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Board of Regents, Murray State University

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MINUTES OF THE SPECIAL MEETING OF THE BOARD OF REGENTS
Murray State University
October 27, 1994

The Board of Regents of Murray State University met October 27, 1994, in special session in the Board of Regents Room, Wells Hall, on the campus of Murray State University. The meeting was called to order by Chairman Sid Easley at 3:00 p.m. Regent Philip Lanier gave the invocation.

Upon roll call, the following were present: Mr. Thomas A. Burich, Mr. Sid Easley, Mrs. Beverly Ford, Mrs. Marie Jones, Dr. Frank Julian, Mr. Philip M. Lanier, Mr. Wells T. Lovett, Mrs. Virginia Strohecker, and Mr. Brian Van Horn. Absent: Mrs. G. Arlivia Gamble and Mr. Robert Matthews.

Present for the meeting were President Kern Alexander; Mrs. Sandra Rogers, Secretary of the Board; Mr. Tom Denton, Treasurer; Provost James Booth; Interim Vice President for University Relations and Administrative Services John Fitzgibbon; faculty; staff; and members of the news media.

The Agenda included the following topics:

Salary Adjustments

President Alexander reviewed the background for the salary adjustments.

Mr. Burich moved that the Board of Regents, upon the recommendation of the President of the University, approve the expenditure and allocation of approximately \$901,000 for salary, wage and associated fringe benefit increases in accordance with the attached guidelines.

Mr. Lovett seconded and following a brief discussion, the roll was called with the following voting: Mr. Burich, yes; Mrs. Ford, yes; Mrs. Jones, yes; Dr. Julian, abstained; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Easley, yes. Motion carried.

(See Attachment #1)

Graduate Assistantships

President Alexander informed the Regents that the extra funds will provide twelve additional graduate assistantships, and will be distributed by the Office of the Provost.

Mr. Van Horn moved that the Board of Regents, upon the recommendation of the President of the University, allocate \$48,000 annually (\$24,000 for the spring 1995 semester) for additional graduate assistantships.

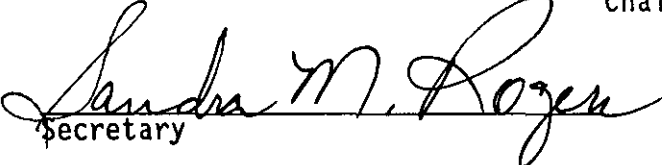
Mrs. Jones seconded and the roll was called and the following voted: Mr. Burich, yes; Mrs. Ford, yes; Mrs. Jones, yes; Dr. Julian, yes; Mr. Lanier, yes; Mr. Lovett, yes; Mrs. Strohecker, yes; Mr. Van Horn, yes; and Mr. Easley, yes. Motion carried.

Chairman Easley reminded the Board of the next quarterly meeting scheduled on December 2 and 3, 1994.

Adjournment

Dr. Julian moved, seconded by Mrs. Strohecker, that the meeting be adjourned. Adjournment was at 3:30 p.m.


Chair


Secretary

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Sandra M. Rogers
Secretary

**SALARY and WAGE INCREASE GUIDELINES
10/27/94**

1) COVERED EMPLOYEES:

- of record on 10/27/94
- must be regular full-time or regular part-time

2) PAY INCREASE**A. Employees hired before 4/1/94:**

- retroactive to July 1, 1994
- distribution of base and discretionary increases will be 50% each
- discretionary increases will be based on the merit criteria contained in the Faculty Handbook and the Personnel Policies and Procedures Manual
- targeted minimum salaries of \$30,000, \$35,000 and \$40,000 be established for assistant, associate and full professors, respectively

	<u>PERCENTAGE INCREASE POOLS</u>			Fiscal Year
	<u>50% Base</u>	<u>50% Discretionary</u>	<u>Total</u>	<u>Total</u>
FACULTY				
Full Professor	2.00%	2.00%	4.00%	6.00%
Associate Professor	1.50	1.50	3.00	5.00
Assistant Professor	1.00	1.00	2.00	4.00
Instructor/Lecturer	1.00	1.00	2.00	4.00
HOURLY STAFF	1.00	1.00	2.00	4.00
ADMINISTRATIVE/ PROFESSIONAL PERSONNEL	.75	.75	1.50	3.50

B. Employees Hired on or after 4/1/94:

- entry level hourly staff hired on or after 4/1/94 will increase 1% as of 10/29/94
- administrative/professional staff and faculty hired on or after 4/1/94 will increase 1% as of 11/1/94

3) SALARY BASE (for calculation of increase):

- current salary base at 10/27/94
- temporary changes do not qualify for the increase since they are not permanent additions to the base
- for permanent salary base changes on or after 4/1/94, actual payment will be weighted for the time when the base change occurred

4) EQUAL EMPLOYMENT OPPORTUNITY (EEO) CLASSIFICATION

- determines employee's classification for increase
- EEO classification is based on the primary occupational activity