MINUTES OF THE MEETING OF THE BOARD OF REGENTS
MURRAY STATE UNIVERSITY
January 30, 1982

The Board of Regents of Murray State University met January 30, 1982, at 3:30 p.m., in the board Room, Third Floor, Wells Hall, on the campus of the University. The following members were present: Mr. J. W. Carneal, Dr. Charles E. Howard, Mr. Mark McClure, Mr. Jere McCuiston, Mr. Bill Morgan, Mrs. Sara L. Page, Dr. Ed Settle, Mr. Steve West, and Mr. Ron Christopher, Chairman, presiding.

Mr. Jerry Woodall was absent.

Present for the meeting were Dr. Constantine W. Curris, President; Mrs. Patsy Dyer, Secretary of the Board; Mr. Jim Hall, Vice-President for Administrative Services and Treasurer of the Board; Vice-Presidents Marshall Gordon and Richard Butwell; Mr. James Overby, University Attorney; Dr. Rick Stinchfield, Administrative Assistant to the President; Dr. Tom Posey, President, Faculty Senate; members of the news media and visitors.

Chairman Christopher called the meeting to order and Mr. Morgan gave the invocation.

Agenda

The following agenda was presented for the meeting:

AGENDA for Meeting of the Board of Regents
Murray State University
Saturday, January 30, 1982
3:30 p.m.

1. Approval of the Minutes of the following Meetings
   A. September 26, 1981
   B. October 24, 1981
   C. November 14, 1981
   D. November 21, 1981

2. Report of the President

3. Faculty Personnel/Payroll Items
   A. Resignations, Retirements

   RETIREMENTS:
   Name                  Assignment                  Effective
   Alta V. Presson       Professor, Home Economics  12/30/81

   RESIGNATIONS:
   Vicki E. Shell        Project Director & Asst. Prof.,   12/31/81
                         Continuation of Writing Mining
                         Performance Objectives, Industrial
                         Education
   Joan Soulier Adams    Asst. Prof., Nursing         12/18/81
   Martha M. Parker      Visit. Lec., Management &   12/31/81
                         Marketing
   Ralph Firedgen        Asst. Football Coach & Inst., Athletics 1/29/82

   TERMINATION OF CONTRACT:
   Wade A. Northington   Veterinarian III, VDRC     12/15/81
B. Leave of Absence (without pay)

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donald W. Johnson</td>
<td>Professor, Biological</td>
<td>2/1/82–5/31/82</td>
</tr>
</tbody>
</table>

C. Adjustments in Salary

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Change/Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judy S. Payne</td>
<td>Inst., Home Economics</td>
<td>$500.00 for directing workshop on Reading Strategies, Grant #610; effective 11/4/81</td>
</tr>
<tr>
<td>James B. Carlin</td>
<td>Professor, Instruction &amp; Learning</td>
<td>$125 for consultant, workshop on Directed Reading, Grant #610, effective 11/4/81</td>
</tr>
<tr>
<td>Bonnie Higginson</td>
<td>Inst., Home Economics</td>
<td>$125 for consultant, workshop on Grant #610 effective 11/4/81</td>
</tr>
<tr>
<td>Paul McNeary</td>
<td>Asst. Prof., Industrial Education</td>
<td>$800 for Directpr. 8-day workshop for Vocational Administrators, effective 11/23/81</td>
</tr>
<tr>
<td>Paul R. McNeary</td>
<td>Asst. Prof, Industrial Education</td>
<td>$200 for class in Shop Ethics &amp; Attitudes for W. KY Yourh Skills &amp; Trn. Center, effective 11/19/81</td>
</tr>
<tr>
<td>Muckatira Chengappa</td>
<td>Vet. Microbiologist, VDRC</td>
<td>From $27,000/yr to $28,500 p/yr effective 11/16/81; earned certification as Diplomate of Amer. College of Vet. Microbiologists</td>
</tr>
<tr>
<td>Paul Naberezny</td>
<td>Counselor/Instructor, Counseling &amp; Testing Center</td>
<td>$60 for down marker linesman, 4 football games, effective 11/9/81</td>
</tr>
<tr>
<td>J. Kenneth Purcell</td>
<td>Assoc. Prof., Recreation &amp; PE</td>
<td>$60 for down marker linesman, 4 football games, effective 11/9/81</td>
</tr>
<tr>
<td>Michael Stepto</td>
<td>Asst. Prof., Military Science</td>
<td>$60 for down box operator 4 football games; effective 11/9/81</td>
</tr>
<tr>
<td>Gary Brockway</td>
<td>Assoc. Prof., Management &amp; Marketing</td>
<td>$170 for basketball timer 17 games; effective 3/6/82</td>
</tr>
<tr>
<td>James B. Carlin</td>
<td>Professor, Instruction &amp; Learning</td>
<td>$150 for consultant, In-Service Ed. Workshop; effective 11/12/81</td>
</tr>
<tr>
<td>Anne S. Swan</td>
<td>Asst. Prof., Nursing</td>
<td>$130.00 for continuing education services &quot;Basic EKG Interpretation, effective 10/21 &amp; 28/81</td>
</tr>
<tr>
<td>A. C. Krizan</td>
<td>Asst. Prof., Office Administration &amp; Business Education</td>
<td>$600.00 for co-presenter of Seminar, Conferences &amp; Cont. Educ. effective 11/4 &amp; 5/81</td>
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</table>
Adjustments in Salary (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Change/Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jules Harcourt</td>
<td>Professor, Office Administration &amp; Bus. Education</td>
<td>$600.00 for co-presenter of Seminar, Conferences &amp; Cont. Educ. effective 11/4 &amp; 5/81</td>
</tr>
<tr>
<td>Steven H. Jones</td>
<td>Inst., Sociology &amp; Anthropology</td>
<td>Additional $50.00 p/mo. effective 12/14/81; doctorate completed</td>
</tr>
<tr>
<td>Frank Nelson Ford, Jr.</td>
<td>Asst. Prof., Computer Studies</td>
<td>From $21,620 (acad) to $22,120 (acad) effective 1/1/82; Ph.D completed</td>
</tr>
<tr>
<td>Allan L. Beane</td>
<td>Asst. Prof., Spec. Educ.</td>
<td>$75 for consultant to Workshop, 10/28/81</td>
</tr>
<tr>
<td>Lowell Latto</td>
<td>Asst. Prof., Prof. Studies</td>
<td>$75 for consultant, Center for Leadership Studies, effective 12/7/81</td>
</tr>
</tbody>
</table>

D. Employment

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Salary</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hashim N. Abid</td>
<td>Veterinary Pathologist</td>
<td>$37,000/yr</td>
<td>11/24/81</td>
</tr>
<tr>
<td>C. Russell Jensen</td>
<td>Visiting Asst. Prof., History</td>
<td>8,640</td>
<td>1/1/82--5/31-82</td>
</tr>
<tr>
<td>Ann G. Minor</td>
<td>Clin. Inst., Nursing</td>
<td>6,500 (spring)</td>
<td>1/4/82</td>
</tr>
<tr>
<td>Diana M. Spillman</td>
<td>Inst., Home Ec/Child St.</td>
<td>1,350/mo</td>
<td>1/1/82--5/31/82</td>
</tr>
<tr>
<td>Debra J. Jeter</td>
<td>Visit. Lect., Management</td>
<td>8,500 (spring)</td>
<td>1/1/82</td>
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E. Adjunct, Special Non-Credit, and Overload Compensations

ADJUNCT FACULTY

<table>
<thead>
<tr>
<th>Name</th>
<th>Course</th>
<th>Semester</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Ronald D. Dayley</td>
<td>GSC 510-01</td>
<td>Spring</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Freddie P. Allgood</td>
<td>ENT 380</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Cynthia W. Turnbow</td>
<td>ENG 102-05</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Marcia M. Johnson</td>
<td>ENG 103-30</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Deborah M. Sparks</td>
<td>ENG 101-02</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Mary A. Anderson</td>
<td>VST 120</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>Mary A. Anderson</td>
<td>VST 121</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>Robert W. Hopkins</td>
<td>PHE 150-01</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td></td>
<td>PHE 260-01</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>Léo F. Green</td>
<td>JOU/MTV 546</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>Sandy Forrest</td>
<td>PHE 119-01</td>
<td>Spring</td>
<td>200.00</td>
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<tr>
<td>Frances M. Clark</td>
<td>MUS 316-01</td>
<td>Spring</td>
<td>240.00</td>
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<tr>
<td>Dan J. Lauby</td>
<td>PHE 119-03</td>
<td>Spring</td>
<td>200.00</td>
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<tr>
<td>Roland H. Oddera</td>
<td>PHE 118-01</td>
<td>Spring</td>
<td>200.00</td>
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<tr>
<td>John R. Reagan</td>
<td>PHE 416-01</td>
<td>Spring</td>
<td>670.00</td>
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<tr>
<td>Vicki D. Stayton</td>
<td>SED 526-01</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>Susan H. Blackford</td>
<td>CDI 378-01</td>
<td>Spring</td>
<td>666.66</td>
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<tr>
<td>Delbert Honchul</td>
<td>MGT 570</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Lisa S. Houston</td>
<td>ECO 231-09</td>
<td>Spring</td>
<td>2,000.00</td>
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<td></td>
<td>ECO 231-10</td>
<td>Spring</td>
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<tr>
<td>Frank H. Julian</td>
<td>LST 310</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>Joann P. Niffenegger</td>
<td>SED</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>David Travis</td>
<td>FIN 331-01</td>
<td>Spring</td>
<td>1,000.00</td>
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<tr>
<td>Ted L. Vaught</td>
<td>MKT 366</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Maura C. Yoo</td>
<td>MAT 109-06</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Sally T. Guy</td>
<td>ART</td>
<td>1st 3 wks.</td>
<td>187.50</td>
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<tr>
<td>Emily W. Wolfson</td>
<td>ART</td>
<td>1st 3 wks.</td>
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<tr>
<td>Emily W. Wolfson</td>
<td>ART</td>
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<tr>
<td></td>
<td></td>
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<td>of fall sem.</td>
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OVERLOAD

<table>
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<tr>
<th>Name</th>
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<th>Semester</th>
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<tbody>
<tr>
<td>Joseph N. Jackson</td>
<td>RTV 270-02</td>
<td>Spring</td>
<td>$1,000.00</td>
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<tr>
<td>Frank E. Blodgett</td>
<td>RTV 450</td>
<td>Spring</td>
<td>500.00</td>
</tr>
<tr>
<td>Tommy D. Kennedy</td>
<td>RTV 450</td>
<td>Spring</td>
<td>500.00</td>
</tr>
<tr>
<td>Melvin E. Page</td>
<td>IDC 101</td>
<td>Fall</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Elizabeth G. Blodgett</td>
<td>CDI 672-01</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Lewis L. Bossing</td>
<td>ELE 649-81</td>
<td>Spring</td>
<td>1,000.00</td>
</tr>
<tr>
<td>Viola F. Miller</td>
<td>CDI 648-01</td>
<td>Spring</td>
<td>666.66</td>
</tr>
<tr>
<td>Nancy G. Smith</td>
<td>CDI 340-01</td>
<td>Spring</td>
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NON-CREDIT SPECIAL INTEREST COURSES

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<tr>
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<th>Course</th>
<th>Amount</th>
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<tbody>
<tr>
<td>John G. Taylor</td>
<td>Understanding Self and Others In The Work Place</td>
<td>$50.00</td>
</tr>
<tr>
<td>Cathy V. Mattis</td>
<td>Danceaerobics</td>
<td>543.75</td>
</tr>
<tr>
<td>Elmo Reed</td>
<td>Guitar (Beginning)</td>
<td>168.75</td>
</tr>
<tr>
<td>Laverne C. Ryan</td>
<td>Beginning Typewriting</td>
<td>540.00</td>
</tr>
<tr>
<td>Adam B. Lanning</td>
<td>Beginning Marathoning</td>
<td>67.50</td>
</tr>
<tr>
<td>Linda Haverstock</td>
<td>Danceaerobics</td>
<td>543.75</td>
</tr>
<tr>
<td>Alma L. Tracy</td>
<td>Bridge (Beginning)</td>
<td>375.00</td>
</tr>
<tr>
<td>Charles R. Thurman</td>
<td>Ballroom Dancing</td>
<td>262.50</td>
</tr>
<tr>
<td>Diana L. Rabatin</td>
<td>Tole and Decorative Painting</td>
<td>236.25</td>
</tr>
<tr>
<td>Dorothy M. Byrn</td>
<td>Genealogy</td>
<td>169.00</td>
</tr>
<tr>
<td>Betty L. Boston</td>
<td>Securities and Investing—How It Affects You</td>
<td></td>
</tr>
<tr>
<td>Connie J. Boltz</td>
<td>Selecting or Changing Your Career</td>
<td>20.00</td>
</tr>
<tr>
<td>Paul F. Blankenship</td>
<td>The Book of Psalms</td>
<td>56.25</td>
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4. Staff Personnel/Payroll Items

A. Retirements, Resignations, Terminations

Reduction in Force:

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tommy Kimbro</td>
<td>Carpenter B, temp. Phys. Plant</td>
<td>12/22/81</td>
</tr>
<tr>
<td>Timothy Cooksey</td>
<td>Electrician B, temp. Phys. Plt</td>
<td>12/22/81</td>
</tr>
<tr>
<td>Billy Walker</td>
<td>Mechanical Servicemen, temp. Phys. Plant</td>
<td>12/22/81</td>
</tr>
<tr>
<td>William Kinsolving</td>
<td>Electrician A, temp. phys. Plt</td>
<td>12/22/81</td>
</tr>
<tr>
<td>Homer Lovett</td>
<td>Carpenter A, temp. Phys. Plant</td>
<td>12/22/81</td>
</tr>
<tr>
<td>Terry McClard</td>
<td>Laborer, temp., Physical Plant</td>
<td>12/22/81</td>
</tr>
<tr>
<td>Ellen Buskuehl</td>
<td>Secretary, YACC</td>
<td>11/30/81</td>
</tr>
<tr>
<td>Gregory Wheatley</td>
<td>Employability Prep Specialist, West KY Youth Skills &amp; Training</td>
<td>11/30/81</td>
</tr>
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Retirement:

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frances A. Thurmond</td>
<td>Locker Room Attendant, Recreation &amp; Physical Education</td>
<td>1/4/82</td>
</tr>
<tr>
<td>Mary E. Warren</td>
<td>Salad Worker, Food Services</td>
<td>12/16/81</td>
</tr>
<tr>
<td>Opha B. Spiceland</td>
<td>Cashier, University Store</td>
<td>12/9/81</td>
</tr>
<tr>
<td>Dorothy Farris</td>
<td>Library Clerk, Library</td>
<td>1/29/82</td>
</tr>
</tbody>
</table>

Resignation:

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robin M. Farley</td>
<td>Mover, Physical Plant</td>
<td>1/12/82</td>
</tr>
<tr>
<td>Kevin C. Wilson</td>
<td>Serviceman B, Physical Plant</td>
<td>1/15/82</td>
</tr>
<tr>
<td>James W. Yaple</td>
<td>Work Coord., YACC</td>
<td>12/7/81</td>
</tr>
<tr>
<td>Kenneth J. Canady</td>
<td>MOS Inst., Fort Campbell</td>
<td>12/11/81</td>
</tr>
<tr>
<td>Regina M. Baggett</td>
<td>Library Assistant, Library</td>
<td>1/15/82</td>
</tr>
<tr>
<td>Jim E. Rucker</td>
<td>Bus Driver, Inst. &amp; Learning</td>
<td>12/22/81</td>
</tr>
<tr>
<td>Phyllis G. Price</td>
<td>Clerk Typist, Speech &amp; Theatre</td>
<td>1/27/82</td>
</tr>
<tr>
<td>Lola P. Lewis</td>
<td>Secretary, Learning Center</td>
<td>1/20/82</td>
</tr>
<tr>
<td>Carlton D. Litchford</td>
<td>Sub. Worker, Food Services</td>
<td>1/7/82</td>
</tr>
<tr>
<td>R. C. Miller</td>
<td>Auto Mechanic, Physical Plant</td>
<td>2/25/82</td>
</tr>
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### Discharged:

<table>
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<tr>
<th>Name</th>
<th>Assignment</th>
<th>Effective</th>
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<tbody>
<tr>
<td>Willie O. Reed</td>
<td>Dishroom Wrkr, Food Services</td>
<td>11/16/81</td>
</tr>
</tbody>
</table>

### B. Adjustments in Salary

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Change/Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pamela G. Underwood</td>
<td>Director, Jackson Purchase Area Health Education System</td>
<td>From $23,600/yr to $11,800/yr effective 11/1/81; part-time 2/1/82</td>
</tr>
<tr>
<td>Harold Hutson</td>
<td>Custodian Leader, Physical Plant</td>
<td>From Custodian G2 at $3.52 p/hr to Leader G4 at $3.91 p/hr effective 11/14/81</td>
</tr>
<tr>
<td>Kathleen D. Fleming</td>
<td>Adm. Sec. G7, Teaching &amp; Media Resources</td>
<td>From Sec. G6 at $4.49 p/hr to Adm Sec G7 at $4.79 p/hr effective 1/4/82; job audit reclassification</td>
</tr>
<tr>
<td>Nancy F. O'Cain</td>
<td>Adm. Sec. G8, Athletic Department</td>
<td>From Sec. Athletic Promotion at $4.14 p/hr to Adm Sec at $5.04 p/hr effective 1/4/82</td>
</tr>
<tr>
<td>Stephen S. Hobbs</td>
<td>Swine Herdsman, Farm</td>
<td>From 5.17 p/hr to $14,000 p/yr effective 7/1/81</td>
</tr>
<tr>
<td>William N. Rice</td>
<td>Farm Coord., Farm</td>
<td>From 15,000/yr to $16,300/yr effective 7/1/81</td>
</tr>
<tr>
<td>Claire M. Benton</td>
<td>Exec. Sec. C10, VP for Administrative Services</td>
<td></td>
</tr>
<tr>
<td>William L. Call</td>
<td>Electronics Engineer, Environmental Sciences</td>
<td>$195 for use of van for PA System jobs for period 8/25/81--12/11/81</td>
</tr>
<tr>
<td>Ann M. Palormo</td>
<td>Work Coord., Kenlake, YACC</td>
<td>From Program Devel/Writer, W KY Youth Skills at $14,244.38/yr (reduction in force) to Work Coord., Kenlake, YACC at $4.75/hr 1/1/82--4/30/82</td>
</tr>
<tr>
<td>Dana J. Bullock</td>
<td>Secretary, Learning Center</td>
<td>From YACC to Learning Center effective 1/1/82, at $4.40/hr.</td>
</tr>
<tr>
<td>M. Lucille Rudolph</td>
<td>Cashier, University Store</td>
<td>From Clerk G4, at $3.99/hr to Cashier G5, at 4.14/hr effective 12/10/81</td>
</tr>
<tr>
<td>Colleen A. Boarman</td>
<td>Sec., YACC</td>
<td>From W KY Youth Skills to YACC Sec., $3.71/hr effective 1/1/82 -- 4/30/82</td>
</tr>
<tr>
<td>Carol H. Hoffman</td>
<td>Sign Graphics Designer, Eng. &amp; Arch. Services, Physical Plant</td>
<td>$1200 for 1/4/82--2/26/82 for Graphic Artist Silk Screen, KY Human. Grant #79G117</td>
</tr>
</tbody>
</table>

### C. Employment

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Salary</th>
<th>Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>P. Ann Henry</td>
<td>Projector Director, temp. p-t, Fire Personnel Training Materials, Industrial Education</td>
<td>$3,720 for 1/1/82--6/30/82</td>
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<tr>
<td>Calvin R. McKay</td>
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<td>7.01/hr</td>
<td>11/2/81</td>
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<td>Barbara Alexander</td>
<td>Dishroom Wrkr, Food Service</td>
<td>3.52/hr</td>
<td>11/30/81</td>
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<td>James L. Geurin</td>
<td>Pots &amp; Pans Wrkr, Food Srvc.</td>
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**Employment (continued)**

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<tr>
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<td>140/da</td>
<td>11/16--21/81</td>
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<tr>
<td>Martha Roberts</td>
<td>Hostess, Racer Room</td>
<td>275 for</td>
<td>9/5--11/21/81</td>
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<td>James Bramley</td>
<td>Custodian, Physical Plant</td>
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<td>Karen A. Jones</td>
<td>Sec. G6, Safety Engineering &amp; Health</td>
<td>4.40/hr</td>
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<td>Michael Stepko</td>
<td>Basketball timer, 17 games, Athletic Tickets</td>
<td>170 payable</td>
<td>3/6/82</td>
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<tr>
<td>Pamela Rusk</td>
<td>Presenter of Seminar, Conferences &amp; Cont. Educ.</td>
<td>350 for</td>
<td>12/8/81</td>
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<tr>
<td>Arthur Jeffery</td>
<td>Scorer, 17 games, Athletic</td>
<td>170 payable</td>
<td>3/6/82</td>
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<tr>
<td>Randy Herndon</td>
<td>PA Announcer, 19 games, Athletic Tickets</td>
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<td>James R. Baurer</td>
<td>Game room Supv., University Center</td>
<td>12,000/yr</td>
<td>12/14/81</td>
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<tr>
<td>Johnny R. Miller</td>
<td>News writer, Information &amp; Public Services, p-t, Temp.</td>
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<tr>
<td>Richard Stacy</td>
<td>MOS Inst., Fort Campbell</td>
<td>7.50/hr</td>
<td>12/14/81</td>
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<tr>
<td>Gary Crum</td>
<td>Director, Energy Management Assistance Program</td>
<td>1,600/mo</td>
<td>1/1/82 -- 4/30/82</td>
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<tr>
<td>Judy C. Mitchell</td>
<td>Bus Driver, Inst. &amp; Lrn.</td>
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<td>Timothy Cooksey</td>
<td>Electrician B, Repair fire alarm &amp; smoke dec. systems, Physical Plant, temp.</td>
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<td>William Kinsolving</td>
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<td>Fred L. Thomas</td>
<td>Model, Art Department temp., p-t</td>
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<td>Katherine Thweatt</td>
<td>Cashier G4 University Store</td>
<td>3.91/hr</td>
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<tr>
<td>Rosemary Warner</td>
<td>Adm. Asst/Secretary, W KY Small Bus. Dev. Center</td>
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<td>Phyllis D'Angelo</td>
<td>Computer Operator, CAUSE Grant, p-t</td>
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**D. Student Assistantships**

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Andrew J. Rice</td>
<td>Baseball</td>
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<td>11/9/81</td>
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<tr>
<td>Donna C. Harris</td>
<td>Rural Development Institute</td>
<td></td>
<td>11/20/81</td>
</tr>
<tr>
<td>Deborah A. Plummer</td>
<td>Special Education</td>
<td></td>
<td>12/21/81</td>
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<tr>
<td>Amy B. Spears</td>
<td>Special Education</td>
<td></td>
<td>12/21/81</td>
</tr>
<tr>
<td>Toni M. Warren</td>
<td>Human Development &amp; Learning</td>
<td></td>
<td>11/8/82</td>
</tr>
<tr>
<td>Timothy W. Highbaugh</td>
<td>Recreation &amp; PE</td>
<td></td>
<td>12/18/81</td>
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<tr>
<td>Janna Presley</td>
<td>Professional Studies</td>
<td></td>
<td>12/31/81</td>
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<tr>
<td>Mary M. Browning</td>
<td>Psychology</td>
<td></td>
<td>12/21/81</td>
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<td>Gerry T. Cagle</td>
<td>Criminal Justice</td>
<td></td>
<td>1/1/82</td>
</tr>
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<td>Gary L. Atkinson</td>
<td>Dean, Business &amp; Public Affairs</td>
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<td>1/5/82</td>
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<tr>
<td>Linda L. Begley</td>
<td>Speech &amp; Theatre</td>
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**RESIGNATIONS:**

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<tr>
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<tr>
<td>Linda L. Begley</td>
<td>Speech &amp; Theatre</td>
<td>12/16/81</td>
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5. Appointment of Chairman, Department of Instruction and Learning

I recommend the appoint of Dr. Truman Whitfield as Chairman and Associate Professor of Instruction and Learning, effective January 1, 1982, at an annual salary of $30,000.

Dr. Whitfield, a native of Central City, received his bachelor's and master's degrees from Western Kentucky University and earned his doctorate from Ohio State. He joined Murray State University in 1977, after having taught in the public schools and at the University of Houston. The author of several publications and presentations in the areas of curricular design and field responsive education, Dr. Whitfield has headed the University's in-service education program working with the public schools in our region for the past two and one-half years.

6. Policy on Summer Session

I recommend that Murray State return to the eight-week summer session, replacing the two five-week summer sessions operational the past two summers. While the two five-week sessions proved satisfactory, the financial limitations suggest a return to the eight-week session. The University anticipates as auxiliary operation savings as a result of this action.

7. Office of Civil Rights mandated endorsement of the State Higher Education Desegregation Plan

The Office of Civil Rights has accepted a revised higher education desegregation plan prepared by the Council on Higher Education at the request of the Governor. Each university was required to submit a letter indication that it accepted the goals and benchmarks of the plan. That letter, in a prescribed format, was signed by Chairman Christopher and me, and forwarded to Frankfort this Monday. Enclosed is a copy of that letter.
We are also enclosing a) copy of the full State's Desegregation Plan, and b) Dr. Stinchfield's summary of that plan as it affects Murray State. The impact upon us is minimal. We must 1) modify in a limited way the affirmative action plan the Board previously adopted, 2) strengthen our effort to attract more Black students, especially community college graduates, and 3) participate in a plan for the relocation of Black faculty at Kentucky State (if necessary), yet we would retain our hiring autonomy. Inasmuch as these commitments were consistent with earlier policy decisions of the Board, both the Chairman and I felt comfortable in signing the required letter and bringing those commitments to you for formal action at this meeting.

I recommend that the board adopt the desegregation goals and interim benchmark adjustments directly relating to Murray State University as official policy of the University.

8. Registrar's Report

Upon recommendation of the Faculty and certification by the Registrar, the attached list of university graduates are recommended for official degree conferral.

9. Executive Session (Mr. Overby on litigation matters)

Minutes of the Meetings of the Board of Regents held on September 26, 1981; October 24, 1981; November 14, 1981; and November 21, 1981, Approved

Chairman Christopher called for additions or corrections to the minutes of the meeting held on September 26, 1981; to the minutes of the meeting held on October 24, 1981; to the minutes of the meeting held on November 14, 1981; and to the minutes of the meeting held on November 21, 1981. There being no additions or corrections, Mrs. Page moved that the minutes of the foregoing meetings be accepted and approved as presented. Dr. Settle seconded. Upon call for the vote, all voted aye and the Chairman declared motion passed.

Report of the President

Dr. Curris: Inasmuch as this meeting has been called on a rather limited time notice, the Chairman indicated that he thought it would be helpful if I would give some kind of report on the issue of funding for higher education. So, I will confine my remarks to that topic.

I wish to pass around a statement describing Kentucky's regional universities. This information has been and is being circulated in Frankfort. It is basically a summary of our position as we are involved in working with legislators and other officials in Frankfort. Governor Brown has indicated that he will submit his recommendations for funding to the General Assembly. The exact time of his funding recommendation is unknown, but most individuals seem to feel that this coming week he will make his funding recommendations. He did indicate to me last Thursday that he is not satisfied with the proposal submitted to him by the Council on Higher Education, that he really is not satisfied with any of the proposals that have been submitted, and he will take whatever time is necessary to do the right thing, and until he is satisfied with a proposal he will delay proffering one to the General Assembly.

It is also evident from some of the discussions with some of the leadership in the House and the Senate that they are very much interested in coming up with some kind of compromise to avoid this issue hitting the floor of the General Assembly, and I would expect between now and the time in which the Governor makes an official announcement, there will be considerable discussion geared to finding an appropriate answer to the dilemma, basically that confronts the State relative to funding. I should also point out that the Governor has expressed and reiterated his concern about program duplication at all the universities, and his lack of comfort in that there hasn't been substantive action taken thus far to eliminate what he deems as unnecessary duplication. As has been reported in the newspapers, this issue is being discussed quite widely among legislators, the Governor's cabinet, and among observers of the Frankfort scene. I think there is a desire on the part of most people to come up with some kind of compromise resolution. Whether that can come to pass, of course, is still up in the air. As I mentioned to you in the letter I sent, both the Chairman, Mr. Christopher, and the Vice Chairman, Mr. Carneal, have given special efforts in working the chairman and vice chairman of other regional universities in an effort to present the case for the regional universities. At this point, I guess unless some other development occurs, we are awaiting some actions. It is my understanding that yesterday faculty leaders from throughout the Commonwealth met with the Governor to discuss the implications of higher education funding for faculty salaries and virtually all the feedback you get from the various meetings the Governor is having, is that he is interested in the problem, he is trying to learn as much as he can about the problem, and is slowly moving to some kind of position that he will enunciate to the General Assembly.
Mr. Christopher: Any questions? Any other comments?

Mr. West: Tom Posey and I did have the opportunity to meet with the Governor yesterday afternoon. He indicated to us that he would reach some kind of decision by Tuesday or Wednesday, which is certainly the middle of next week. Program duplication definitely was on his mind. The group did try to make the point, especially at the undergraduate level, that the savings that might be made are not significant and, of course, there were those in the room that had graduate programs, but we didn't get into a discussion of that.

Mr. Christopher: Any other comments?

Mr. Carneal: I apologize publicly that we had Ron standing on the runway out here the other morning at seven o'clock, and we made three or four passes. So, the Vice Chairman went up without the Chairman of this Board.

I would like to make one comment about this duplication of effort in programs. The Governor went through the same program he's outlined many times, and I told him I've heard that about five times before, and he said you'll probably hear it again. I said I would like to make this one point with you. We met down at Murray about every other week last year. Maybe we didn't accomplish a whole lot, but if we had devoted our entire time to duplication of programs between our university and others, I doubt if we would have been able to make any changes at all because it takes time. Everyone on your boards of regents are busy people; they have other things to do. When you meet once a month and start talking about something, invariably there's information that you need that you don't have. So, you have to go back another time and meet and say, well, you'll have this information next time, and the first thing you know, a year's gone. It gets away so quickly. The thing, I think, that frustrates him and all of us in business is the fact that we can't get things done as fast with government entities as you can in private industry. He said he was aware of that, and I pointed out—even though I didn't make the meeting—we have had one joint meeting with Western's Board, and I was pleased that we had. I never thought there would be one. I said there would be others—Ron, I hope we follow up on that—and that there were committees working and possibly he was making a lot more progress in that area than he anticipated.

The first point that we made on the budget was not the proposal that was later talked about, but was to restore all the universities to where they were; we made two cuts in the last budget. Just put everybody back to where they are; whatever money you've got, just put it in back in the same proportion that we gave it up until you get us back to where we were, and then we'll talk about excess funds. That didn't go over too good, but anyhow we advanced that idea, but I think it has a lot of merit.

Another thing there seems to be a lot of confusion about is this mission formula. I'm not sure that I understand it, but it is also my understanding that this Board has not adopted a mission formula. We talked about that and some people are of the opinion—and I think he was—that that was an exact scientific formula. You put your dollars in there and apply the formula to it and out comes all the answers without a flaw. We said that just is not so.

Mr. Christopher: That came about in 1977, isn't that right? And some of the regionals did adopt the formula. It might be of some benefit, Dr. Curris, if that were explained briefly.

Dr. Curris: Our mission is spelled out in the Statutes of the Commonwealth of Kentucky. The Statutes also give authority to the Council on Higher Education to prepare plans that are consistent with the Statutes and submit them to the Governor as to the future of the Commonwealth of Kentucky. It doesn't say the Council has any authority to determine anybody's mission, but obviously, there is an impression that the Council has that authority, but it's not there in the Statutes. The Council adopted mission statements in 1977. Those mission statements are vague, general.
Dr. Zacharias at Western frequently comments that he has authority to operate a hippopotamus farm under that mission statement, but there is some area where there is some detail in those Council mission statements and that was an effort to delineate what the role of the University of Louisville would be as opposed to the role of the University of Kentucky because there had been a great deal of competition between those two institutions. Those mission statements were adopted. When the Council on Higher Education met at Murray this past summer, there was discussion of mission statements. Sara, you were there, and the consensus was that the mission statements were not sufficiently precise and understandable and that they needed to be worked on. There was also discussion there that the institutions should be involved in determining what their mission statements were, and if I recall, one or two members of the Council told the staff to make sure the institutions get involved in the event there's going to be any kind of revision of the mission statements. Then came the Council's funding recommendations, and the substance of the funding recommendations were basically a new approach taken by the Council that very few people and none of the regional presidents were aware was going to occur. This new funding approach which has been discussed extensively was called mission model, saying that what we were doing with this new funding approach was to relate financing of higher education to the missions, and that for the first time we were going to fund institutions to do their missions. Well, we dispute that as a myth. We feel since Murray State was established as a normal school, we've been funded to do our mission, and the mission hasn't changed but the Council has changed the way they want to finance higher education and are calling it mission model funding.

Some institutions have adopted a mission statement or adopted the mission statement adopted by the Council—adopted it or their own. This Board has never adopted the Council's mission statement as our own mission statement. We've adopted a set of policies and objectives for the institution, but we've never adopted the mission statement. One of the reasons was that in 1977 when the Council passed this, it was so vague that it really wasn't understandable from the standpoint of what does it mean. The sentiment that was prevalent in the University among the people that discussed it was that why take something to the Board to adopt when you can't explain what it means to the Board, plus the fact if we adopted the same thing the Council on Higher Education adopted and the Council interpreted it in a given way, this Board may not be happy with that interpretation, so it ought not to be on record as interpreting something that wasn't clear and precise. My understanding is that some institutions have adopted mission statements the same as or akin to what the Council adopted. That is pretty much my understanding of the question.

Mr. Christopher: Thank you, Dr. Curris. Any other comments or questions?

Faculty Personnel/Payroll Items, Approved

Dr. Curris: We knew this would be a rather short meeting. We thought it would be rather helpful if we could proceed to deal with those personnel items that needed action since it had been some time since the Board has met. I believe these are routine in nature, and I would recommend approval by the Board.

Mr. Christopher: Any questions?

Dr. Howard: I move that the Board approve the Faculty Personnel/ Payroll items listed in item 3 A-E of the agenda.

Mr. Carneal: Second.

Mr. Christopher: Madam Secretary, call the roll, please.

Mr. Carneal aye
Dr. Howard aye
Mr. McClure aye
Mr. McGuiston aye
Mr. Morgan aye
Mrs. Page aye
Dr. Settle aye
Mr. Christopher aye

Mr. Christopher: Motion passes.

Staff Personnel/Payroll Items, Approved

Dr. Curris: I recommend approval of the staff personnel items.

Mr. Christopher: Any questions?
Mrs. Page: I move we accept the recommendation and the Staff Personnel/Payroll Items listed in item 4 A-D be approved.

Mr. West: Second.

Mr. Christopher: Mrs. Dyer, would you call the roll, please.

Dr. Truman Whitfield appointed Chairman of the Department of Instruction and Learning

Dr. Curris reviewed the recommendation in item 5 of the agenda.

Mr. Christopher: Any questions?

Dr. Howard: I move the recommendation be approved and Dr. Truman Whitfield be appointed Chairman and Associate Professor of the Department of Instruction and Learning effective January 1, 1982, at an annual salary of $30,000.

Mr. Carneal: Second.

Mr. Christopher: All those in favor, say aye; opposed, nay. There being no nays, motion passes.

We congratulate Dr. Whitfield.

Policy on Summer Session, Adopted

Dr. Curris: I wrote members of the Board several weeks ago on this matter. We are recommending that Murray State University return to an eight-week summer session replacing the 2 five-week sessions that have been operational for the past two summers. While the two sessions proved satisfactory, the financial limitations at this and other universities suggest a return to the eight-week session. We anticipate savings in our auxiliary operations as a result of this action and perhaps some savings in the area of energy conservation. Dr. Butwell, do you recall the figures? They were discussed a while back.

Dr. Butwell: In originally making the proposals, we estimated a savings of $35,000-$50,000 depending on what facilities were not used during the two-week shorter period. So, it could be as high as $50,000, but certainly in the range of $30,000-$35,000, and that has nothing to do with the auxiliary services you mentioned.

Mr. Christopher: I was informed that Mr. Pool wished to address this Board, perhaps on this issue. Is that right, Mr. Pool?

Mr. Steve Pool: Yes, I'm just a common ordinary John Doe. My name is Steve Pool. I don't often appear at a place like this, but I believe that this is something that is being considered that involves several students who make maximum use of the summer school facilities. I think that Dr. Curris has already stated that they do operate satisfactorily, there's advantages to them there's no doubt, and that the one concern is for the cost of money. I can understand that and that you people want to get maximum dollars for your services rendered to people at the University, but you have several students of the 2 five-week summer sessions who have anticipated that this program would continue for some time. They're in the middle of acquiring degrees and they were expectant that this would go ahead and continue. I feel that probably the 2 five-week summer sessions are worth the additional costs, but I'm not knowledgeable on that basis. I would plead that there is a group of students that you should allot a certain amount of time to and that the decisions that they have made would not be jolted to the extent that they couldn't go ahead and acquire their degrees in at least one more 2 five-week summer sessions. That would also post them more notice that they may be discontinued or that they are going to be. I could go into some detail with you and stress individual items, but I don't believe I should take your time or anything like that. I do think that you need to consider that these students have a right to expect a fair shake in the planning of the courses that are offered them. For you to abruptly change it affects a considerable amount of your students.
I also would say to you that people who make maximum use of the full summer session are some of your most dedicated students that you have at this university. With 2 five-week summer sessions, it would be possible for a student to acquire 14 hours. I don't know what the maximum would be under the 1 eight-week summer session, but this would, of course, eliminate crowded schedule of courses with lab. When you go to 1 eight-week summer session, it's not practical to get two of those in and still get another course in. I thank you for your time.

Mr. Christopher: Thank you, Mr. Pool

Mr. McClure: Just an echo of what's been said. I'll start it off by saying this week students took a unanimous stand against going to a single eight-week session. They didn't feel that it would benefit the students from the perspective of the student. Like Mr. Pool said, there are a lot of individual items that could be examined when you're considering going to a single eight-week session, but if you effect the happiness of 12 students at this university and for some reason you lost 12 students at this university due to the change, you're talking about a loss of approximately the same amount of money you gained by changing the system. When you put it into that kind of perspective, you're not doing yourself a whole lot of good. I've received a thousand calls and so have a lot of people on this Board about the issue. You're going to upset a whole lot of people if you go to a single eight-week session. I don't necessarily think it's worth the savings.

Mrs. Page: How many students do you think are really going to have to change their plans? Will there be some who will not be able to graduate?

Mr. McClure: I've got at least eight calls under that sort of situation.

Mrs. Page: How many hours would they lack? What about a correspondence course or something?

Mr. McClure: Each case would have to be analyzed. I didn't go into it in that kind of depth, but I've gotten many calls—a lot more than 12.

Dr. Matarazzo: I teach out in the field, and it affects the people who use the summer school. They have told me that it is going to interrupt their programs for the summer. They were planning on coming for 2 five-weeks. The point that Mr. Pool makes is that they didn't get sufficient notice to make the adjustment. If there was a lag time where they could say, well, you notified us, and we could plan for the next year to do it. I told the people to write backing the 2 five-week plan for one more year so then they could plan for the following year, but out in the field they talked to me about it, and that's what I told them. I said I think they're going to give us a lead time, but the decision was made here the last few weeks. I think they should have some lead time; I think it ought to go one more summer until we can get the thing going, and it would be fair to everyone concerned.

Dr. Butwell: Mr. Chairman, could I just quickly fill you in on the facts as to the schedule we have followed. The proposal came from the Deans Council and myself in September more or less at the same time a proposal of a similar sort was made by the Vice President for Academic Affairs at Western Kentucky University, which has adopted in a single year the transition from 2 five-week summer sessions to 1 eight-week summer session. They went the way we did three years ago, and they are changing it this time as well. In October the proposal was thoroughly reviewed by the Deans Council and unanimously recommended to President Curris and was discussed in the Cabinet. At the suggestion of Dr. Curris, I met with the Faculty Senate at their November meeting—all this incidentally was reported at the time in the Murray State News—and the Faculty Senate took the proposal and assigned it to three of its major standing committees: Curriculum, Personnel, and Finance. At the next meeting, which I think was a special meeting devoted to this subject, only two of the committees had completed their review. They reported back positively and at the regular December meeting of the Faculty Senate by a vote of 28 to 3, the Faculty endorsed the proposal. I have not had a complaint to my office from any source. I haven't had a written complaint. I haven't had a telephone complaint. This past week examining—in view of the bad weather for January—the starting date and possible impact of snow days, Dr. William Payne in my office called all the superintendents' offices. Now, he did not poll them on should we go ahead with this, but he said something to the effect that given the fact we're talking about eight, not ten weeks, we do have a little leeway. We could start a little bit later, save energy earlier rather than later in the year. Not a single superintendent's office took advantage of the fact that they were on the phone to my office to say, well, we're thinking you shouldn't do it at all. We got no complaints as recently as the past week.

In my judgment—and I'm not an attorney, and I don't know because I haven't reviewed this with Dr. Curris—universities are generally regarded as bound by the
Dr. Butwell: I would be surprised if we had that many students taking that kind of course.

Mr. Christopher: The thing that struck me is the fellow that has planned ahead. He

Mr. Christopher: I think the question we seem to hear is the problems created by the

Mr. Christopher: Thank you, Dr. Butwell.

Dr. Butwell: I would be surprised if we had that many students taking that kind of course

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Mr. Christopher: Thank you, Dr. Butwell.
Mr. Overby: I feel compelled to make one remark, and that's this. As a matter of policy, equity, and fairness, you may decide that you want to continue with the two short semesters. As a matter of law, I am not convinced absent a statement in the handbook to the contrary notwithstanding that it's mandated. In other words, Dr. Butwell, I respectfully disagree with your conclusion.

Mr. McClure: A major part in my mind that hasn't been addressed yet is the majority of the students that attend this university depend on summer earnings to be able to do so and if you're going to attend summer school at all, it could only be for one session. If you have to have a certain amount of earning power during the summer, and if you extend it to an eight-week single session, you're eliminating a lot of people from that summer school opportunity simply from a financial standpoint. People are either going to have to work or go to summer school. There's a two-week difference in the amount of time you have there in the summer when you're talking about an eight-week session, and they're going to have to make that decision. You're going to cut a lot of people out of summer school. Many people come for just one session during summer school.

Mr. Morgan: Mr. Chairman, in thinking about this matter, I really have little information about it and have not even heard it discussed until the agenda was announced in the paper that it was going to be recommended for approval today. I have had some input. The first one Mr. Pool communicated to me. I think he stated that his daughter had her curriculum course work planned out to graduate in three years and that she was not going to be able to do so and possibly might even have to transfer since she was a serious student in that she wanted to get the maximum. I think she told me she could get up to 14 hours and the lab was a problem, but I'm not sure. Maybe she's the only one affected that way, and, of course, these other things that have been brought up—the earnings, the combination courses, etc. What would be the cost if we were to make the decision on this? Dr. Butwell has determined that they could be accommodated and if we do go to the 1-eight-week, I think we certainly would have to accommodate. We're going to have additional costs to accommodate. Shouldn't we have some idea before a decision is made what the cost is? The cost there could begin to affect savings to the point that we might want to look at this and delay it a year as the catalog as published dictates. If we delay making a decision, then this is going to affect people who are trying to determine when they're going to school this summer. We couldn't delay it long if we do make that review. I just hadn't had any input on it until recently, but there have been several conversations on it in the past week. Maybe we could get a quick determination of the number of students affected and what the cost would be to accommodate those students, and it could be that maybe we would want to do that. Some things we need to consider, I think.

Mr. Christopher: Do you wish Dr. Butwell to answer some of your points? Dr. Butwell, could you hear Mr. Morgan?

Dr. Butwell: Let me mention if I might, Mr. Chairman, Mr. Morgan, and other Regents, that we have different kinds of ground rules for operating the summer session and one of these, which we feel increasingly strongly about and our faculty feel strongly about, is that once we undertake a commitment to a faculty member for summer school, we honor that commitment whether his course makes it or not. Most successful summer schools are self-supporting, and we're trying to do the same thing here. One of the tentative recommendations by the Budget Review Task Force is that this be done. We will have, and I don't know who they are because we can't perfectly predict shifting student demand and societal interest, but we will have some courses this summer that won't make it and as an administrator functioning on your behalf, I just can't let money be spent for services not rendered. It's my opinion, and I may be wrong in this regard, that we have a flexibility within the amount of money available for personnel this summer to ask for the assistance of individuals who will have low enrolled courses that won't make it. In some cases we will continue with the course and will ask him to do something else besides teach because what they're doing frankly in any kind of cost-efficient analysis doesn't justify the salary. We will also have some people this summer--it happens every summer, and it's in the range of $14,000 to $20,000—who will turn back their appointments to summer school. They will get a grant; they will leave Murray State University for employment elsewhere. Mr. Morgan, my answer would be in terms of the budget for summer school that we're using. We've got real problems on this one because half of our budget for the first half of summer school is what you folks passed for us a year ago and the other half is dependent on what the Governor and the Legislature will come up with. We finance the summer school in two parts. We're operating on the assumption that we will be spending no more this summer than we spent last year, not anticipating an increased expenditure. I have no doubts within the personnel dimension of that budget that if it's necessary to provide some kind of supplementary instruction of tutorial assistance, we can do this without spending one dollar or two that we're lucky enough to get by without spending for the reasons I mentioned a moment ago. I think we can do this without additional expenditures and still register the savings from having the classroom facilities closed down for the two weeks of energy savings that prompted the idea in the first place. I hasten to add that was the exclusive reason for the proposal—the saving of unnecessary energy consumption.
Mr. West: It is mentioned and it is correct the Faculty Senate did approve going back to this plan but there were some reasons for that other than budgetary reasons. Three years ago when you went to the 2 five-week sessions, the Faculty Senate opposed that for the reason that many of the faculty felt academically you just can't cover the material in a five-week period. The reason that we went ahead with the 2 five-week plan was that going to save money, so three years ago going to 2 five-weeks was going to save money, and now I guess we've had time to review it and realize you can save money the other way. Our budget committee really couldn't get specific numbers on that one way or the other. That's one of the committees, but from an academic point of view, the Senate felt it was best to go to the eight-weeks. In terms of faculty convenience, in the past faculty have not known whether they would be teaching summer school or not until virtually the last minute. An attractive part of the current proposal was that faculty would be given advance notice about the courses that would be available and could make their plans. They shouldn't have to wait until the first day they walked into class to decide whether they needed to go out and get a lawnmowing schedule to supplement their incomes. But I think that problem can be solved by giving notice early on about who's going to do the 2 five-weeks. From an academic point of view, I think it's pretty clear that the eight-week session has much more appeal to the faculty. In terms of student convenience, if we need to go one more year before we go back to the eight-weeks, fine. If the students can feel they can be accommodated in an eight-week process to get the courses they need, I think that's fine. I think Ron's correct. I think we need to make sure that happens one way or the other.

Mr. McCuiston: Dr. Butwell mentioned we pay faculty if a class is not filled. We pay them for the whole summer school. If they don't teach at all, is that the way it is, Dr. Butwell?

Dr. Butwell: Mr. McCuiston, what we do is we tell them that we will compensate them, but there must be alternate duty assigned to the faculty member and the reason for doing this is we just wouldn't have the faculty signing up on this "maybe I do, maybe I don't." No, they do not do nothing. They do something, and if they are unwilling to do this, and sometimes we have been unable to come up with something acceptable, then they don't teach, they don't do anything, and they don't get paid. My suggestion was within that framework since there will be some courses that do not have sufficient enrollment, we have an opportunity to negotiate with faculty members in what they could do by way of tutorial or other teaching assistance to the student.

Mr. Christopher: Anybody else have any comments? Dr. Curris is recommending that we return to the 1 eight-week session. What's the pleasure of the Board?

Mrs. Page: It seems to me that if Dr. Butwell can guarantee that all the students will be accommodated, which I think he is guaranteeing, to save this amount of money, we ought to go back to the eight-weeks, and I would move we do it.

Dr. Settle: Second.

Mr. Christopher: Any further discussion?

Mr. West: It's part of your motion that Dr. Butwell's office will coordinate?

Mrs. Page: Yes, accommodate any students.

Mr. Christopher: Dr. Butwell, can you hear her comments? Her motion includes that the Vice President for Academic Programs will assure the people that are affected by this change that you will work with them in any manner possible.

Dr. Butwell: The deans will discuss it on Tuesday, and we will have it before us at the Academic Council on Thursday.

Mr. Morgan: Alright, the motion is then to accommodate these people. Shouldn't we communicate to the student population immediately and let those that are affected know who to see within the next week or two? If they find they have a problem, that the numbers are more than they anticipate now, I guess we'd agree they would be reviewed again. That's what you're saying, isn't it, Sara?

Mr. Carneal: For my own clarification, your motion is that Dr. Butwell has assured you that students with problems will be taken care of and on that basis your motion is we return to the eight-week schedule. Bill, you make a good point in reviewing and looking at it, and I'm concerned, too, about those students, Mark, but we have to make a few hard decisions around here. I have a feeling if there is any indication of a delay, it will be another delay and so on, and I think it needs to be resolved one way or another this afternoon.
Dr. Settle: I think you could assume that if Dr. Butwell's office gets the pulse that we're talking about losing 200 students from summer school session because of this, then it's not going to save $35,000. He's going to come back to us right away and say, look, we've made a big mistake.

Mr. Morgan: That's the point. That's the very point I want to make.

Mr. Carneal: Of course, we'd have to review it, but I don't think we need to imply that there will be another review.

Mrs. Page: My motion is that we accept the recommendation.

Mr. Carneal: That is my understanding.

Mr. McClure: Dr. Butwell, is not summer school now being coordinated on the assumption that it will be under a eight-week plan?

Dr. Butwell: That's right, Mr. McClure, because we have reached a point where we have to plan, but if the Board of Regents said you started planning in the wrong direction, fellows, change your direction, obviously, we could do that. But, that's what we've planned. That's because we've discussed this. We've had a recommendation, discussed it with Faculty Senate, November, December, widely reported in MSU NEWS, and we're planning in that regard, but not a single word of copy has been submitted to my office, let alone to to Frank Fazi's operation because we don't do anything official to implement this until we get the go ahead from yourselves, so we have done nothing except plan, but we have planned on that assumption. But that's a plan we could drop if the Board of Regents told us to.

Mr. McClure: At this point, the departments are making arrangements for an eight-week session trying to schedule what classes they are going to offer. Correct?

Dr. Butwell: That is correct.

Mr. McClure: Aren't we sort of playing kamikaze if we say we'll look at this again in three weeks if there is a problem?

Mr. Christopher: That is not included in the motion.

Mr. McClure: What I'm saying is that concern was relayed, and if we're going to lose this many students and if it's going to be that big of a problem, we can call back our decision. What I'm saying is I'm opposed to doing it at all, but if you are going to do it, it might be a good idea to do it next summer.

Mrs. Page: But what about the $35,000 that will be saved, Mark?

Mr. McClure: I'm not so competent that if it is $35,000 or if it's more, it's worth what it is going to generate. You can look at other analogies within the University. Budget Task Force considered raising parking stickers $15, which may not seem like much. I think it was going to generate $20,000 to $25,000, and that recommendation bit the dust because the money wasn't worth the amount of hassle it was going to cause everyone on campus, grumblings, and morale problems you were going to have. So, $35,000 may not be worth the trouble you're causing a lot of students who have invested $10,000 or $12,000 each in this University.

Mrs. Page: I personally wish we didn't have to cut on anything, but I think we do, and this might be one of the more painless ways to do it.

Mr. McClure: I'm opposed to it, but if you're going to do it, I recommend you at least wait until next summer to implement it.

Dr. Posey: The role of the Faculty Senate has come up perhaps three times. I thought I would speak to that. This was probably the best considered or longest considered issue in the Faculty Senate, at least this year. The Senate leaders were involved in it with the Deans and Dr. Butwell as early as early October. Dr. Butwell made the proposal to the Senate in November. Our standing committees each studied them for a month. Their recommendation was unanimous among the three committees. We looked at it from a curriculum and a student point of view, and then we passed it in December with only three opposing votes. I feel that the faculty took a good long look at it. We had the feeling that we were making—well the joke was—the right decision for the wrong reason. It was brought up on the basis of saving money, but in fact the faculty was of the opinion that the five-week session was academically indefensible. There are many things we can't teach in five weeks that we can teach in eight weeks. We were happy to vote to return to eight, perhaps for the wrong reason.
Mr. Christopher: Any other comment? Patsy, would you read back the motion as you have it?

Mrs. Dyer: Mrs. Page moves that we accept the recommendation of the President with the guarantee that the Vice-President for Academic Programs will assure people affected that the University will work with them in making this change.

Mr. Christopher: Ther's a second by Dr. Settle. Any other Comment? All those in favor, say aye" opposed, nay. Motion passes.

Dr. Curris: Can I make one comment here? I find this a little disturbing, and I'm frustrated by it because there's not much you can do about it. Mark, this isn't directed to you but to the degree an issue comes up in the Student Senate, I'd appreciate it if you would communicate it. This is one of those issues that, as it has been pointed out, has been pretty thoroughly reviewed. I recall--Mrs. Green, was it the last issue of the Murray State News, fall semester, was that about the first of December?--one of the headlines, I think on the front page, was that the President had accepted the recommendation that had come from the Faculty Senate, from the Deans, and from the Cabinet to go to an eight-week session. We spent a long time discussing it, and the frustration that I have is that at no time prior to that or between the first of December and here we are the 30th of January was I aware or apparently Dr. Butwell aware, they would have brought up—that it would have a negative impact on students. My frustration is simply that the kind of consideration that went on today I wish had occurred previously. I think the accommodation that was made in Mrs. Page's motion is going to be a step forward, and I think we can work out most of the problems that way, but simply I'd like to communicate that any time an issue comes up that gets this kind of curculation and if people are affected, it certainly would help if we could get that out on the front end so that it can be considered before, not after, a recommendation is made.

Mr. McClure: Even in the position I'm in, the first I heard of it was at the end of last semester. It was passed before the Academic Council last week is my understanding, and it seemed to have a cascading effect. We haven't been back that long and this thing generated rather quickly, and I thought the only action that could be taken on it would be next summer.

Mrs. Page: But you were aware that it was being discusses back last fall.

Mr. McClure: At the end of last semester I was. That was the first mention, and it was by word of mouth—not by Murray State News and not from the administration.

Mrs. Page: I don't know where I heard about it, but I've known about it for a long time.

Mr. McClure: First time I heard of it was someone calling because they were mad.

Mr. West: Dr. Butwell did come to the Faculty Senate very early on and in fairness to the Academic Council, we've just gotten our bylaws written and really had our first meeting dealing with issues last week. I guess what I would point out here are some of the plans about summer school that perhaps students need to know about now and maybe write their legislators or something and to make their plans accordingly. There are plans being considered right now that would make the number of offerings available at summer school directly related to how many students there are per class. I think you'd be running a year behind on the way it would work, but that is being studied right now, and I think students need to get involved with the Student Government Association about getting more students to come to summer school perhaps. The more students that can come, the more courses we can teach, and there are some issues like that, Mark, that are going on now, too.

Mr. Morgan: I'd like the record to reflect as far as this issue that I think it's objective. We don't really have any facts. As far as the vote is concerned, I really don't know. I'd just like that my vote show that I passed on it.

Mr. Christopher: The vote will not reflect anyone's vote because it was a voice vote, unless you want to go back and have a roll call vote. Everybody satisfied?

Mr. McClure: Dr. Curris, my statement wasn't directed toward you, either. The Student Senate is usually pretty prompt in its reaction time and the first time that it ever came before the Student Senate was this week when we received the recommendation from the Budget Task Force, and we were operating under the assumption that those were to be implemented in the following fiscal year.

Dr. Curris: As we approach final time—maybe more than that, but at least when we approach final time, students aren't reading the News.

Mr. McClure: Well, a lot of students pick it up and clip the ads out.
State Higher Education Desegregation Goals and Interim Benchmark Adjustments, Adopted

Mr. Christopher: Item 7 is a matter that came up last week concerning the Office for Civil Rights and its mandated endorsement of the State Higher Education Desegregation Plan.

Dr. Curris: As part of the Office of Civil Rights requirement, each university was required to submit a letter indicating that it accepted the goals and benchmarks of the Plan. I sent you a copy of the letter that was signed by the Chairman and me. We got that to them on Monday. I understand we were the last university to get it to them, but we got it to them in time. We've enclosed for your information a copy of the desegregation plan and a summary of the plan that was compiled by Dr. Stinchfield in my office. I indicated the impact on Murray State University is minimal: 1) We must modify in a limited way the Affirmative Action Plan that the Board has previously adopted. 2) We are called upon to strengthen our efforts to attract more black students, especially community college graduates. 3) If it proves necessary to relocate black faculty presently at Kentucky State University, this University along with all the other universities would participate in that plan. The participation entails doing two things: 1) notifying an office that will be set up under the auspices of the Council of any vacancy we have, and 2) if any faculty member from Kentucky State University, who is to be relocated or displaced as a result of the State Desegregation Plan, applies to us and meets the qualifications, we have an obligation to interview that person. The decision on whether we hire or not would remain as it is now with the University. Inasmuch as these commitments were consistent with earlier policy decisions of the Board, the Chairman and I discussed it and felt we should go ahead and sign the required letter and then bring these commitments to you for formal action at this meeting.

Mr. Christopher: Any questions or comments?

Mr. West: I guess I intend to support it, but I guess there are some pitfalls that perhaps we ought to be aware of in this document. We talked earlier about the Council and the fact that they are getting away from a monitoring or coordinating role—I don't know what the term is anymore—to more control. One thing that is referred to in the document on Page 22 is this Board is, in effect, giving the Council the power to implement the management study which the Governor has ordered to be completed. There are a lot of things in that management study that Jim Hall and I talked about. Again, it is just like those formulas that are not really directly related to the Civil Rights issue but will have consequences for Murray State, so I think it is very important if there is still an opportunity to have input into that Management Study that our staff and administration do that and question the data that's in that study. Also, in the document on various pages it talks about four main campuses—U of L, UK, Eastern, and Kentucky State—cooperating, but it also has some general catch-all language which again transfers some authority to the Council to look at programs throughout the state in terms of duplicative programs. If that's interpreted narrowly, then the impact on Murray State would probably be minimal. But if the Council interprets that broadly, there may be some problems there. In general, I support the document. I just want to point out some possible potholes along the way.

Dr. Howard: Are you going to move to abolish the Council?

Mr. West: I think there's legislation that's already been introduced.

Dr. Curris: Let me just add one thing that is consistent with what Steve has indicated. There are certainly things in this document that any university would want to remove from that document. The Office of Civil Rights works with the Governor, and it is the Governor's responsibility to prepare the plan and consequently what we or someone else might say we would like to see in it is secondary to the recommendations of the Office of Civil Rights. The letter that we were asked to sign did not say that we agreed with the document. I want to make that one point clear. What the Chairman and I signed was that the Board, this institution, adopts as its official policy the achievement of the goals and interim benchmark specified therein, and please don't interpret the letter that we had as a full endorsement of everything in this plan, only of the interim benchmarks and the goals that are specified.

Mr. Carneal: It is a negotiated document as I understand it, and in all fairness to the Council, there may be some things in there that they'd rather not have in there.

I move the Board adopt the desegregation goals and the interim benchmark adjustments directly affecting Murray State University as official policy of the University.
Mr. West: Second.

Mr. Christopher: Any further discussion or comments? All those in favor, say aye: opposed, nay. Motion passes.

See attachment §1 for letter of adoption, goals and benchmark adjustments. The final revision, January 1982, of Kentucky's Plan in Response to the Office for Civil Rights Letter of January 15, 1981, is filed with the Board's records, but not incorporated in the minutes of this meeting.

Registrar's Report, Adopted, and Degrees, Conferred

Dr. Curris: Upon recommendation of the faculty and certification by the Registrar, the list of graduates is recommended for official degree conferral. As an oversight, we did not take action on those who graduated in August and officially sanction them, so what we have today is both August and December 1981, graduates.

Dr. Howard: I move the Board accept the recommendation and confer degrees on the following graduates:

**ASSOCIATE OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION**

**August 7, 1981**

George A. Athenas

**ASSOCIATE OF SCIENCE**

Robin Denise Cunningham
Tammie J. Lynn
Mostafa Fournejat

Cynthia Lorraine Ruppert
Leslee Claudine Rutt
Cheryl Lynn Schneider

**Jill White**

**ASSOCIATE OF ARTS**

Kathryn Lynn Hedges
Elizabeth Ann Rush

Morris Edward Smock
Peter Lyle Tribbett

**Sherry Vancleave**

**BACHELOR OF SCIENCE IN VOCATIONAL TECHNICAL EDUCATION**

Kenneth Dobson
Grace Putrell Howard

Nancy White Jarrett
Donal R. Rowlett

**Gene E. Turner**

**BACHELOR OF MUSIC EDUCATION**

Nancy Carol Beard
Lisa Karen Cates

Deborah Jo Grimes
Laurie Jo Small

**BACHELOR OF SCIENCE IN NURSING**

Wilma Pitt Anderson
JoAnne Auer
Barbara A Beard
Carole Ann Beeny
Katherine Rich Dollahan
Jerry Jean Higgins
Sandra Hill Hubbert
Janice Hurst
Vida J. Ismael

Mark Douglas LeNeave
Alice Cheryl Platt Moody
Debra Davis Mulligan
Janice Jill Myers
Joan Audas Robards
Eva Jo Rogers
Patricia A. Spicuzza
Pamela Marie Phenege Tapp
Janet Henry Uzzle

**BACHELOR OF SCIENCE IN HOME ECONOMICS**

Mary Joan Williams Ferell
Brenda Elizabeth Shinkus

Sharon King Melton

**BACHELOR OF SCIENCE IN BUSINESS**

Dale Brian Arnold
Edward Bush Chandler
Marsh W. Chunley
Bonita E. Dooper
William W. Furgerson Jr.
Gini Gay Grace
Robert Steven Green
Roger Houston Grogan
Thomas Keith Hancock
Karen Faye Haney
Jayne Elizabeth Harris
Torril Daniel Lee Harris
Tracy Neil Henderson

Rodney Lynn Jones
John F. Lewis II
Jerry Daniel Minuth
Dennis Earl Morgan
Nedra Nolan
Jeffrey Carlton Pyle
Craig D. Roper
Cindy Rae Schisler
Jackson Dale Thomas
JoAnn Toms
Charlotte Kay Wells
Jeffery Noel Wilkerson
Catherine Rose Williams

Lisa Gay Smith Wilson
BACHELOR OF SCIENCE IN AGRICULTURE

David Bruce Ackley
Susan Jean Adams
Carolyn L. Beadly
Larry Thomas Bolen
Kimberly Ann Boswell
George A. Bowles
Kenneth Ray Bowman
Bach Ann Charles
Richard Lee Clark
Tamra Lynn Curd
Donna Fay Desilets
Michal Doerge
Kyle Lynn Doom
Ronald Dunn
Tamara G. Edwards
Sheila Dawn Emmert
Fariz Entekhabi
Diane Escobedo
Brenda Brandon Estes
Connie Lyons Evans
Geln P. Farmer
Mary Jane Flora
Kimberly Ann Forrester
Kathleen K. Purrow
Amy Jane Michiko Choo Gambrell
Rachel Dvonne Hall
David Lee Hargrove
Kenneth L. Heintzelman

James Randal Owens
Mostafa Pournejat
Nancy J. Pritchard
Gregory D. Puitt
Marica LaDonne Roberts
Emily Byrn Scarborough
James Richard Schaeffer
Judy Kay Schardein
Daniel Matthew Seals
Phyllis Anne Seals
Douglas Lamont Shelton
Jane Suffill Shupe
Thomas Elliott Shupe
James Keith Smith

BACHELOR OF SCIENCE

Mahmood Jafari
Edward G. Gallrein III

Belinda Renee Hendon
Janice Wilkins Herzog
Vicky C. Hoka
Jennifer Ferrell Huddar
Sadie M. Humphreys
Lars Alexander Hunt
Melvin Hunter
Mary Jannette Jarrett
Perry James Jennings
Michael Cook Johnson
Randal Lee Johnson
Walter E. Jones
Cathy J. Lamb
Deborah Ann Lampe
Cynthia Mary Leahy
James Randall Lee
Joseph John Lukac
Christopher H. Lyons
Sharon Macy
Elizabeth Ann Mathis
Timothy Ray Mathis
Margaret Alline McCallon
Mary Polk Thomson McLean
Larry D. Melton
Judith Wood Mills
Judy Ann Mott
Kathy Phelps Murphy
David Kaiser Nakashige
Tony Wayne Oglesby

Roger Frank Smith
Ali Tokhme fourough-Ahrabi
Rosemary Teas Warner
Nancy Suzanne Waters
Carolyn Mae Wathen
Dwight Daniel Watson
John Reid Watson
Elizabeth Kate Whalin
Joseph Theodore Wethington
Hunter Byrd Whitesell II
Beverly Loray Wilkes
David R. Wills
Thomas Edward Wilson
Donald R. Woods

BACHELOR OF ARTS

Tamara Danette Cummins
Steven E. Farmer

Robi Lu Phifer
Melinda Ann Wigginton

MARGARET MOORE ASHBY
JAMES PATRICK BAGSBY
KATHY JONES BIGGS
THEROLYN GAUL BLANKENSHIP
LINDA HYDE BONDURANT
COLLIE RAY BROWN
ELIZABETH HOWARD BROWN
MICHAEL WAYNE BROWN
NANCY SMITH BRUCE
KEVIN F. CAINES
JOY ALLEN CHAMPION
TERESA SIMPSON COMBS
DOROTHY C. CORNELL
KAREN JAYNE CRICK
KAREN FAYE DENISON
NANCY THURMAN DILL
H. MARIE DOLCHAN

JANET LEE EBEBRARDT
JUDITH S. EDWARDS
JULIA TOUSSAINT FELTON
SABRA KARLYNN FREEMAN
MARGARETE A. GOSNELL
WILLIS EDDIE GREEN
DIANE TUCKER GRIFFITH
JAMES ANDREW GROVES
SARAH A. HALL
NANCY C. HALL
KAREN MARY JANE
FREDRICKA JONES HARGROVE
roxanne Martin Hendrix
RACHEL BYRD HICKS
ONEIDA ANN HILL
DEBRA FAYE HOFFMAN
ROBERT NEIL HOVEKAMP

MASTER OF ARTS IN EDUCATION
Lorri Weston Hudson
Rebecca Turner Hudson,
Nancy Phelps Huffstutte
Leica Walker Johnson
Robert Franklin Johnston
Tina Hogsett Kinkead
Sarah Jane Kranz
Samuel Wayne Larkins
Doris Ann Lents
Glenda A. Lipps
Martha Please Mabrey
Robert Howard Markum Jr.
Jean Ann Masters
Dennis Harold Mayfield
Myrtle Kneidrick McCain
Mary Ruth McGuiston
Sandra Roberts McGinnis
Elizabeth Ford McKenney
Teresa Ann McKinley
Ralph David Meredith
Frankie Lee Merritt
Beverly Benjamin Miller
Robin Holman Mills
Deloris Vinson Mitchell
Linda Fay Montgomery
Marilyn Eagan Mitchell
Gloria Owens Muzzall
Cynthia Gail Nelson
Zoe Cramer Nunn
Rita Gisela Owen
Elise Juanta Peoples

Donna G. Pinner
Charlotte M. Reber
Jean Neeley Reeder
Sarah Davis Ricketts
Sheridan Kaye Rorer
Mary Cayce Ross
Sharon Ann Sacra
Sharon D. Sanders
Delta Ann Shelton
Tena Jacinta Shults
David M. Simpson
Catherine Mary Smith
Sharon Ann Smith
Beverly Stutler Soria
Richard Delmar Stanley
Philip Swayne Steels
Jeffery Richard Sturm
Wilma Heath Suiter
Christine Hansen Sutt
Jana L. Tanner
Richard Wayne Thompson
Robert Elias Thorp
Phyllis June Tucker
Mary Jesse Vinson
Stanley W. Watts
Paula Dyson Wayland
Paula Waggoner West
Jenetta Carolyn Whitenight
Cynthia Kalfas Williams
Toni S. Worley
Alan Coulter Yates

MASTER OF PUBLIC ADMINISTRATION

Donald Denty Brown

JAMES DAVID CORIELL
Tai-sheng Fu
Linda Marie Garrett
Debra Jean Jeter

MASTER OF BUSINESS ADMINISTRATION

Tenpao Lee
Martha McKinney Parker
Belinda Ann Frasier Ward
Laura Ann Warren

Harold W. Arnett
Ivan Neal Baker
Randall Thomas Barnes
Johnnie Will Braswell
Lawrence John Brown
Roger Boyd Burgess
Donald Eugene Cain
Janel McKinney Coughlin
Susan Marie Coursey
Michael Alan Fisher
Kenneth Joseph Frazer Jr.
Dale Michael Gerstenecker
Jerome Howard Gress
Robert Winston Hargrove
Richard Lee Hoffman
Donnie Smith Hoskins
Jennifer Jane Hutchens
Tommy Mack Jones
Merritt Michael Lake
Thomas Michael Leary
Dwight Gordon Lee
John Edgar Lowry

Bobby Lewis Woods

Robert Rae Bass
Deborah Quinton Dulworth
Richard Mark Fisher

Cynthia Ann Williams Turnbow

MASTER OF ARTS

Marcia McGurren Johnson
Rose Marie Lanham
Mark Tidwell Perkins
MASTER OF MUSIC EDUCATION
Jane Myers Dyson
Linda D. Wright

MASTER OF ARTS IN TEACHING
Kathleen Stanton Kelley

SPECIALIST IN COLLEGE TEACHING
Sharon Ann Alexander
Edward Allen Davis
Esther Mae Edwards

December 17, 1981
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Edwin Franklin Donohoo

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Lawana Kay Duncan
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Glenn Howard Grant
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Terri Mann Herbison
Sonja L. Hutchens
Debbie LeAnn Jones
Troy E. Ladd
Joe M. Leberman
Patricia Ann Linn
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Timothy Malone
Larry Don May

Ricky L. Melton
Phyllis Ray Hassing Nanni
Antony F. Panayides
Amy Holland Sasseen
Sharon Elizabeth Shepherd
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Linda Gale Terry
Wallace D. Tudor
Keryl E. Twiggs
Holly Ellen Wales
Gerald L. Watkins
Candy Hargis Webb
Stacy Allynne Willson

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Virginia L. Salyer Dawson
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Terry Burns Henderson
Todd Morgan Lewis

Kevin M. Manker
Terry Garth McCutcheon
Gina P. Peddie
Wilber Bradford Wheeler
Eric Daniel Whitaker

Rachel Margaret Wise

BACHELOR OF SCIENCE

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Michael David Adkins
Gregory Allen Anderson
Mildred McCann Aukerman
Robert Allen Austin
Phillip W. Beauchamp
Harry Fred Biggerstaff
Bonnie Lou Bivens
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Jeffrey Glenn Boone
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Fredrick Miles Kincaid
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Dona L. McClure
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Roddie X. Monaghan
John Brady Moore
Melodie Sue Moore
Russell Warren Moore
Pamela Leigh Morgan
Bachelor of Science (continued)

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Mr. West: Second.

Mr. Christopher: All those in favor, say aye; opposed, nay. Motion Passes.

Discussion regarding MSU Medical Insurance Plan (see attachment #2)

Mr. Hall: The letter I have distributed is self-explanatory regarding the current status of our health insurance situation. I talked to the Chairman about reinstating our previous insurance committee so that the group can start to meet and deal with our insurance situation. If there are any questions, I'll be glad to try to respond to them.

Mr. Christopher: Jim and I talked briefly before the meeting. The problem as you can see is the increased expense of the medical coverage. We thought it might be best to reinstate our insurance committee. Bill Carnea, you were on that committee, as was Steve. Bill Morgan, could you add your expertise?

Mr. Morgan: I'll be glad to serve on it. I don't think I was on it before.

Mr. Christopher: I think before you said you said you couldn't, but if you can this time, I'd appreciate it. If you three would, constitute an Insurance Committee and Jim Hall will be in touch with you and will coordinate it from there.

Materials Distributed

Dr. Curris: Enclosed in your folder is the financial report for the six-month period. It is not on the agenda. It will be on the agenda next time for acceptance. It's given to you now so you'll have a chance to look at it.

Mr. Christopher: You've also received a report from Dave Kratzer with the magazine called College Union which featured the new University Center.

Mr. McCuiston: Dr. Curris, (regarding the financial report) just looking through this because we just got it today, I noticed it did not have on it the reserves which I asked at the last Board meeting that the reserves be listed here. I haven't seen it; I could be wrong.

Dr. Curris: I haven't even looked at the report. I just got it.

Mr. McCuiston: I got it right before the meeting; just looked through it, and I didn't see it. If they're not on there, I'd like them put on there.

Mr. Hall: What we've done is prepare the standard report, and whenever the Board takes action on it, prior to then, we'll be happy to supply that. As a matter of fact, I think it's already prepared.

Mr. Christopher: I would also like to acknowledge—I take it that each member of the Board received a copy—a letter from Drs. Guin, Moseley, and Newell. We may put that on the agenda for the next meeting, concerning a request.

Dr. Howard: When the Physical Plant Committee met—we're speaking now regarding the artificial turf at Roy Stewart Stadium—I don't believe many people were listening very well when we made that recommendation. You may recall that in the recommendation we reserved the right to look at it again after we know what we're going to get in the budget. The question was asked, and I remember Mr. McCuiston asked this question: What is the latest date we can change our mind on this? We estimated sometime in May. We understand what the problems are. I just wanted to make that comment that the Committee did recommend, I think the Board went along with the recommendation, but we also reserved the right to change our mind on the issue. I just wanted to make that clear.

Mr. Christopher: Thank you, Dr. Howard.
Mr. West: That's the question I had. I talked to Ron about whether we should put it on the agenda for this meeting. He said no. Is the May date still...?

Dr. Howard: That's the best information I have.

Mr. Christopher: We are looking at this meeting as more or less a special meeting. This will not constitute our first quarterly meeting.

Let me acknowledge a note from the Morgan Family thanking the Board for the thoughtfulness shown at the time of the death of Bill Morgan's mother, and I'll pass that around.

Any other items before we go into executive session?

Audit Committee

Mr. Christopher: The Audit Committee met this afternoon at 2:00 p.m. Dr. Settle, as Chairman of that Committee, said he would like to comment on their meeting.

Dr. Settle: The Audit Committee met with James R. Meany & Associates this afternoon at 2:00 p.m. The Committee was in full attendance accompanied by Dr. Curris and Mr. Hall. We were pleased and James R. Meany & Associates were very surprised to see the accomplishment that Murray State University has had in approaching its management letter or recommendation they received last year, and they were extremely surprised they had accomplished so much in such a short period of time. They felt that last year's managerial letter reflected routine first-year audit and in essence that's what we represented because the State had been auditing us prior to last year. Their audit process doesn't include the type of professional recommendations and positive input that James R. Meany & Associates have offered us the past two years. So, all of the constructive suggestions that they made last year have either been accomplished or in the process of being accomplished or left to be done. I think this is mainly because of our limitation in our computer ability at this time. So we have an official audited record. I think any regent that would like to look it up and perhaps use it, is welcome to do so. Copies of the audits were distributed to each member.

Mr. Christopher: Anything Further?

Executive Session

Mr. McClure: I move we go into executive session for the purpose of discussing the litigation matters with the University attorney and one personnel item.

Dr. Settle: Second.

Mr. Christopher: All those in favor, say aye opposed nay. Motion passes.

Let me say for the members of the press and anyone who wishes to stay, we hope to keep this executive session to no more than 15-20 minutes. It is not contemplated that any further business will be conducted. We will reconvene to adjourn. Thank you very much.

The executive session began at 5:00 p.m. and ended at 5:45 p.m.; the meeting reconvened in public session.

Mr. McCuiston moved that the meeting be adjourned and Dr. Howard seconded.

Mr. Christopher: I might say before we adjourn that we plan to have our quarterly meeting hopefully within the next month. All those in favor of the motion, say aye, opposed, nay. Motion passes. We stand adjourned.

Chairman

Secretary
Murray State University
Board of Regents
Murray, Ky. 42071

January 19, 1982

The Honorable John Y. Brown
Governor
Commonwealth of Kentucky
Frankfort, KY 40601

Dear Governor Brown:

Upon review of Kentucky's Plan in Response to the Office for Civil Rights' letter of January 15, 1981, this is to acknowledge that the achievement of the goals and interim benchmarks specified therein has been adopted as official policy of this institution.

Sincerely,

Constantine W. Curtis
President

M. Ronald Christopher
Chairman, Board of Regents
Kentucky's Plan in response to the Office for Civil Rights (OCR) letter of January 15, 1981 (hereafter referred to as "the Plan") affects Murray State University primarily in three areas. Probably the most significant is that the University would agree to increase its enrollment of black students fairly substantially over the next five years. Secondly, the University would agree to increase its employment of blacks under the provisions of our Affirmative Action Plan. (In effect, we would be simply reaffirming our commitment to our existing goals and timetables.) Thirdly, the University would be committed to participating in a program to relocate Kentucky State University faculty displaced under other provisions of the Plan. Analysis of all those provisions which directly affect Murray State is given below.

1. The University would be required to participate in a faculty-staff relocation program for displaced KSU employees. A relocation committee would be established by the Council on Higher Education to serve a broker function which would match candidates with available positions. All public higher education institutions in the state would be required to notify the committee of all vacancies for which individuals are sought. The committee will then transmit vitae of any displaced KSU employees who appear to meet job requirements to the universities for review. The universities would be required to interview all such KSU employees who have the qualifications for the position. Any KSU employee who is "equally qualified" with the other leading candidates is to be offered the position first. The definition and justification of the phrase "equally qualified" is to be done by the hiring institution.

2. The Council on Higher Education will discourage the traditionally white institutions (TWI) from submitting new program proposals that could reasonably be considered as competitive to a similar program proposal submitted by KSU. (All new programs proposed by KSU must be consonant with its new and more narrowly defined mission.)

3. The Commonwealth, in the Plan, is committing itself to withholding approval of any changes in institutional operations that might have the effect of thwarting the achievement of its desegregation goals. One sentence in this section bears repeating:
"The Commonwealth's commitment to withhold operational changes that in effect would thwart the achievement of its desegregation goals implicitly pledges the Council on Higher Education and each university governing board to take no action for operational changes that would be counterproductive to the achievement of desegregation goals."

4. The Plan establishes goals and timetables for increases in resident black undergraduate headcount enrollment and resident black entering headcount enrollment for each university. The tables showing our commitment are attached. It should be noted that our fall, 1985, goal of a black enrollment of 6.2 percent of the student body has been reduced considerably from earlier suggestions from OCR. They originally proposed that our goal be set at the percentage of the black population in our service area, which is considerably in excess of 6.2 percent. The approach now is to have as a goal a state-wide figure, and the Plan recognizes that our situation is directly affected by the four community colleges in our area. Two sentences from the report which are in reference to Murray State and the University of Louisville summarize the reasoning in the Plan:

"These universities may not be able to recruit greater numbers of black high school graduates, since to do so would adversely affect the recruitment and enrollment standards already established by Henderson, Hopkinsville, Madisonville, and Paducah community colleges in far western Kentucky and Jefferson Community College in Jefferson County. These universities' recruitment goals may be achieved by the recruiting of more black graduates of the community colleges in their respective areas."

The Council is given authority to review minority recruitment and retention efforts at all colleges and universities and make recommendations concerning the strengthening of these efforts. In the case of retention, the Council is to establish a task force to study existing and potential programs. Funds may be available for such strengthening.

5. Each institution will be required to develop specific minority enrollment goals for its graduate programs. Murray State's enrollment timetable in this regard is attached and is very modest.

6. In the area of employment, the University is committed to continue to vigorously pursue its own Affirmative Action Plan. Data illustrating our current situation is attached.

7. Kentucky State University is required, by August, 1982, to enter into agreements with at least two of the other public universities for the development of a faculty exchange program. State-wide, the faculty exchange program must provide for the appointment of not less than five KSU faculty to adjunct or visiting posts at the other institutions, along with the appointment of not less than five faculty members from the other institutions to posts at KSU.
Table 1
Resident Black Undergraduate Headcount Enrollment and
as a Percent of Total Undergraduate Headcount Enrollment*

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<td>3,857</td>
<td>6.1</td>
<td>3,974</td>
<td>6.3</td>
<td>4,097</td>
<td>6.4</td>
<td>4,231</td>
<td>6.8</td>
<td>4,375</td>
<td>6.9</td>
<td>4,529</td>
<td>7.1</td>
<td>672</td>
<td>--</td>
<td>672</td>
<td>--</td>
<td>--</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community College System</td>
<td>1,990</td>
<td>10.7</td>
<td>1,990</td>
<td>10.7</td>
<td>1,990</td>
<td>10.7</td>
<td>1,990</td>
<td>10.7</td>
<td>1,990</td>
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<td>0</td>
<td>10.7</td>
<td>0</td>
<td>0.0</td>
<td>0.0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Traditionally White Institutions</td>
<td>5,847</td>
<td>7.1</td>
<td>5,964</td>
<td>7.3</td>
<td>6,087</td>
<td>7.4</td>
<td>6,221</td>
<td>7.6</td>
<td>6,365</td>
<td>7.7</td>
<td>6,519</td>
<td>7.9</td>
<td>672</td>
<td>--</td>
<td>672</td>
<td>--</td>
<td>--</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*White undergraduate headcount enrollment remains constant.

Note: Eastern Kentucky University, Morehead State University, Western Kentucky University, and the University of Kentucky Community College System have achieved racial parity.
Table 2
Resident Black Entering Headcount Enrollment and as a Percent of Total Entering Headcount Enrollment*

<table>
<thead>
<tr>
<th>Institution</th>
<th>Fall 1980</th>
<th>Fall 1981</th>
<th>Fall 1982</th>
<th>Fall 1983</th>
<th>Fall 1984</th>
<th>Fall 1985</th>
<th>Total Increase in Black Enrollment</th>
<th>Approximate Annual Percentage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern Kentucky University</td>
<td>261</td>
<td>261</td>
<td>261</td>
<td>261</td>
<td>261</td>
<td>261</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>Morehead State University</td>
<td>43</td>
<td>43</td>
<td>43</td>
<td>43</td>
<td>43</td>
<td>43</td>
<td>0</td>
<td>0.0</td>
</tr>
<tr>
<td>Murray State University</td>
<td>80</td>
<td>82</td>
<td>84</td>
<td>86</td>
<td>88</td>
<td>91</td>
<td>11</td>
<td>2.6</td>
</tr>
<tr>
<td>Northern Kentucky University</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
<td>9</td>
<td>10</td>
<td>5</td>
<td>15.0</td>
</tr>
<tr>
<td>University of Kentucky</td>
<td>173</td>
<td>186</td>
<td>199</td>
<td>213</td>
<td>227</td>
<td>241</td>
<td>68</td>
<td>6.9</td>
</tr>
<tr>
<td>University of Louisville</td>
<td>406</td>
<td>412</td>
<td>418</td>
<td>424</td>
<td>430</td>
<td>436</td>
<td>30</td>
<td>1.4</td>
</tr>
<tr>
<td>Western Kentucky University</td>
<td>226</td>
<td>226</td>
<td>226</td>
<td>226</td>
<td>226</td>
<td>226</td>
<td>0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

Four-Year Traditionally White Institutions

<table>
<thead>
<tr>
<th></th>
<th>Fall 1980</th>
<th>Fall 1981</th>
<th>Fall 1982</th>
<th>Fall 1983</th>
<th>Fall 1984</th>
<th>Fall 1985</th>
<th>Total Increase in Black Enrollment</th>
<th>Approximate Annual Percentage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Kentucky Community College System</td>
<td>742</td>
<td>742</td>
<td>742</td>
<td>742</td>
<td>742</td>
<td>742</td>
<td>0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

Traditionally White Institutions

<table>
<thead>
<tr>
<th></th>
<th>Fall 1980</th>
<th>Fall 1981</th>
<th>Fall 1982</th>
<th>Fall 1983</th>
<th>Fall 1984</th>
<th>Fall 1985</th>
<th>Total Increase in Black Enrollment</th>
<th>Approximate Annual Percentage Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,936</td>
<td>7.6</td>
<td>1,900</td>
<td>7.7</td>
<td>1,900</td>
<td>7.8</td>
<td>2,026</td>
<td>8.0</td>
<td>114</td>
</tr>
</tbody>
</table>

Note: Eastern Kentucky University, Morehead State University, Western Kentucky University, and the University of Kentucky Community College System have achieved racial parity.

*White entering headcount enrollment remains constant.

Note: Eastern Kentucky University, Morehead State University, Western Kentucky University, and the University of Kentucky Community College System have achieved racial parity.
### ADDITIONAL BLACK RESIDENT FIRST-TIME GRADUATE AND FIRST-PROFESSIONAL ENROLLMENT NEEDED BY YEAR

**MURRAY STATE UNIVERSITY**

**FALL 1981 - FALL 1985**

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Fall 1981</th>
<th>Fall 1982</th>
<th>Fall 1983</th>
<th>Fall 1984</th>
<th>Fall 1985</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture and Natural Sciences</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Architecture and Environmental Design</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Biological Sciences</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Business and Management</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Engineering</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Physical Sciences</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Other Graduate</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Dentistry</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Medicine</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Law</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>Total</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

NA = Not Available
August 26, 1981

Dear Deno:

This letter is to acknowledge the revision of Murray State University's Affirmative Action Plan as requested by the staff of the Office for Civil Rights. Specifically, the availability percentage for blacks in the Executive/Administrative/Managerial job category has been changed to 4.0; Faculty availability has been changed to 3.8; Professional Nonfaculty availability has been changed to 3.9. The goals and timetables for achieving parity in these categories have been amended accordingly per the instructions of Rick Stinchfield, Murray's affirmative action representative in this matter.

For your information, I have attached a copy of the matrix which displays these data for all state-supported universities and is a part of the state plan in response to the Office for Civil Rights letter of January 15, 1981. We are appreciative of the promptness with which you and your staff resolved this matter.

Sincerely,

Harry M. Snyder
Executive Director

Dr. Constantine W. Curris
President
Murray State University
Murray, Kentucky 42071

HMS/mm
Attachment
cc: Dr. Rick Stinchfield
    Dr. Gary Cox
<table>
<thead>
<tr>
<th>PERCENT DISTRIBUTION OF BLACKS BY EEO-6 CATEGORY</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1980 Employment</strong></td>
</tr>
<tr>
<td>---------------------</td>
</tr>
<tr>
<td><strong>Eastern Kentucky University</strong></td>
</tr>
<tr>
<td>Executive/Administrative/Managerial Faculty</td>
</tr>
<tr>
<td>Professional Nonfaculty</td>
</tr>
<tr>
<td>Secretarial/Clerical</td>
</tr>
<tr>
<td>Technical/Paraprofessional</td>
</tr>
<tr>
<td>Skilled Crafts</td>
</tr>
<tr>
<td>Service/Maintenance</td>
</tr>
<tr>
<td><strong>Morehead State University</strong></td>
</tr>
<tr>
<td>Executive/Administrative/Managerial Faculty</td>
</tr>
<tr>
<td>Professional Nonfaculty</td>
</tr>
<tr>
<td>Secretarial/Clerical</td>
</tr>
<tr>
<td>Technical/Paraprofessional</td>
</tr>
<tr>
<td>Skilled Crafts</td>
</tr>
<tr>
<td>Service/Maintenance</td>
</tr>
<tr>
<td><strong>Murray State University</strong></td>
</tr>
<tr>
<td>Executive/Administrative/Managerial Faculty</td>
</tr>
<tr>
<td>Professional Nonfaculty</td>
</tr>
<tr>
<td>Secretarial/Clerical</td>
</tr>
<tr>
<td>Technical/Paraprofessional</td>
</tr>
<tr>
<td>Skilled Crafts</td>
</tr>
<tr>
<td>Service/Maintenance</td>
</tr>
<tr>
<td><strong>Northern Kentucky University</strong></td>
</tr>
<tr>
<td>Executive/Administrative/Managerial Faculty</td>
</tr>
<tr>
<td>Professional Nonfaculty</td>
</tr>
<tr>
<td>Secretarial/Clerical</td>
</tr>
<tr>
<td>Technical/Paraprofessional</td>
</tr>
<tr>
<td>Skilled Crafts</td>
</tr>
<tr>
<td>Service/Maintenance</td>
</tr>
<tr>
<td><strong>University of Kentucky</strong></td>
</tr>
<tr>
<td><strong>University of Louisville</strong></td>
</tr>
<tr>
<td><strong>Western Kentucky University</strong></td>
</tr>
<tr>
<td><strong>These three universities have developed availability data, current employment data, and benchmark goals that are departmental and not amenable to matrix display.</strong></td>
</tr>
</tbody>
</table>
Mr. Ron Christopher  
Chairman, Board of Regents  
Murray State University  
Murray, KY 42071

Dear Mr. Christopher:

The 1981 claims on our self-funded medical insurance plan with The Travelers Insurance Company exceeded Travelers bid by approximately $200,000. Unofficial figures received by letter on January 4 and by telephone January 19 result in a substantial and unrealistic increase in cost for 1982.

Our medical and prescription drug claims are estimated to be $713,825 for 1981. Although our claims experience has been extremely high, I feel the proposed increase is very excessive in most areas of coverage.

The following calculations are projected increases based on these proposed figures. This information is based on the number of employees covered by our plan for January 1982 to reflect an accurate comparison.

<table>
<thead>
<tr>
<th></th>
<th>1981</th>
<th>1982</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Premiums</td>
<td>$423,397.68</td>
<td>$1,234,125.00</td>
<td>191%</td>
</tr>
<tr>
<td>Prescription Drugs</td>
<td>$88,639.20</td>
<td>$179,883.00</td>
<td>103%</td>
</tr>
<tr>
<td>Administrative Fees</td>
<td>$27,839.28</td>
<td>$67,329.36</td>
<td>142%</td>
</tr>
<tr>
<td>Stop-Loss Premium</td>
<td>$4,047.12</td>
<td>$11,037.60</td>
<td>173%</td>
</tr>
<tr>
<td>Plus Life Insurance</td>
<td>$47,304.00</td>
<td>$52,560.00</td>
<td>11%</td>
</tr>
<tr>
<td><strong>Total Cost</strong></td>
<td>$591,227.28</td>
<td>$1,544,934.96</td>
<td>161%</td>
</tr>
</tbody>
</table>

Mr. Drane Shelley, Director of Purchasing, notified The Travelers in writing on January 21, 1982, that they have not followed the provisions of the contract. These provisions allow Murray State one hundred and twenty (120) days to consider and evaluate the new premium structure for the coming year before making a decision as to the renewal of the contract. Mr. Shelley advised Travelers that it is our position that they must continue to pay claims at the premium rate specified in the original contract until they meet the conditions and terms of the contract.
My experience with The Travelers during the year has not been favorable. Claim payments have been satisfactory, however, the administration and service of the plan have been unsatisfactory.

Due to the proposed increases and difficulties experienced, I recommend that consideration be given to rebidding the plan to become effective July 1, 1982.

Sincerely,

George L. Stockton
Director of Personnel Services

GLS:rjm