one and two are in effect the committee recommends that careful study be made of the existing structure of the university with a view toward making institutional administration both more efficient and cost-effective through:

- A. Strengthening the academic mission of the university by consolidating all academic functions under the Office of Provost/Vice President for Academic Affairs.
- B. Providing greater budgetary autonomy to the Office of the Provost/Vice President for Academic Affairs.

- C. Analyzing the functions of each vice president, dean, and director to assess the contributions of and need for each in meeting the primary academic mission of the university.

This study should be authorized by the Board of Regents and carried out by the Provost/Vice President for Academic Affairs, with direct input from the cabinet, the Council of Deans, the Faculty Senate, the Staff Congress, and the Student Government Association.

Background and Rationale

Since the university is now in a search for a new President, it may be an opportune time to consider restructuring central administration. The task force is pointing out the need to restructure for a variety of reasons.

1. The role of the President has become so complex that it is probably not possible to ask an individual to be simultaneously a planner for the future, a strong "hands on" administrator of daily campus operations, and the university's principal representative in external relations. Though it is critical that a President have the breadth of higher education administrative experience to plan wisely the university's programmatic goals and academic credentials that represent, appropriately, the university's academic accomplishments, establishment of a strong Provost/Vice President for Academic Affairs would, nevertheless, enable a President to focus his efforts fully on fund-raising, alumni development, legislative and public relations, or other major needs.
2. The Office of Provost/Vice President for Academic Affairs is a well defined model used by roughly 20% of our sister institutions within the American Association of State Colleges and Universities. The model has a proven track record in helping universities achieve their academic objectives.
3. There appears to be support for the Office of Provost/Vice President for Academic Affairs among some vice presidents, a majority of deans, the faculty senate leadership, and the faculty in general with some reservations about the cost implications and specific operations of the proposed change. While the shortness of the time

span did not allow for a full scientific sampling of campus sentiment for the Office of Provost/Vice President for Academic Affairs model, the task force did consult widely within the time allocated for the presentation of this report (see Methodology section.)

4. No model or structure can guarantee organizational effectiveness. The chemistry among leaders is critical. However, the Office of Provost/Vice President for Academic Affairs model does enable the university to clearly define areas of responsibility. A President may have special talents in one area and prefer that the Provost/Vice President for Academic Affairs focus elsewhere.
5. The committee believes that the university needs a President who has strong academic credentials as well as particular abilities in external relations. The creation of an Office of Provost/Vice President for Academic Affairs would enable the presidential search committee to hire such an individual.
6. The task force believes that the changes in the reporting relationships of the budget director and the internal auditing function would enable the President to better plan for meeting the university's budgetary priorities in conjunction with the Provost/Vice President for Academic Affairs and the other vice presidents.

Other Potential Models

The committee examined a number of models. This section discusses the alternatives reviewed.

Existing Structure

The committee believes that the existing structure forces the President to constantly arbitrate among vice presidents, each of whom has legitimate needs. Our current structure, because the President must deal with competing constituencies, requires him to be involved in every decision. This reduces his flexibility to determine where he will best invest his valuable time.

Executive Vice President

While this model does create a "strong vice president" who has the responsibility for both academic and student affairs, it does not provide the executive vice president with necessary budgetary autonomy to administer programs. (See Exhibit B.) This is not a widely used model among sister institutions.

Weak Provost Model

The weak provost model (Exhibit C) does not guarantee that the Provost/Vice President for Academic Affairs can function independently to achieve academic priorities because budgetary control rests elsewhere.

After having carefully reviewed each model, the task force believes that the Provost/Vice President for Academic Affairs paradigm (Exhibit A) has the greatest potential benefit for Murray State University at this time.

Potential Cost Implications

To implement an Office of the Provost/Vice President for Academic Affairs, there would need to be additional staffing. Certainly, a position of "Associate Provost for Academic Affairs," responsible for budgeting, planning, and management information, would have to be created. This would be a new position. Through realignment of existing resources within Academic Affairs it may be possible to create two assistant provost positions. One assistant provost might be responsible for personnel and faculty, the other for admissions, advising, and records. Regardless of how the position descriptions are determined, some additional staffing would have to be provided for the Office of Provost/Vice President for Academic Affairs. The additional staffing should be provided within the framework of current administrative allocations.

Methodology

In collecting data for this report, the task force did the following:

1. interviewed all vice presidents about their attitudes on university structure.
2. interviewed all deans about their attitudes on university structure.
3. contacted faculty senators and the Staff Congress.

4. received reports on polls conducted within some academic departments.
5. consulted with the Faculty Senate leadership.
6. reviewed existing data on the roles of presidents and provosts.
7. consulted with other campuses who are using structural models different from Murray State.
8. Visited three campuses (i.e. Western Illinois University, Eastern Illinois University, Southeast Missouri State University) which operate under the provost model.
9. reviewed relevant literature related to higher education administration.

The committee members retain summaries of most of the data collected.

EXHIBIT A

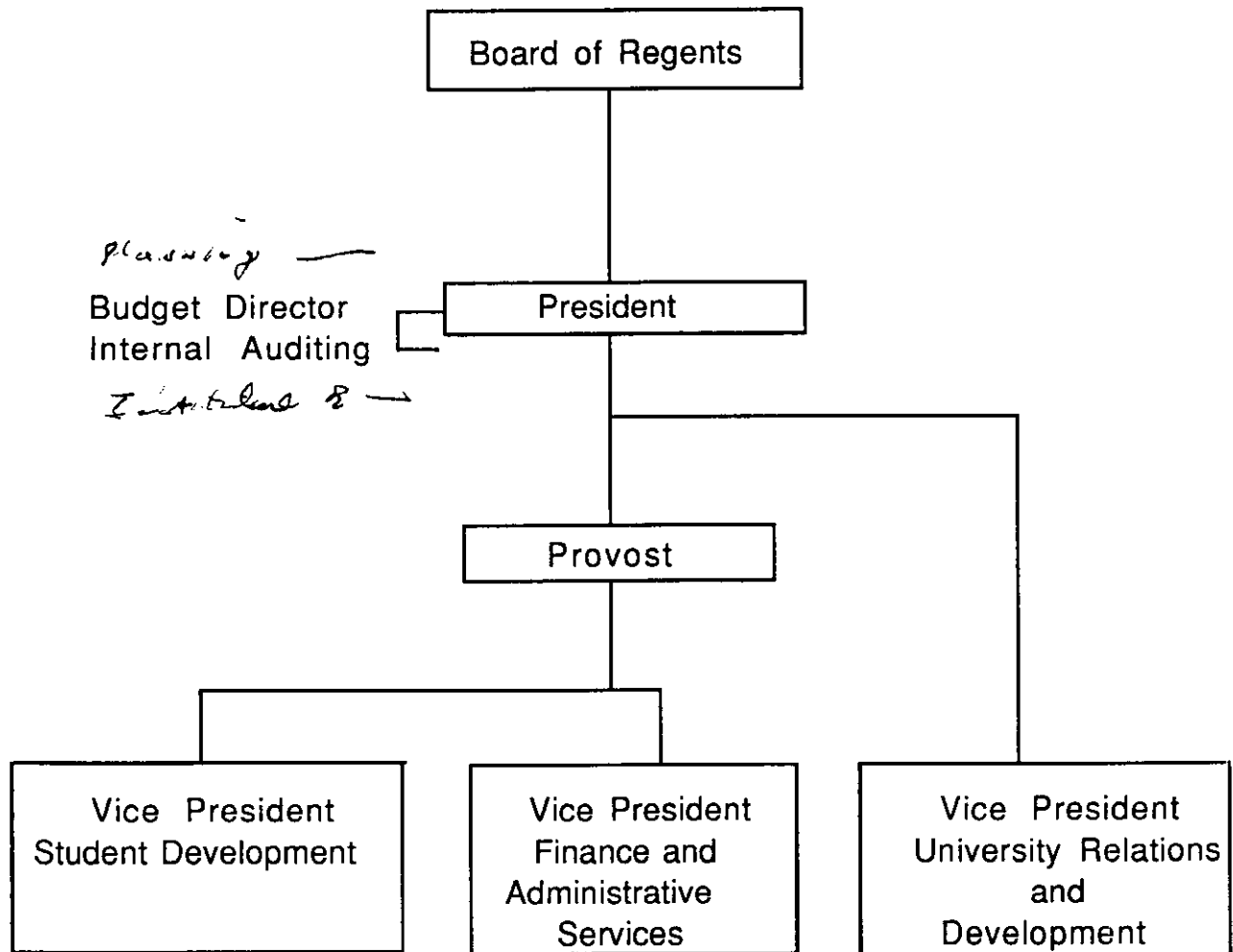


EXHIBIT B

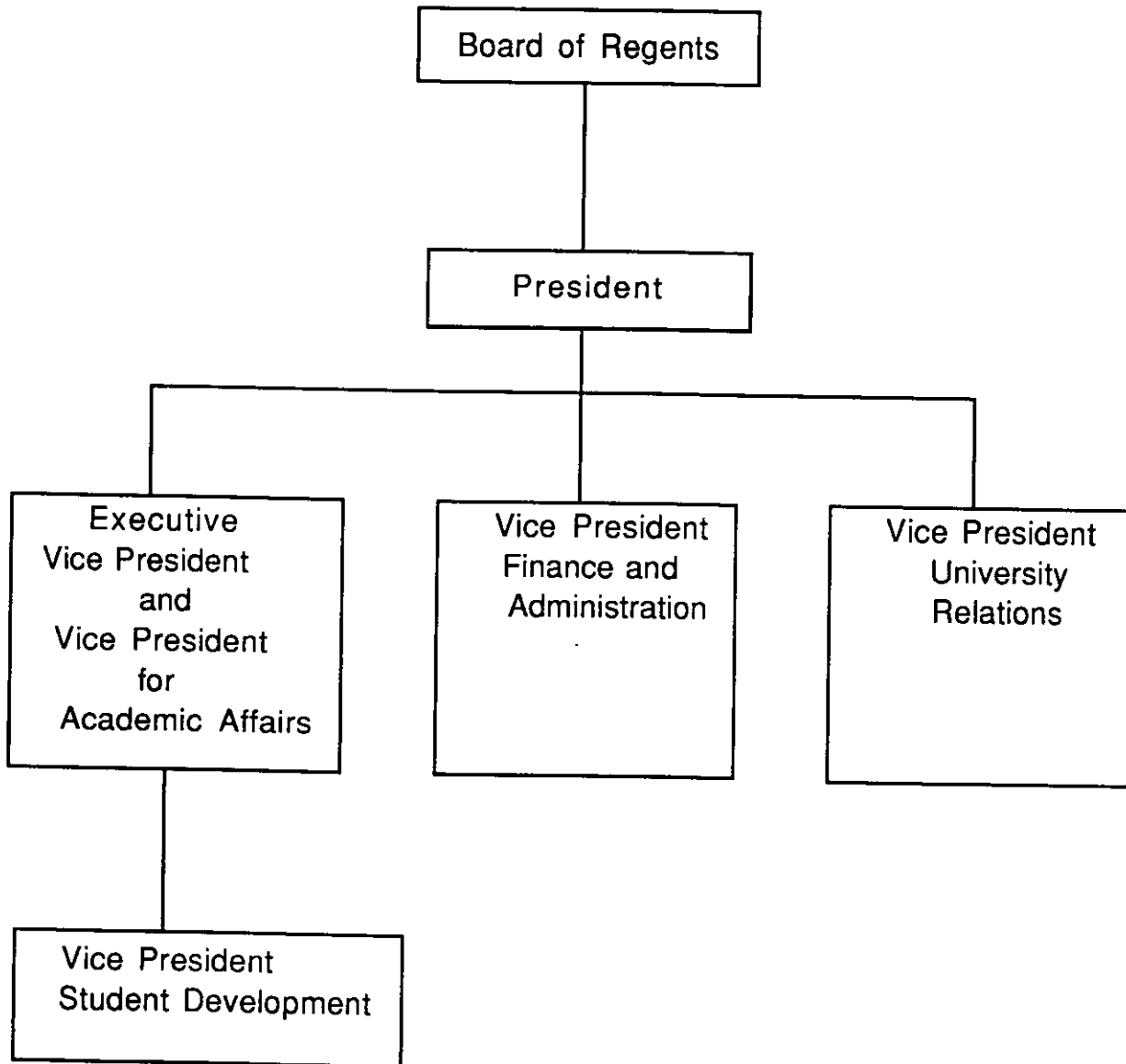


EXHIBIT C

