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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
July 13, 1988

The Board of Regents of Murray State University met July 13, 1988, in special session in the Board of Regents Room, Wells Hall, Murray State University. The meeting was called to order at 9:25 a.m., C.D.T., by Chairman Robert C. Carter. Rev. John Dale, Minister of the Seventh and Poplar Church of Christ, Murray, gave the invocation.

The following were present: Mr. Charles Dean Akridge, Mr. J. Eddie Allen, Mr. Robert C. Carter, Dr. James Hammack, Jr., Mr. Kerry B. Harvey, Dr. Billy G. Hurt, Mr. Willie Kendrick, Mr. Thomas R. Sanders, and Mrs. Virginia Strohecker. Absent: Mr. C. Waitman Taylor, Jr.

Present for the meeting were Dr. Kala M. Stroup, President of the University; Mrs. Sandra M. Rogers, Secretary of the Board; Vice President for Academic Affairs Dr. James Booth; Vice President for Student Development Dr. Frank Julian; Vice President for University Relations and Development Dr. David W. Perrin; Mr. James O. Overby, University Attorney; Dr. Gary Cox, Executive Director, Council on Higher Education; members of the news media, and visitors.

Agenda

The following agenda was presented for the meeting:

AGENDA
SPECIAL MEETING OF THE BOARD OF REGENTS
MURRAY STATE UNIVERSITY
July 13, 1988
9:30 a.m.

- | | | |
|-----|---|----------------------------------|
| 1. | <u>Roll Call</u> | |
| 2. | <u>Minutes of Meeting of the Board of Regents held May 11, 1988</u> | |
| 3. | <u>Report of the President</u> | Dr. Stroup |
| 4. | <u>Report of the Chairman</u> | Mr. Carter |
| | A) Committee Structure | |
| | B) Meetings | |
| 5. | <u>Council on Higher Education</u> | Dr. Gary Cox |
| 6. | <u>Personnel Changes</u> | Dr. Stroup |
| | A) Recommendation on Interim Chair, Department of Chemistry | |
| | B) Recommendation on Chair, Department of Computer Studies | |
| | C) Recommendation on Interim Dean, College of Industry & Technology | |
| | D) Leaves of Absence without Pay | |
| | E) Special Faculty Improvement Leave Contracts | |
| | F) Changes in previously approved Sabbaticals | |
| 7. | <u>Reaffirmation of Affirmative Action Plan</u> | Dr. Stroup/
Dr. Lewis Liddell |
| 8. | <u>Executive Session</u> | |
| 9. | <u>Resolutions of Appreciation</u> | Mr. Carter |
| 10. | <u>Introduction of Dr. Ward Zimmerman</u> | Dr. Stroup |

Introduction of Kerry B. Harvey, C. Dean Akridge, Thomas R. Sanders and Virginia N. Strohecker

On June 30, 1988, Governor Wallace G. Wilkinson appointed the following as members of the Murray State University Board of Regents:

Kerry B. Harvey, Benton, Kentucky, for a term expiring June 30, 1992, to replace Frank Nichols, Benton, Kentucky, whose term has expired.

C. Dean Akridge, Fredonia, Kentucky, for a term expiring March 31, 1992, to replace William E. Beasley, Paducah, Kentucky, whose term has expired.

Thomas R. Sanders, Murray, Kentucky, for a term expiring March 31, 1992, to replace Irma Green LaFollette, Murray, Kentucky, whose term has expired.

Virginia N. Strohecker, Horse Cave, Kentucky, reappointed for a term expiring June 30, 1992.

On July 12, 1988, the above new Board of Regents members were administered the Oath of Office by District Judge Leslie Furches, and an orientation session was also held for new members on that day.

On behalf of the Board, Chairman Carter welcomed the new members.

Minutes of the Meeting of the Board of Regents held on May 11, 1988, Approved

Mrs. Strohecker moved that the Minutes of the Board meeting held May 11, 1988, be approved as received. Dr. Hammack seconded, and the motion carried.

Report of the President

President Stroup distributed the OVC Today, 40th Anniversary Edition. Highlights of her report included:

1. Quarterly Reports

Quarterly Reports will be distributed at each quarterly meeting including upcoming events.

2. Council on Higher Education Formula Review Hearing

On September 19, the Council on Higher Education has scheduled a hearing on Formula Funding on Murray State's campus. The meeting is scheduled at 2 p.m., and President Stroup encouraged Board members to attend.

3. Search for Vice President for Finance and Administrative Services

Progress is being made on the search for a Vice President for Finance and Administrative Services. One of the strong candidates for the position, Dr. Ward Zimmerman, has returned to campus for his second visit; Board members were encouraged to visit with Dr. Zimmerman after the Board meeting.

4. Athletics

Jeff Martin received the Ohio Valley Conference Male Athlete of the Year Award, a very prestigious award. He was named Most Valuable Player of the OVC men's Basketball Tournament which was also won by the Racers. Martin is the second Murray State athlete to capture Male Athlete of the Year honors. In addition to that, Deena Wigger, who is one of our female athletes, was runner-up for OVC Female Athlete of the Year. Wigger led Murray State to a second-place finish at the NCAA Rifle Championships by winning the air rifle competition and competing for a spot on the '88 Olympic Team. The awards are based on grades, contribution in the sports, and a number of things; and it is a very prestigious award. We are very proud of them.

5. Grants

The Hazen Foundation gave grants to eight American Association of State Colleges and Universities (AASCU) College of Education programs that are exemplary programs in recruiting minorities and service members into the profession of teaching. Murray State is one of those eight institutions to be so recognized by the Hazen Foundation and also to be awarded dollars. These institutions will work with local military bases to provide counseling and admissions information to service members who may be interested in teaching as a career. The institutions will also help place service members with school districts. Articles on the awards were published in The Chronicle on Higher Education and all AASCU publications and this was impressive recognition of Murray State's outreach of our College of Education.

6. Gifts

The Marion Pepsi Cola Bottling Company has given Murray State a scoreboard for the new baseball field. This is Pepsi Cola's second major gift to the University, the first one being the scoreboard for Stewart Stadium.

7. Reno Trip

A flier was distributed on the University of Nevada at Reno trip on September 24. Murray State University will be playing the University of Nevada at Reno in football on Saturday, September 24. This will be a major alumni trip.

8. Academics

Murray State University students participated in a collegiate assessment of academic proficiency to measure learning in a whole set of categories—critical thinking, reading, mathematics, and writing skills. Murray State University has received notification from ACT that MSU sophomores who participated scored significantly above the national average. Not only does MSU get strong students, but when they are measured against college students all across the country, they do extraordinarily well.

9. Dates to Note

President Stroup asked Board members to note the calendar dates listed in their notebooks and encouraged them to attend the events if schedules permit.

Report of the Chairman

Chairman Carter asked each member to review the meeting dates scheduled for 1988-89 for the Board of Regents meetings--August 25 and 26, 1988; November 11 and 12, 1988; February 27 and 28, 1989; and May 1 and 2, 1989.

A list of standing committees and a description of their function were included in the packets of information distributed to Board members. Mr. Carter asked the regents to review the committees and submit to him their preference of two committees, preferably three, on which they would prefer to serve. This information will prove helpful in planning the meeting in August. Chairman Carter charged each committee to list five things they would like to see done at MSU if the money were available.

The August meeting will be on planning, beginning at noon on August 25 and ending at noon on August 26.

Council on Higher Education Executive Director Gary Cox

Chairman Carter introduced Dr. Gary Cox, Executive Director, Council on Higher Education, who discussed the duties of the Council on Higher Education and its coordinating and decision-making responsibilities. Dr. Cox praised the regents for "quality" academic programs at Murray State University and urged the regents to guard and maintain that quality. Dr. Cox also explained the mission statements of the universities and stated that delivery of off-campus education is a priority of the Council. He praised the process of the development of the offerings in Paducah.

Personnel Changes, Approved

The following personnel changes were presented for approval:

Dr. Melvin Henley named Interim Chair, Department of Chemistry

President Stroup reviewed Dr. Melvin Henley's credentials.

Dr. Hammack moved that the Board of Regents upon the recommendation of the President approve the appointment of Dr. Melvin Henley, Associate Professor of Chemistry, as Interim Chair of the Department of Chemistry, effective July 1, 1988.

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

Dr. John D. McGregor named Chair, Department of Computer Studies

President Stroup reviewed Dr. John D. McGregor's credentials.

Dr. Hammack moved that the Board of Regents upon the recommendation of the President of the University approve the appointment of Dr. John D. McGregor, Professor of Computer Studies, as Chair of the Department of Computer Studies, effective July 1, 1988.

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

Dr. Thomas Auer named Interim Dean, College of Industry and Technology

President Stroup reviewed Dr. Thomas Auer's credentials.

Dr. Hammack moved that the Board of Regents upon the recommendation of the President of the University approve the appointment of Dr. Thomas Auer, Professor of Engineering Technology, as Interim Dean of the College of Industry and Technology. The appointment will be effective July 1, 1988, at a salary of \$55,500.

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

Leaves of Absence without Pay, Granted

Dr. Hammack moved that the Board of Regents approve the attached leaves of absence without pay for the periods indicated.

(see Attachment #1)

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

Leave of Absence without Pay Granted to Lanette Thurman

Dr. Hammack moved that the Board of Regents approve the Leave of Absence for Dr. Lanette Thurman for the 1988-89 fiscal year for service in Governor Wallace Wilkinson's administration.

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

Special Faculty Improvement Leaves, Granted

Dr. Hammack moved that the Board of Regents upon the recommendation of the President of the University approve Special Faculty Improvement Leaves for the following faculty for the period June 1-July 31, 1988:

<u>Name</u>	<u>Rank</u>	<u>Department</u>	<u>Amount</u>
Donna Taliaferro	Asst. Prof.	Nursing	\$ 3,412.50
Elizabeth Powell	Asst. Prof.	Nursing	3,720.00
Nancye France	Asst. Prof.	Nursing	3,487.50
LaVaughn Watson	Asst. Prof.	Nursing	3,768.75

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

Changes in Sabbatical Leaves, Approved

Dr. Hammack moved that the Board of Regents upon the recommendation of the President of the University approve the attached changes in previously approved Sabbaticals.

(see attachment #2)

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

Reaffirmation of Affirmative Action Plan

President Stroup introduced Dr. Lewis Liddell, Affirmative Action Officer at Murray State University, who reviewed the Affirmative Action Annual Report presented to the Board of Regents on February 17, 1988.

(see attachment #3)

Murray State has made some progress, but more work needs to be done. Dr. Liddell reported that there were only 45 minority employees at MSU and only 9 minority faculty members. There are a total of 1,170 employees at Murray State. In 1985, there were 17 minority service maintenance employees, presently there are 15. In the 1987 Fall semester, 467 minority students were enrolled at MSU, about 8 percent of the total student enrollment.

The University is attempting to improve these numbers and the Board of Regents is considering many ways to attack the problem. The Regents have already made some improvement by: 1) the hiring of a minority admissions counselor, 2) the designation of scholarships and grants specifically for minority students, 3) the hiring of a minority student affairs coordinator, 4) the implementation of an early intervention program for potential minority college students, and 5) the requirement that student recruitment and all hiring be closely monitored by the Affirmative Action Office.

Dr. Hurt moved that the Board of Regents reaffirm its commitment to the Kentucky Desegregation Plan and the Murray State University Affirmative Action Plan and time tables. Mr. Kendrick seconded and the motion carried.

Executive Session

Mr. Harvey moved and Mr. Sanders seconded that the Board convene in Executive Session for the purpose of discussing personnel items and litigation. Upon call for the vote, motion carried.

The Executive Session began at 10:30 a.m. and ended at 11:55 a.m.

Resolutions of Appreciation, Adopted

Mr. Harvey moved that the Resolutions of Appreciation to Mr. Bill Beasley, Mr. Frank Nichols and Mrs. Irma LaFollette be adopted and become a permanent record of the Board. Mr. Allen seconded and the motion carried.

(see attachments #4 a, b, and c)

Salary of the President

Mr. Harvey moved that the President's salary be increased by \$2,400 on an annual basis. Mrs. Strohecker seconded and the following voted: Mr. Akridge, yes; Mr. Allen, yes; Dr. Hammack, yes; Mr. Harvey, yes; Dr. Hurt, yes; Mr. Kendrick, yes; Mr. Sanders, yes; Mrs. Strohecker, yes; and Mr. Carter, yes. Motion carried.

Meeting Adjourned

There being no further business to come before the Board, Dr. Hammack moved that the meeting adjourn. Dr. Hurt seconded and the motion carried. The meeting adjourned at 12:10 p.m.

Robert C. Carter
Chairman

Sandra M. Rogers
Secretary

Leave of Absence - Staff

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
Mary S. Black	Bindery Technician University Libraries	6-20-88 - 8-19-88
Elaine I. Byrd	Assistant Director Cooperative Education & Placement	5-23-88 - 6-5-88
Jerry M. Downey	Serviceman A Physical Plant	1-4-88 - 5-16-88
Georgette Ellis	Dept. Secretary II Department of Geosciences	6-22-88 - 8-1-88
Kenneth W. Lee	Custodian Physical Plant	5-17-88 - 7-1-88
Robbie J. Mayo	Custodian Physical Plant	2-9-88 - 2-10-89
Kenneth B. Newsome	Small Engine Mechanic Motor Pool	3-4-88 - 12-31-88
Helen W. Wilson	Curriculum Writer Office of Training Services	3-14-88 - 5-15-88

Sabbatical Application Withdrawn - Celia Wall, Library

Ms. Wall was previously approved for a sabbatical for the period 8/15/88 through 8/14/89. She has requested that the application be withdrawn.

Sabbatical Application Change of Dates - James Rudolph, Agriculture

Dr. Rudolph was previously approved for a sabbatical for the period 7/1/88 through 6/30/89. He has requested that the sabbatical only be for the period 8/1/88 through 5/31/89.

MURRAY STATE UNIVERSITY

Affirmative Action's

Annual Report to the Board of Regents

Presenter

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

February 17, 1988

An Overview

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

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Affirmative Action Report

I. Introduction

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

II. A Historical Perspective

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

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

Executive Order 11246: Prohibits discrimination in employment.

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

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

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

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

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

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

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

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

A brief history of this case is listed below:

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

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

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

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

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

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

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

III. Affirmative Action Plan (Plan of Intervention)

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

IV. Admission/Minority Student Recruitment and Retention

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

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

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

V. Workforce Analysis

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

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

Table 1

Stated Goals verse Minority Employees

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

Total 45

*Part-time faculty included
 **Coaches included

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

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

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

Table 2

**Under Utilization
Executive/Administrative/Managerial**

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

Table 3

**Under Utilization
Faculty**

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

Table 4

**Under Utilization
Professional Non-Faculty**

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

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

Table 5

**Under Utilization
Clerical and Secretarial**

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

Table 6

**Under Utilization
Service Maintenance

Department or Unit	*Under Utilization
Total University	4
Total	4

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

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

VI. Measures to Achieve the Established Goals

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

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

Scholarships and grants have been specifically designated for minority students.

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

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

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

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

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

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

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

VII. Summary

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

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

RESOLUTION OF APPRECIATION

William E. Beasley

WHEREAS, William E. Beasley served with distinction as a member of the Board of Regents of Murray State University from 1984 to 1988 and demonstrated outstanding leadership for more than three years as its chairman; and

WHEREAS, his dedicated service reflected an unselfish willingness to expend both time and energy in behalf of his Alma Mater and contributed substantially toward fulfillment of the University's mission; and

WHEREAS, he undertook significant other responsibilities as chairman of both the Board's Commission on Intercollegiate Athletics and the Development Committee and performed each function with exemplary effectiveness; and

WHEREAS, his efforts were instrumental in securing state funding for the Martha Layne Collins Center for Industry and Technology, in the University's designation for both a Center of Excellence and an Endowed Chair and in broadening educational opportunities for area citizens through a cooperative arrangement with Paducah Community College; and

WHEREAS, he proved to be a valuable advocate of the needs and programs of Murray State University and through his work as a citizen of West Kentucky has brought honor to himself and to the University he has so faithfully served;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the citizens of the Commonwealth through the Board of Regents of Murray State University express their appreciation to William E. Beasley for noteworthy service to the University and its students; and

BE IT FINALLY RESOLVED that the Board wishes him and his family deserved prosperity and happiness in coming years and invites his continued interest in and support of Murray State University.

RESOLUTION OF APPRECIATION

Frank Nichols

WHEREAS, Frank Nichols served with distinction as a member of the Board of Regents of Murray State University from 1984 to 1988 and was involved in many initiatives for the improvement and advancement of the University; and

WHEREAS, his dedicated service reflected an unselfish willingness to expend both time and energy in behalf of the University and contributed substantially toward fulfillment of its mission; and

WHEREAS, he exemplified outstanding leadership on the Board as chairman of both its Finance and Audit Committee and its Development Committee and accepted significant responsibilities in other committee assignments; and

WHEREAS, his efforts were vital in securing state funding for the Martha Layne Collins Center for Industry and Technology, in the University's designation for both a Center of Excellence and an Endowed Chair and in broadening educational opportunities for area citizens through a cooperative arrangement with Paducah Community College; and

WHEREAS, he proved to be a valuable advocate of the needs and programs of Murray State University and through his work as a citizen of West Kentucky has brought honor to himself and to the University he has so faithfully served;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the citizens of the Commonwealth through the Board of Regents of Murray State University express their appreciation to Frank Nichols for noteworthy service to the University and its students; and

BE IT FINALLY RESOLVED that the Board wishes him and his wife deserved prosperity and happiness in coming years and invites his continued interest in and support of Murray State University.

RESOLUTION OF APPRECIATION

Irma G. LaFollette

WHEREAS, Irma G. LaFollette served with distinction as a member of the Board of Regents of Murray State University from 1984 to 1988 and was involved in many initiatives for the improvement and advancement of the University; and

WHEREAS, her dedicated service reflected an unselfish willingness to expend both time and energy in behalf of the University and contributed substantially toward fulfillment of its mission; and

WHEREAS, she exemplified outstanding leadership on the Board as chairman of its Academic Affairs Committee and accepted significant responsibilities in other committee assignments; and

WHEREAS, her efforts were vital in securing state funding for the Martha Layne Collins Center for Industry and Technology, in the University's designation for both a Center of Excellence and an Endowed Chair and in broadening educational opportunities for area citizens through a cooperative arrangement with Paducah Community College; and

WHEREAS, she proved to be a valuable advocate of the needs and programs of Murray State University and through her work as a citizen of West Kentucky has brought honor to herself and to the University she has so faithfully served;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the citizens of the Commonwealth through the Board of Regents of Murray State University express their appreciation to Irma G. LaFollette for noteworthy service to the University and its students; and

BE IT FINALLY RESOLVED that the Board wishes her deserved prosperity and happiness in coming years and invites her continued interest in and support of Murray State University.