

MINUTES OF MEETING OF BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY
April 26, 1973

A regular meeting of the Board of Regents of Western Kentucky University was held on Thursday, April 26, 1973, at 3 p.m., CST, in the Regents Conference Room, Wetherby Administration Building, on the Western campus. Chairman Dr. W. R. McCormack presided.

The meeting opened with a prayer of invocation by Dr. Paul B. Cook, Assistant to the President.

All members were present; namely,

Dr. W. R. McCormack, Chairman
Dr. Coy E. Ball
Dr. W. Gerald Edds
Dr. Chalmer P. Embry
Mr. Michael A. Fiorella
Dr. Lowell H. Harrison
Mr. W. S. Moss, Jr.
Mr. Hugh Poland
Mr. Albert G. Ross
Mr. Joe L. Travis

Also present, in addition to Dr. Cook, were Dr. Dero G. Downing, President; Dr. Raymond L. Cravens, Vice President for Academic Affairs and Dean of the Faculties; Mr. Harry K. Largen, Vice President for Business Affairs and Treasurer; Mr. William E. Bivin, University Attorney; and Miss Georgia Bates, Secretary.

The minutes of the regular meeting held on February 24, 1973, were presented. Dr. Harrison moved that the minutes be adopted without a reading inasmuch as copies had been mailed to all members and were found to be in order. The motion was seconded by Dr. Ball and carried unanimously.

Chairman McCormack then introduced the minutes of the Executive Committee meetings held on April 10 and April 16, 1973, copies of which had previously been mailed to all members. Following discussion, Mr. Moss moved for ratification of the actions taken, as reflected in the minutes which follows:

A meeting of the Executive Committee of the Board of Regents of Western Kentucky University was held on Tuesday, April 10, 1973, at 12 Noon in the Regents Conference Room of the Wetherby Administration Building on the Western campus. All members were present; namely,

Dr. W. R. McCormack, Chairman
Mr. Hugh Poland
Mr. Albert G. Ross
Mr. Joe L. Travis

Also present were Dr. Dero G. Downing, President; Dr. John D. Minton, Vice President for Administrative Affairs; Mr. Harry Largen, Vice President for Business Affairs and Treasurer; Dr. Paul B. Cook, Assistant to the President; Dr. Kelly Thompson, President Emeritus and President of the College Heights Foundation; Mr. William E. Bivin, University Attorney; and Miss Georgia Bates, Secretary to the Board.

President Downing stated that the purpose of the meeting was to review the proposed salary schedule for the 1973-74 school year and to give consideration to faculty members recommended for promotions in rank and for tenure.

The faculty and staff salary list was presented to members of the Executive Committee by President Downing, including the 1972-73 annual salary of each individual, the proposed increment, and the recommended salary for the 1973-74 school year. He reviewed the actions taken by the Executive Committee on January 27 and ratified by the Board of Regents on February 24, as follows:

1. Authorized the President and other university officials to proceed with the development of the 1973-74 Operating Budget in accordance with established procedures.
2. In order to remain competitive, to retain our best people, to meet the rise in living costs, and to show consideration for effort and performance--approval was given to the recommendation for the strengthening of the salary structure, with salary increments to be given priority in planning for the new budget.
3. Approval was given to the proposal that the average salary increases or total increases throughout the University not exceed 5.5 percent.

A lengthy discussion ensued, with some expression of concern centered primarily around the salaries recommended for individuals at the upper levels of the salary schedule. After a thorough discussion, Mr. Ross moved the approval of the recommended 1973-74 salary schedule, which President Downing stated was within the guidelines set forth by the Board of Regents. The motion died for the lack of a second.

After further discussion, Mr. Travis moved approval of that part of the salary schedule as affects personnel presently earning up to \$16,000 annually, with salary increases for personnel in higher salary brackets to be reviewed by the President for subsequent consideration by the Executive Committee. The motion was seconded by Mr. Poland; and upon a call of the roll, the vote was as follows:

Aye: McCormack, Poland, Travis

Nay: Ross

The next meeting of the Executive Committee was set for Monday, April 16, at 12:30 p.m. Mr. Ross stated that inasmuch as it would be impossible for him to be present on April 16, he wanted to go on record as supporting the President's recommendations at that meeting.

There being no further business, the meeting was adjourned to April 16 at the same place.

An adjourned meeting of the Executive Committee of the Board of Regents of Western Kentucky University was held on Monday, April 16, 1973, at 12:30 p.m. in the Regents Conference Room, Wetherby Administration Building, on the Western campus. The following members were present:

Dr. W. R. McCormack, Chairman
Mr. Hugh Poland
Mr. Joe L. Travis

Absent was Mr. Albert G. Ross.

Also present were Dr. Dero G. Downing, President; Dr. Raymond L. Cravens, Vice President for Academic Affairs and Dean of the Faculties; Dr. John D. Minton, Vice President for Administrative Affairs; and Miss Georgia Bates, Secretary to the Board.

President Downing stated that immediately after the meeting of the Executive Committee on April 10, he and other appropriate University officials had engaged in lengthy discussions and deliberations; and based on the action taken by the Executive Committee in the April 10 meeting, he had subsequently prepared the memorandum which had been placed in the hands of the members for study prior to the adjourned meeting. In the upper-level salary category (above \$16,000) about which concern had been expressed, he stated that the 119 individuals affected carry the major responsibility of the University and merit the consideration being recommended in the memorandum as to salary increment for the 1973-74 school year.

The President then reviewed his recommendations which reflected a reduction in the salary increments proposed earlier in approximately one-half of the cases included in the category concerned.

Following lengthy discussion, the Executive Committee asked to be excused for private deliberation. Upon return to the meeting, Dr. McCormack stated that the issue involved was of such great importance that the Committee was requesting a meeting of the Board of Regents at the earliest possible date and requested President Downing to proceed immediately in setting up such meeting.

There being no further business, the meeting was adjourned at approximately 2:45 p.m.

Mr. Moss's motion for ratification of the actions of the Executive Committee, as reflected in the above minutes, was seconded by Mr. Ross and carried unanimously.

In presenting the proposed 1973-74 salary schedule, which constitutes approximately 70 percent of the total operating budget for the coming fiscal year, President Downing stated that it was developed in accordance with the actions of the Executive Committee on January 27 and of the Board of Regents on February 24, with the recommendations having been further analyzed and discussed by the Executive Committee in two subsequent meetings. In recommending its approval, the President requested authorization to (1) proceed with the mailing of reappointment letters to members of the faculty and staff and (2)

instruct the Business Office staff to incorporate the salary schedule into the 1973-74 Operating Budget, which will be submitted later to the Board with recommendations for its approval and adoption.

Following discussion, Mr. Ross moved approval of the 1973-74 salary schedule. The motion was seconded by Dr. Ball; and upon a call of the roll, the vote was as follows:

Aye: McCormack, Ball, Edds, Embry, Fiorella, Moss, Poland, Ross, Travis

Nay: None

Abstaining: Harrison

Dr. McCormack expressed concern over "escalating" salaries at Western. He sought the Board's reaction to the scheduling of a meeting this summer with Board representatives of the other state regional universities, the University of Kentucky, and the University of Louisville to discuss salary structures and other matters of mutual concern. If fellow Board members concurred, he suggested that he, along with the President, be authorized to explore such a possibility.

Following discussion, Mr. Travis moved that the President and Chairman McCormack be authorized to communicate with the Presidents and the Chairmen of the governing boards of other state institutions, inviting their participation in such a meeting to be held on the Western campus. The motion was seconded by Mr. Poland and carried unanimously.

In addition to the personnel changes approved by the Executive Committee on January 27, 1973, and ratified by the Board of Regents on February 24, the following recommendations for promotions in rank and for the granting of tenure were presented by President Downing. He stated that the faculty members being recommended have the endorsement of the department head, the college dean, and the Vice President for Academic Affairs:

Promotion to Professor

| | |
|------------------------|---|
| Dr. S. Basheer Ahmed | Business Administration |
| Dr. William G. Buckman | Physics and Astronomy |
| Dr. Kenneth T. Cann | Economics |
| Dr. Faye Carroll | Government |
| Dr. Carl P. Chelf | Government |
| Mr. Willard Cockrill | Geography and Geology |
| Dr. Norman Ehresman | Center for Career and Vocational Teacher Education |

Promotion to Professor (continued)

| | |
|--------------------------|-----------------------------------|
| Dr. Claude P. Frady | School Administration |
| Dr. Raymond E. Johnson | Agriculture |
| Dr. Thomas W. Madron | Government |
| Dr. George S. Masannat | Government |
| Dr. W. Lynwood Montell | Folklore and History |
| Dr. Burch E. Oglesby | Physical Education and Recreation |
| Dr. Jack W. Thacker, Jr. | History |

Promotion to Associate Professor

| | |
|--------------------------|-------------------------------------|
| Dr. James T. Baker | History |
| Dr. James B. Barksdale | Mathematics |
| Dr. Louella Fong | Home Economics and Family Living |
| Dr. David R. Hartman | Chemistry |
| Dr. Chas. H. Hendrickson | Chemistry |
| Dr. Norman W. Hunter | Chemistry |
| Mr. Wilburn C. Jones | Mathematics |
| Dr. William E. Leonard | Speech and Theatre |
| Dr. Frederick Murphy | History |
| Dr. Albert J. Peterson | Geography and Geology |
| Dr. Norman L. Holy | Chemistry |
| Dr. Lowell W. Shank | Chemistry |
| Dr. Francis Thompson | History |
| Dr. Donald R. Tuck | Philosophy and Religion |
| Dr. Kyle D. Wallace | Mathematics |
| Dr. Robert E. Ward | English |

Promotion to Assistant Professor

| | |
|-----------------------|------------------------------|
| Mrs. Mary Crisp | Secondary Education |
| Mrs. Patricia Custead | Library Services |
| Miss Sara H. Gleaves | Library Educational Services |
| Mr. Marvin F. Mews | Media Services |
| Mr. Julius J. Sloan* | Government |
| Mrs. Nancy Solley | Library Educational Services |
| Mr. Bob H. T. Sun | Library Services |
| Miss Mary E. Thurman | Library Educational Services |

Tenure

| | |
|--------------------------|---|
| Dr. Thomas P. Baldwin | Foreign Languages |
| Dr. Victor Christenson | Head, School Administration |
| Dr. Philip Constans | Educational Foundations and Curriculum |
| Dr. Ed. S. Dorman | Physics and Astronomy |
| Dr. Thomas P. Dunn | Sociology and Anthropology |
| Dr. Robert D. Farina | Chemistry |
| Dr. Gene C. Farley | School Administration |
| Mr. Leo A. Fernandez | Art |
| Dr. A. F. Godby | Head, Dental Hygiene |
| Dr. J. Drew Harrington | History |
| Dr. Gordon F. Jones | Agriculture |
| Mrs. Marion L. Nolan | Elementary Education |
| Dr. Ronald R. Rowe | Engineering Technology |
| Dr. Sallye Russell | Home Economics and Family Living |
| Mrs. Clarice Scarborough | Foreign Languages |
| Dr. James W. Taylor | Geography and Geology |
| Dr. Francis Thompson | History |
| Dr. James Wesolowski | Head, Mass Communications |
| Mr. Donald Brightup | Library Services |

*Contingent upon receipt of doctorate

Following discussion, Mr. Fiorella moved that the above recommendations for promotions in rank and for the granting of tenure be approved. The motion was seconded by Mr. Ross and carried unanimously.

In presenting personnel changes subsequent to February 24, 1973, President Downing called special attention to one resignation and two significant recommendations. He stated that --

1. Dr. Tate C. Page, who was stepping down as Dean of the College of Education in compliance with University policy, had submitted a letter of resignation with full retirement status at the close of the current school year, rather than being assigned to some other area of the respective college. He added that a screening committee was now in the process of evaluating applications relative to recommendations for Dr. Page's successor.

2. Dr. Franklin Conley, a member of the Department of Industrial Education and Technology faculty, was being recommended to replace Mr. Walter B. Nalbach as head of the department. Dr. Conley was described as being exceedingly well qualified for the position.

3. The request of Dr. Paul G. Hatcher, Dean of the Potter College of Arts and Humanities, to be reassigned within the college with the rank of full Professor to coordinate the areas of foreign studies and assume teaching responsibilities in the Department of Foreign Languages was recommended for approval, with recognition of the outstanding contribution which Dr. Hatcher has made in his present leadership role.

The complete listing of personnel changes follows:

PERSONNEL CHANGES

| <u>Name</u> | <u>Salary</u> | <u>Effective Date and Remarks</u> |
|---|---------------|--|
| <u>College of Applied Arts and Health</u> | | |
| Military Science: Major Gary A. Riggs | N/A | June, 1975; Assistant Professor |
| <u>Bowling Green College of Business and Public Affairs</u> | | |
| Economics: Dr. Stephen E. Lile | \$14,500 | 8/16/73; Associate Professor |
| <u>College of Education</u> | | |
| Elementary Education: Miss Joyce H. Ritter | 12,760 | 8/16/73; Assistant Professor; \$13,360 with doctorate |

NEW FACULTY
(continued)

| <u>Name</u> | <u>Salary</u> | <u>Effective Date and Remarks</u> |
|--|------------------|--|
| <u>College of Education (continued)</u> | | |
| Industrial Education and Technology: | | |
| Dr. Robert I. Eversoll | \$13,500 | 8/16/73; Assistant Professor |
| Physical Education and Recreation: | | |
| Mrs. Sandra Cooter | 8,500 | 8/16/73; Instructor |
| <u>Potter College of Arts and Humanities</u> | | |
| Foreign Languages: | | |
| Mr. Peter L. Gilman | 11,200 | 8/16/73; Assistant Professor; \$11,800 with doctorate |
| NEW STAFF | | |
| <u>Office of Admissions</u> | | |
| Mrs. Cherly C. Chambless | 8,880 | 5/14/73; Admissions Counselor; \$9,380 with Ed. S. degree |
| <u>Computer Center</u> | | |
| Mr. Alvin R. Smith | 7,200 | 5/14/73; Chief Computer Operator |
| <u>College Heights Bookstore</u> | | |
| Mr. Terry L. Thornton | 6,000 | 3/26/73; Receiving Dept. Manager |
| <u>Secretarial and Clerical Staff</u> | | |
| Center for Career and Vocational Teacher Education: | | |
| Miss Acquanetta Yewell | 300 per month | 4/16-6/30/73; typist |
| Office of the Dean of the Graduate College: | | |
| Mrs. Joan E. McCauley | 6,000 | 3/1/73; Administrative Aide; temporary appointment |
| Department of Agriculture: | | |
| Mrs. Mary Parrish | 3,850 | 4/1/73; Secretary; 11-months basis |
| Division of Library Services: | | |
| Mrs. Jo Nell Brown | 3,888 | 4/1/73; Clerical Assistant |
| Mrs. Rebecca I. Coley | 3,888 | 4/16/73; Clerical Assistant |
| Mrs. Nyla Small | 3,888 | 4/1/73; Clerical Assistant |
| Office of Admissions: | | |
| Mrs. Susan A. Potter | 4,320 | 4/17/73; clerk-stenographer; \$4,440 effective 8/16/73 |
| University Publications: | | |
| Mrs. Eva L. Whittle | 4,320 | 4/2/73; General Clerk |
| University-School Relations: | | |
| Mrs. Sara A. White | 375 per month | 3/19-7/18/73; Secretary; temporary position |

NEW STAFF
(continued)

| <u>Name</u> | <u>Salary</u> | <u>Effective Date and Remarks</u> |
|--|---------------|-----------------------------------|
| <u>Secretarial and Clerical Staff (continued)</u> | | |
| Purchasing: | | |
| Mrs. Guinevere Lexa Tabor | \$ 4,080 | 4/16/73; General Clerk |
| Mrs. Lynda B. Tabor | 4,080 | 3/6/73; General Clerk |
| Business Affairs (Accounts and Budgetary Control): | | |
| Mrs. JoAnna Tabor | 4,080 | 4/24/73; Junior Accounts Clerk |
| Auxiliary Enterprises: | | |
| Mrs. Sharon L. Hauenschild | 4,164 | 4/9/73; Administrative Secretary |

1973 SUMMER SCHOOL FACULTY

| | | |
|----------------------|-----|---|
| Mrs. Eileen H. Young | 568 | 6/11-7/6/73; part-time faculty member for Institute in Junior High School Mathematics |
|----------------------|-----|---|

FACULTY REASSIGNMENTS

Potter College of Arts and Humanities

| | | |
|---------------------|--|---|
| Dr. Paul G. Hatcher | | Effective date to be determined; Dean of the Potter College of Arts and Humanities to be reassigned with the rank of full Professor |
|---------------------|--|---|

College of Education

| | | |
|--|--------|---|
| Department of Industrial Education and Technology: | 19,200 | |
| Dr. Franklin Conley | | Effective date to be determined; to replace Mr. Walter Nalbach as Head of the Department of Industrial Education and Technology |

Academic Services

| | | |
|------------------------------|-------|--|
| Kentucky Library and Museum: | | |
| Mrs. Virginia Pearson | 3,840 | 4/18/73; status changed from 9 months to 12 months; part time |
| Helm-Cravens Library: | | |
| Mrs. Eunice F. Wells | | 5/1/73; reassigned from Kentucky Library to Helm-Cravens Library |

SECRETARIAL AND CLERICAL ASSIGNMENTS

College of Applied Arts and Health

| | | |
|------------------------------------|-----------|--|
| Office of the Dean of the College: | | |
| Mrs. Sylvia Kaye Keeton | No change | 4/5/73; reassigned from Institutional Research to the position of administrative secretary in the Office of the Dean of College of Applied Arts and Health |

Business Affairs

| | | |
|---------------------------------|-------|--|
| Accounts and Budgetary Control: | | |
| Mrs. Susan Heath | 4,920 | 4/1/73; promoted to the position of administrative secretary |

RETIREMENTS

| <u>Name</u> | <u>Effective Date and Remarks</u> |
|---|-----------------------------------|
| Department of English: Dr. Willson E. Wood | 7/1/73 |
| College of Education: Dr. Tate C. Page, Dean | 8/15/73 |

LEAVES OF ABSENCE

| | |
|--|---------------------|
| Library Services: Mrs. Mary Lamb | 1973-74 school year |
| Mrs. Bette Joe McGown | 5/14-8/15/73 |
| Office of Admissions: Mr. Stephen D. House, Director | 6/15/73 - 6/14/74 |
| Undergraduate Advisement: Mr. John W. Sagabiel, Associate Director | 6/4-8/24/73 |

FACULTY RESIGNATIONS

| | |
|---|---------|
| Health and Safety: Dr. Ronald G. Browning | 8/15/73 |
| Nursing: Miss Mary Jo Clark | 8/15/73 |
| Mrs. Melinda French | 8/15/73 |
| Sociology and Anthropology: Dr. J. Gipson Wells | 8/15/73 |
| Industrial Education and Technology: Dr. Holland E. Boaz | 8/15/73 |
| Physical Education and Recreation: Mr. Alan G. Launder | 8/15/73 |
| Library Services: Mr. Simon P. J. Chen | 6/30/73 |
| Mrs. Nelda Hills | 6/30/73 |
| Mrs. Ellen Johnson | 6/30/73 |

STAFF, SECRETARIAL, AND CLERICAL RESIGNATIONS

| | |
|--|---------------------------------------|
| College of Applied Arts and Health: Miss Betty Ann Banks | 3/30/73 |
| Business Education and Office Administration: Mrs. Betty Thurman | 3/9/73 (maternity leave since 7/7/72) |
| Regional Career Education Development Project: Mrs. Doris Meece | 4/1/73 |
| Head Start Training Center: Mrs. Catherine Wiseman | 3/31/73 |
| President's Office: Mrs. Jennie B. Dobbins | 2/20/73 |

STAFF, SECRETARIAL, AND CLERICAL RESIGNATIONS
(continued)

| <u>Name</u> | <u>Effective Date and Remarks</u> |
|----------------------------|-----------------------------------|
| Library Services: | |
| Mrs. Lena K. Helit | 3/1/73 |
| Mrs. Shirley Hay | 4/10/73 |
| Mrs. Diana D. Morgan | 4/19/73 |
| Mrs. Doris W. Potter | 4/4/73 |
| Admissions Office: | |
| Mr. William Hall Straeffer | 3/31/73 |
| Computer Center: | |
| Mr. Larry Hills | 4/4/73 |
| Student Financial Aid: | |
| Mrs. Mona Logsdon | 3/1/73 |
| Mr. Marcus Wallace | 3/31/73 |
| Purchasing: | |
| Mrs. Beverly Buchanan | 4/30/73 |
| College Heights Bookstore: | |
| Mrs. Anna Jean Hazelrigg | 3/31/73 |
| Food Services: | |
| Mrs. Kathleen Schmidt | 4/30/73 |

Following discussion and upon the President's recommendation, Mr. Moss moved for approval of the personnel changes. The motion was seconded by Dr. Harrison, and the roll call vote follows:

Aye: McCormack, Ball, Edds, Embry, Fiorella, Moss,
Poland, Ross, Travis

Nay: None

Abstaining: Harrison

The Board heard a progress report from President Downing on the Cherry Hall project. He stated that the continued delay in the completion and occupancy of the Ivan Wilson Center for Fine Arts had brought about a postponement until April 6, 1973, for the letting of bids for the renovation and reconstruction of Cherry Hall which had been planned to coincide with the opening of the Center for Fine Arts. He stated that since April 6, a post-bid review had been held by the architect, engineers, state officials, and University representatives; and based on such review, it was recommended that the contract be signed with the Rogers Lumber Company of Auburn, Kentucky, with a low bid of \$1,515,000. He added that plans call for work to commence approximately May 15, with an anticipated completion date of June 15, 1974, which would make possible the

reoccupancy of the building with the opening of the 1974 fall semester.

Upon the President's recommendation, Dr. Edds moved for acceptance of the low bid of \$1,515,000 of Rogers Lumber Company for the reconstruction and renovation of Cherry Hall. The motion was seconded by Mr. Poland; and following discussion, the roll call vote was as follows:

Aye: McCormack, Bail, Edds, Embry, Fiorella, Harrison,
Moss, Poland, Ross, Travis

Nay: None

There being no further business and following an expression of appreciation by President Downing, on motion made and duly seconded, the meeting was adjourned.

W. R. McCormack 17-17.
Chairman

George B. Bates
Secretary