



3-13-1989 2:45 PM

1989-03-13

Board of Regents, Murray State University

Follow this and additional works at: <https://digitalcommons.murraystate.edu/borminutes>

Recommended Citation

Board of Regents, Murray State University, "1989-03-13" (1989). *Board of Regents Meeting Minutes*. 467.
<https://digitalcommons.murraystate.edu/borminutes/467>

This Article is brought to you for free and open access by the Digitized Collections at Murray State's Digital Commons. It has been accepted for inclusion in Board of Regents Meeting Minutes by an authorized administrator of Murray State's Digital Commons. For more information, please contact msu.digitalcommons@murraystate.edu.

MINUTES OF THE MEETING OF THE BOARD OF REGENTS
Murray State University
March 13, 1989

The Board of Regents of Murray State University met in special session on March 13, 1989, in the Mississippi Room, Curris Center, on the campus of the University. The meeting was called to order at 2:45 p.m., C.S.T., by Chairman Robert C. Carter. Reverend Billy G. Hurt gave the invocation.

Upon call of the roll, the following members answered present: Mr. Dean Akridge; Mr. Robert C. Carter; Dr. James Hammack, Jr.; Mr. Kerry B. Harvey; Dr. Billy G. Hurt; Mr. Willie Kendrick; Mr. Tommy Sanders; and Mr. C. Waitman Taylor, Jr. Mr. J. Eddie Allen and Mrs. Virginia Strohecker were absent. The Chairman stated a quorum was present to conduct business.

Present for the meeting were Dr. Kala M. Stroup, President; Mrs. Sandra M. Rogers, Secretary of the Board; Vice President for Finance and Administrative Services and Treasurer of the Board Ward Zimmerman; Vice President for Academic Affairs James Booth; Vice President for Student Development Augustine Pounds; Vice President for University Relations and Development Dave Perrin; 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
March 13, 1989
2:45 p.m.

1. Roll Call
2. Committee Reports/Recommendations
 - A. Athletic Mr. Harvey
 - B. Building & Grounds Dr. Hurt
 - C. Finance/Audit Mr. Taylor
3. Additional Items
4. Adjourn

Committee Reports and Recommendations

A. Athletic - Mr. Harvey.

For the Athletic Committee, Mr. Harvey moved that the audit of the NCAA Agreed Upon Procedures be accepted by the Board. Mr. Sanders seconded and the motion carried unanimously.

Mr. Harvey stated that the Athletic Committee received an informational briefing on Racer Arena and the proposed renovation.

Mr. Harvey apprised the Board that both our men and women's basketball teams have been invited to participate in the National Invitational Tournament and asked that at the close of the season an appropriate resolution be prepared.

B. Buildings and Grounds - Dr. Hurt.

Dr. Hurt stated that the Buildings and Grounds Committee heard reports from Dr. Ward Zimmerman regarding capital construction equipment requests for the 1990 and 1992 biennium budget, capital construction proposed projects, and an update on the Stewart Stadium Field lighting and the efforts that are being made there to alleviate the lighting problem. Dr. Zimmerman also informed the committee that the State will receive bids for the Industry and Technology Building on April 20, 1989. The possibility of land acquisition and a visit to our campus by the state appraisers to assist us in gathering information in that regard were also discussed. Mr. Ed West presented to the committee an update on the previous list of funding requests and the status of certain projects that have been completed or are presently underway on the campus.

For the Building and Grounds Committee, Dr. Hurt recommended that the Board of Regents, on the recommendation of the President, designate a site on the south side of Chestnut Street across from the east portion of the General Services Building as the potential location for an Alumni House to be constructed in the future with funds provided by the Murray State University Alumni Association. Dr. Hammack seconded and the motion carried unanimously.

Upon the request of Regent Sanders for an update on the stadium lighting, Dr. Zimmerman stated that we have looked at each of the existing poles. He added that we will have to take one of the poles down. Dr. Zimmerman further stated that poles #4 and #10 on the West side of the stadium are small poles which should be replaced with larger poles with additional lights. He pointed out that this will give us adequate lighting for night time cameras and games. He called the Board's attention to the present estimate of the cost which is estimated to be \$150,000, \$50,000 more than the Board had authorized.

C. Finance/Audit - Mr. Taylor.

Mr. Taylor reported that the Finance/Audit Committee was unable to reach a definite solution on the Budget Guidelines. For discussion, he asked that the proposals be numbered 1, 2 & 3 with Number 1 being the original administration proposal; Number 2, the proposal by Dr. Hammack; and Number 3, the administration's proposal amended to comply with the request by the staff that the raises be given on an across-the-board basis and not on merit.

(See Attachments #1, #2, and #3)

Mr. Taylor moved that the Board vote on the three proposals and as the names are called, each individual indicate the proposal for which he is recommending. Mr. Akridge seconded and the following voted: Mr. Akridge, #1; Dr. Hammack, #2; Mr. Harvey, #3; Dr. Hurt, #1; Mr. Kendrick, #1; Mr. Sanders, #3; Mr. Taylor, #1; and Mr. Carter, #1. Results were five votes for #1; one vote for #2; and two votes for #3.

Mr. Taylor moved that the Board vote on proposal Nos. 1 and 3. Mr. Sanders seconded and the following voted: Dr. Hurt, #1; Mr. Kendrick, #1; Mr. Sanders, #1; Mr. Taylor, #1; Mr. Carter, #1; Mr. Akridge, #1; Dr. Hammack, #3; and Mr. Harvey, #3. Motion carried with six votes for Proposal #1 and two votes for Proposal #3.

Mr. Taylor requested that in the future the guidelines be established in time to involve the Board and give them more time to review.

Mr. Carter called attention to the fact that the administration and staff have done exactly what the Governor called for here at this university, and that is the reallocation of funds. In addition, Mr. Carter called attention to the effort put forth by administration, staff, and faculty at this university.

Dr. Hurt praised the Board for the level of commitment by the members to reach as equitable a decision as possible without acrimony.

Mr. Harvey agreed with Dr. Hurt that it has been a very constructive process. Mr. Carter expressed appreciation for the level of exchanges between the Regents and resolutions in differences of opinions, noting that this keeps the Board unified.

Mr. Taylor reviewed the President's evaluation process and stated that each member has received a packet of information in regard to the President's Evaluation Committee. In addition, Mr. Taylor asked for suggestions from the Board on individual participation and input on individuals to interview. He further stated that he hoped to have a committee meeting and give a report to full Board. Mr. Taylor asked for suggestions on components of the process. Mr. Sanders asked that the Superintendents of the area high schools be interviewed to see if they have any input as to the recruitment of students, etc. Upon the request by Mr. Taylor to provide a list of Superintendents to be interviewed, Mr. Sanders agreed to do so.

Mr. Harvey asked that the Deans be included in the process and some staff members. Mr. Taylor indicated that Dr. Hammack will represent the faculty and the student regent will represent the student body. Mr. Harvey stated that

the staff should be included in the process; however, some mechanism will need to be in place to protect confidentiality. Mr. Akridge indicated that he thought the process is on target. Dr. Hurt stated that he assumed that at a given time, information will be shared with the full Board where we will be allowed to participate in the decision based on the information gathered. Mr. Kendrick commended the chairman for balancing the committee and asked that each member make a commitment to be fair and objective. Mr. Taylor stated that there is a number of things to be considered and that is the reason for all of the information. He asked each Regent to carefully review the material to see how the goals and objectives have been met, keeping in mind that most of us who will be making the final judgement have not extended any goals and objectives to the President. He further added that the President has been operating on previously established goals and objectives. Mr. Taylor asked the members to consider the comments, but in the end, to really analyze the material.

Mr. Carter stated that he hoped that everyone understood the rationale behind appointing a committee. He further stated that he did not like the idea of arbitrarily making a decision without extended thought and he has asked the committee to study the situation and come to the Board with a recommendation.

Mr. Taylor stated that he intends to make the report just like he has handled the finance committee reports, stating that a recommendation will be made and if it is not unanimous, both sides will be brought to the Board for decision.

President Stroup expressed appreciation for the way in which the evaluation is being handled, indicating that she thought it is appropriate after five and one-half years that we really sit down and discuss goals and directions of the University.

Mr. Carter expressed his desire to form a committee after this process has been completed to develop a one-, three- and a five-year plan for the overall direction of the University based on our funding constraints. He further added that it is going to take some very serious planning and direction for the President if the University is to continue to develop.

Mr. Taylor stated that if he was not reappointed by the Governor, he would turn all material over to Chairman Carter. Mr. Carter sent a request to the Governor to delay any change in the Board until after the May Board meeting. Mr. Taylor expressed his pleasure in serving on the Board and further complimented the University on its effective operation in comparison to other universities across the state. In addition, he stated that the Governor's Scholars Board is very complimentary of Murray State University and the accommodations for the Governor's Scholars program.

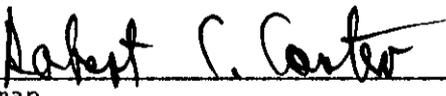
Executive Session

Mr. Carter called for Executive Session for the purpose of discussing personnel items and there being no objections, no vote was called for.

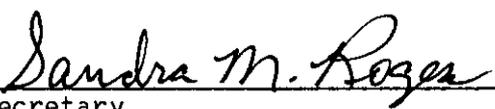
The Executive Session began at 3:20 p.m. and ended at 3:40 p.m.

Meeting Adjourned

There being no further business to come before the Board, Dr. Hurt moved and Mr. Kendrick seconded that the meeting be adjourned. Meeting adjourned at 3:45 p.m.



 Chairman



 Secretary

4.

This page is left blank due to the Attachments to the Minutes of the March 13, 1989, Murray State University Board of Regents meeting.

Sandra M. Rozew
Secretary

Murray State University
Proposed Budget Preparation Guidelines
Fiscal Year 1989-90

Murray State University's appropriation for the second year of the 1988-90 biennium increases by \$1,472,000. This is approximately a 4.3 percent increase over the previous year. Through internal adjustments, the University has identified \$448,873 for reallocation. In addition, tuition and other fee increases, and increased enrollment is expected to generate \$612,087. In summary, new recurring funds for Educational and General purposes for fiscal year 1989-90 are expected to be \$2,532,960.

All funds not needed for required increases in Other Operating Expense or otherwise designated will be used for salary, wage, and fringe benefit increases. These revenue increases, after deduction of debt service and required increases such as maintenance contracts increases, utilities rate revisions, equipment maintenance contracts, and scholarships and student financial aid, provide funds of \$1,637,602 for salary and wages (faculty, professional staff, clerical and support staff). This amount should increase the dollars in our returning faculty and staff personnel base by approximately 5.5 percent.

General Salary Guidelines

Faculty and exempt employees hired on or after April 1, 1989, will not be eligible for any adjustments in salary for 1989-90. Clerical and Support Staff (paid hourly) hired after March 31 will be eligible for increases only up to the new entry level pay rates for their respective grades.

Salary increase funds made available to departments may be used to give increases to any or all employees (i.e., funds made available for faculty increases may be used for increases in either clerical and support staff or professional staff, or vice versa.)

Base salary budgets for positions that are eliminated or downgraded, or salary increase funds not used due to less than satisfactory performance, may be used for additional salary increases or be moved to Other Operating Expense lines.

Over the past several years, there have been no Other Operating Expense increases and quite often these funds are barely adequate to cover current requirements. After careful review, funds from Other Operating Expense may be moved into salaries, but the erosion of these non-salary lines will not be replaced by the University.

Evaluation of personnel is a very important responsibility. Vice Presidents, Deans, Directors, and Chairs must give particular attention to clear evaluation procedures, stated criteria, University objectives, fair treatment, and open communication during this process. Deans, Directors, and Chairs are responsible for clear feedback and evaluation of all personnel. Please assure every person the opportunity to state their case and provide an opportunity for review at the next level.

Specific Salary Guidelines

Faculty--Each college will be allocated an increase of 5.5% on its personnel base. These funds shall be distributed to faculty members according to present Board of Regents' policy:

"The base salary increment shall not be less than 75 percent of the salary increment funds appropriated by the Kentucky General Assembly."

Thus faculty performing at a satisfactory level shall receive a 4 percent increase. The remaining dollars will be awarded to faculty upon the recommendation of department chair and dean consistent with Board of Regents' policy:

"Salary increments above the base salary figure will be based upon the following factors: meritorious performance, extraordinary service to the University, market conditions, and for the purpose of correcting salary inequities."

Faculty Promotions--Dollars will be allocated to cover promotion stipends of \$2,000 each for professors, \$1,000 each for associate professors and \$500 each for assistant professors. This is the sixth year in a plan to increase the stipends for promotions in order to partially address the distance from benchmarks as individuals are promoted.

Additional dollars will be made available to the Vice President for Academic Affairs to meet the most pressing accreditation mandates and to partially address some of the most severe problems in full professor's and other ranks salaries where satisfactory performance is demonstrated.

Exempt Staff--Each Vice President's area will be allocated a pool of money equal to 5.5 percent of its exempt personnel base, to be combined with resource reallocations for distribution to exempt staff based solely upon demonstrated performance. Since position responsibilities vary and most are basically administrative in nature, yearly evaluation must occur to assure accomplishment of departmental, collegiate, and University goals and objectives.

Non-Exempt Staff--Hourly (Non-Exempt) employees performing their responsibilities at a satisfactory level will receive a 4 percent increase. An additional pool of dollars (equivalent to 1.5 percent) will be awarded to individuals consistent with Board of Regents policy.

"Salary increments above the base salary figure will be based upon the following factors: meritorious performance, extraordinary service to the University, market conditions, and for the purpose of correcting salary inequities."

Non-Exempt Staff--Funds for reclassifications will be allocated in order to continue addressing the objectives of our Staff Equalization Plan.

MURRAY STATE UNIVERSITY
SUMMARY OF PROJECTED BUDGET CHANGES
FY 1989-90

PROJECTED CHANGES IN REVENUES:

General Fund revenue (appropriations):		\$ 1,472,000
Reallocations		448,873
Tuition and other fees		612,087
Total revenue increase		\$ 2,532,960

PROJECTED CHANGES IN EXPENDITURES:

Other operating costs:		
Debt Service	\$ 108,200	
Federal matching (Perkins loan and work-study)	46,327	
Unemployment insurance	10,000	
Utilities and required maintenance cost	369,300	
Total other operating costs increases		\$ 533,827
Scholarship increases:		
Athletics	15,590	
Other	17,167	
Border County	37,892	
Total scholarship increases		70,649
Total non-salary increases		604,476
Salaries and fringes:		
Salary and Wages	1,637,602	
Medical insurance increase*	154,000	
Promotions	25,000	
Reclassifications - hourly	11,882	
Special adjustments	100,000	
Total salary increases		1,928,484
Total expenditure increase		\$ 2,532,960

* Medical insurance increase has been estimated as high as \$505,900.



Murray State University

College of Humanistic Studies
 Department of History
 Murray, Ky. 42071-3311 (502) 762-223

March 5, 1989

Dear Regents:

I am enclosing two different budget guideline proposals for your consideration. Both are based on the premise that, while salaries for all categories of university employees (faculty, exempt staff, and non-exempt staff) are on average below salaries at comparable institutions, the funds available to us are inadequate to redress simultaneously the salary problems in all employee categories. If, therefore, we are to make any progress in coping with Murray State's salary needs, or even prevent all employees from falling further behind benchmark comparisons, priorities must be established among the different employment categories and a disproportionate share of available funding directed toward those priorities.

The proposed guidelines presented on February 27 establish such priorities only to the extent of providing \$100,000 for the Vice President for Academic Affairs to use to meet the most pressing salary inequities, accreditation requirements, and market realities stemming from inadequate academic salaries. Otherwise, it proposes that remaining funds (after deductions for promotion stipends, hourly employee reclassifications, and projected increases in operating, scholarship, and insurance costs) be distributed to provide equal percentage increases of 5.5% to all categories of employees. The predictable result will be that average salaries for all categories of employees will fall still further behind their benchmark comparisons.

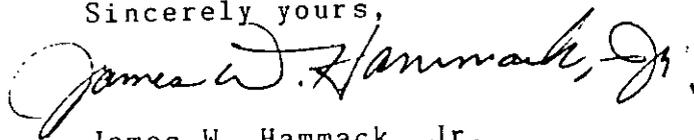
President Stroup has each year of her presidency held operating budgets static and committed every available dollar to salaries. Despite that commitment, faculty salaries have year-by-year lagged further behind benchmark averages. The salary comparisons provided us on February 27 indicate that in 1988/89, comparable institutions in surrounding states increased faculty salaries 6.6%. Murray State faculty increases were 4.1%. That same information graphically illustrates the results of that trend:

1988/89 Average Salary (Rounded to Nearest \$100)			
	<u>Comparable Institutions</u>	<u>Murray State</u>	<u>Difference</u>
Profes.	\$43.6	\$36.7	\$6.9
Assoc.	34.7	31.5	3.2
Asst.	30.1	27.7	2.4
All	33.2	30.0	3.2
1988/89 Average Compensation (Rounded to Nearest \$100)			
Profes.	\$54.1	\$44.5	\$9.6
Assoc.	44.0	38.3	5.7
Asst.	36.6	33.8	2.8
All	43.4	36.6	6.8

The issue behind these figures is not the effect it has on the faculty's standard of living. The issues are the university's ability to hire and retain faculty, maintain faculty morale and productivity, and the resultant effect on continued academic excellence. Those issues represent real problems that have reached critical proportions and must be addressed. For that reason, the enclosed proposals give faculty salaries highest priority and a larger proportion of available dollars. To do so is also, I believe, consistent with the most frequently expressed concerns that prompted reallocation of \$448,873 to the general fund.

A major difference, in fact, between the guidelines presented February 27 and those I am suggesting is that the February 27 guidelines view the \$448,873 in reallocations as part of the "Total revenue increase" available, while I view it as supplemental to revenues derived from state appropriations and tuition. It takes approximately \$298,000 for each 1% salary increase for all employees. State appropriations (\$1,472,000) and tuition and fees (\$612,087) less projected "Changes in Expenditures" (\$604,476) and standing commitments to promotions, reclassifications, and insurance increases (\$190,882) leaves funds for a 4.3% salary increase for all employees. Staff Congress "Minutes" for February 8 indicate that President Stroup projected a 4% increase for staff, "with an additional 1-2 percent available for merit, reclassifications, etc." For exempt and non-exempt staff, therefore, the 4.3% increase provided by state and tuition revenues should be "supplemented" by reallocated dollars to provide a 5% increase. Remaining reallocated dollars should then be used for two purposes: (1) to increase faculty salary increases from the 4.3% derived from state and tuition revenues to 5.5% or higher, and (2) to provide a "Special Adjustment" fund for the Vice President for Academic Affairs. Whether the percentage increase for faculty should be larger, and the "Special Adjustment" fund smaller, is the principal question raised in the two enclosed proposals.

Sincerely yours,



James W. Hammack, Jr.

cc: President Kala M. Stroup
Vice President James Booth
Vice President Ward Zimmerman

SUBJECT: MODIFICATIONS OF PROPOSED BUDGET GUIDELINES
Fiscal Year 1989-90

TO: Board of Regents, Murray State University

FROM: James W. Hammack, Jr.

DATE: March 3, 1989

The following page and paragraph references are to the Murray State University Proposed Budget Preparation Guidelines, Fiscal Year 1989-90 presented to the Board of Regents Finance Committee on February 27, 1989. Changes in those proposed guidelines are underlined. The faculty percentage increase enclosed in brackets in the last line of paragraph 2 below would depend on a decision between the two accompanying budget sheets. Those two summaries of projected budget changes differ only in the final two items under "EXPENDITURES FROM REALLOCATIONS."

Page 1: Paragraphs 1 and 2:

Murray State University's appropriation for the second year of the 1988-89 biennium increases by \$1472,000. This is approximately a 4.3 percent increase over the previous year. Through internal adjustments, the University has identified \$448,873 for reallocations with which to selectively address funding priorities. In addition, tuition and other fee increases, and increased enrollment is expected to generate \$612,087. In summary, new recurring funds for Educational and General purposes for fiscal year 1989-90 are expected to be \$2,532,960.

All funds not needed for required increases in Other Operating Expense or otherwise designated will be used for salary, wage, and fringe benefit increases. Revenue increases from state appropriations, tuition and other fee increases, and increased enrollment (after deduction of debt service and required increases such as maintenance contracts increases, utilities rate revisions, equipment maintenance contracts, and scholarships and student financial aid, and after deducting necessary sums for medical insurance increases, promotion stipends, and non-exempt staff reclassifications) provide funds of \$1,288,729 for salary and wages (faculty, professional staff, clerical and support staff). This amount should increase the dollars in our returning faculty and staff personnel base by approximately 4.3 percent. Recurring funds made available through reallocation will be used to increase the staff base to 5 percent and the faculty base to [5.5 or 6.3] percent.

Page 2: Paragraph 4 under "Faculty":

Additional dollars will be made available to the Vice President for Academic Affairs to meet the most pressing accreditation mandates, enhance non-competitive salaries, and to partially address some of the most severe problems in full professor's and other ranks salaries where satisfactory performance is demonstrated.

Page 2: Paragraphs headed "Exempt Staff" and "Non-Exempt Staff":

Exempt Staff--Each Vice President's area will be allocated a pool of money equal to 5 percent of its exempt personnel base, to be combined with resource reallocations for distribution to exempt staff based solely upon demonstrated performance. Since position responsibilities vary and most are basically administrative in nature, yearly evaluation must occur to assure accomplishment of departmental, collegiate, and University goals and objectives.

Non-Exempt Staff--Hourly (Non-Exempt) employees performing their responsibilities at a satisfactory level will receive a 4 percent increase. An additional pool of dollars (equivalent to 1 percent) will be awarded to individuals consistent with Board of Regents policy.

MURRAY STATE UNIVERSITY
SUMMARY OF PROJECTED BUDGET CHANGES
FY 1989-90

PROJECTED CHANGES IN STATE AND TUITION REVENUES:

General Fund revenue (appropriations):	\$1,472,000
Tuition and other fees	612,087

Total revenue increase from above	\$2,084,087
-----------------------------------	-------------

PROJECTED CHANGES IN EXPENDITURES:

Other operating costs:

Debt Service	\$ 108,200
Federal matching (loan/work-study)	46,327
Unemployment insurance	10,000
Utilities and required maintenance	369,300

Total other operating costs increases	\$ 533,827
---------------------------------------	------------

Scholarship increases:

Athletics	15,590
Other	17,167
Border County	37,892

Total scholarship increases	70,649
-----------------------------	--------

Promotion/Reclassification/Fringes:

Medical insurance increase	154,000
Promotions	25,000
Reclassifications - hourly	11,882

Total Promo/Reclass/Fringes	190,882
-----------------------------	---------

BASE SALARY INCREASE TO ALL EMPLOYEES

Salaries and fringes:

4.3 % derived from state + tuition revenue less above expenditures (based on 1% = \$298,000)	1,288,729
--	-----------

REVENUES FROM REALLOCATIONS

448,873

EXPENDITURES FROM REALLOCATIONS

Additional staff increase to reach 5% (1% increase = \$192,610)	134,827
Additional faculty increase to 5.5% (1% increase = \$105,390)	126,468
Special adjustments	187,578

Total expenditures from reallocations	448,873
---------------------------------------	---------

TOTAL EXPENDITURES

\$ 2,532,960

TOTAL REVENUES

\$ 2,532,960

MURRAY STATE UNIVERSITY
SUMMARY OF PROJECTED BUDGET CHANGES
FY 1989-90

PROJECTED CHANGES IN STATE AND TUITION REVENUES:

General Fund revenue (appropriations):	\$1,472,000
Tuition and other fees	612,087

Total revenue increase from above	\$2,084,087
-----------------------------------	-------------

PROJECTED CHANGES IN EXPENDITURES:

Other operating costs:

Debt Service	\$ 108,200
Federal matching (loan/work-study)	46,327
Unemployment insurance	10,000
Utilities and required maintenance	369,300
	=====

Total other operating costs increases	\$ 533,827
---------------------------------------	------------

Scholarship increases:

Athletics	15,590
Other	17,167
Border County	37,892
	=====

Total scholarship increases	70,649
-----------------------------	--------

Promotion/Reclassification/Fringes:

Medical insurance increase	154,000
Promotions	25,000
Reclassifications - hourly	11,882
	=====

Total Promo/Reclass/Fringes	190,882
-----------------------------	---------

BASE SALARY INCREASE TO ALL EMPLOYEES

Salaries and fringes:

4.3 % derived from state + tuition revenue less above expenditures (based on 1% = \$298,000)	1,288,729
--	-----------

REVENUES FROM REALLOCATIONS

448,873

EXPENDITURES FROM REALLOCATIONS

Additional staff increase to reach 5% (1% increase = \$192,610)	134,827
Additional faculty increase to 6.3% (1% increase = \$105,390)	210,780
Special adjustments	103,266

Total expenditures from reallocations	448,873
---------------------------------------	---------

TOTAL EXPENDITURES	\$ 2,532,960
--------------------	--------------

TOTAL REVENUES	\$ 2,532,960
----------------	--------------

Staff Congress

MURRAY STATE UNIVERSITY Murray, Kentucky 42071

DATE: March 8, 1989
TO: Dr. James Booth, V.P. Academic Affairs
FROM: Murray State University Staff Congress
SUBJECT: Budget Proposals

The following endorsed proposal is hereby submitted for consideration in budget recommendation by the Murray State University Board of Regents for the fiscal year 1989-90.

At the March 8, 1989 meeting of Staff Congress, a motion was placed on the floor by representative Jim Carter stating that the Staff Congress highly supports the current Summary of Projected Budget Changes, FY 1989-90. This summary is identified as page three of the draft titled "Murray State University Proposed Budget Preparation Guidelines, Fiscal Year 1989-90"; and was presented at the February 27, 1989 meeting of the Murray State University Board of Regents.

The motion received a second by representative Rick Pierceall and passed unanimously.

It should also be noted that while Staff Congress supports the dollar allocations of the above mentioned guidelines, we also take exception to the position that all exempt staff raises are to be based 100 percent on merit/demonstrated performance (page 2).

Our proposals to the Board of Regents in November 1988 included the recommendation that professional staff and faculty be treated the same, in line with the policy adopted 5-10-80. Further, we do not believe salaries can be based solely on performance until an evaluation process for exempt staff is in place campus-wide.

Ava Watkins

Ava Watkins, Secretary
MSU Staff Congress

cc/ Dr. Ward Zimmerman