

MINUTES OF MEETING OF BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY
June 19, 1974

A special meeting of the Board of Regents of Western Kentucky University was held on Wednesday, June 19, 1974, at 3 p.m., CDT, in the Regents Conference Room, Wetherby Administration Building, on the Western campus. Dr. W. R. McCormack, Chairman, presided.

The meeting opened with a prayer of invocation by Dr. John D. Minton, Vice President for Administrative Affairs.

Mr. Gregory L. McKinney, a junior from Warren County, qualified as student regent for the 1974-75 school year by taking the Constitutional Oath, which was administered by Miss Georgia Bates, Notary Public for the State of Kentucky and Secretary to the Board. With the recently elected president of Associated Student Government being an out-of-state resident and ineligible to serve as student regent, Mr. McKinney was elected to this position by the student body in a special election on April 30. He was welcomed to membership on the Board.

The following members were present:

Dr. W. R. McCormack
Mr. Ronald W. Clark
Dr. W. Gerald Edds
Dr. Chalmer P. Embry
Dr. Lowell H. Harrison
Mr. Gregory L. McKinney
Mr. W. S. Moss, Jr.
Mr. Hugh Poland
Mr. John W. Ramsey

Absent was Mr. Albert G. Ross.

Among others present, in addition to Dr. Minton and Miss Bates, 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; Dr. Paul B. Cook, Assistant to the President; Mr. William E. Bivin, University Attorney; Mr. Dee Gibson, Jr., Director of Public Affairs and Community Relations; and Mr. Jeff Consolo, President of Associated Student Government.

Before proceeding with the prepared agenda, Chairman McCormack took action on the following matters:

1. He reviewed a lengthy discussion of the Executive Committee

in its meeting on May 18 in which concern was expressed over the apathy manifested by students relative to campus voting, especially those elections involving Associated Student Government and membership on the Board of Regents. Statistics were cited to substantiate the feeling that the exceedingly light vote which determined student membership on the policy-making body of the University was neither representative of the student body nor fair to the students selected for this important position. He stated that the six student regents who had served on the Board had made outstanding contributions and deserved the full support of the student body. He then named Mr. Moss, Mr. Ramsey, Dr. Harrison, and Mr. McKinney as a committee, with Mr. Moss serving as chairman, to make a study of student interest in campus elections and to report back to the Board with recommendations as to how interest in student voting might be stimulated in the future.

2. A committee was appointed by the Chairman to work with the Faculty Athletic Committee in matters involving fiscal accountability, recruitment, staffing, and player eligibility. Requested to serve with Dr. Edds as chairman were Mr. Poland, Dr. Embry, Mr. Clark, and Mr. Ross.

The minutes of the regular meeting held on April 27, 1974, were presented by the Chairman. Dr. Harrison moved, with a second by Mr. Poland, that the minutes be adopted without a reading inasmuch as copies had been mailed to the members and were found to be in order. The motion carried unanimously.

The presiding officer then introduced the minutes of the Executive Committee meetings held on May 18 and May 29, copies of which had previously been mailed to all members of the Board. The minutes follow:

A meeting of the Executive Committee of the Board of Regents of Western Kentucky University was held on Saturday, May 18, 1974, at 1 p.m., CDT, in the Regents Conference Room, Wetherby Administration Building, on the Western campus. Dr. W. R. McCormack, Chairman, presided. All members were present; namely,

Dr. W. R. McCormack
Dr. W. Gerald Edds
Mr. Hugh Poland
Dr. Chalmer P. Embry

Others present were Dr. Dero G. Downing, President; Mr. William E. Bivin, University Attorney; and Miss Georgia Bates, Secretary to the Board. Also present for the first part of the meeting, having been invited by the Chairman, were Sergeant Detective Fred Lancaster of the Bowling Green Police Department and Detective Louis R. Stiles of the State Police. In presenting the two officers, Dr. McCormack stated that because of the leadership which

they are giving to the narcotics division of law enforcement, they were in position to "bring us up to date on happenings relative to drug abuse generally in the community and on the Western campus." He added that "we" share the same objective--a better Bowling Green and a better University.

In the lengthy discussion which ensued and in response to questions presented, the following are among the more significant statements made by the visiting officers:

1. There are some indications that Bowling Green is becoming a distributing center for narcotics. Twelve state policemen are currently serving as undercover agents.
2. The use of drugs is not confined to any age level. It starts at junior high school and continues through the college level and beyond.
3. Ninety percent of Western students are good citizens. The ones causing the problems could run as low as 5 percent.
4. There have been occasions where Western students arrested for drug violations stated that they were on probation from other colleges, but the definite number is not known.
5. A rough estimate reveals that about two-thirds of investigations and arrests involve students or former students.
6. Sealed indictments were returned on five students the first of May for the trafficking of drugs off campus. Upon opening of the indictments, Mr. Berry (Assistant Dean of Student Affairs) will be informed.
7. There seems to be in some cases moves to harder drugs, with heroin (coming out of California) an increasing danger.
8. Drugs can be bought in small quantities on campus if the buyer knows who to go to. The larger deals are made off campus. An informer is now working with an undercover man here, and some buys are being made. There is little risk on the part of the informer unless heroin or other hard drugs are involved.
9. A check of the so-called rock festivals on campus reveals "very little" smoking of marijuana. The students seem to have a respect for campus-sponsored activities. (It was pointed out by the President that Western would be hopelessly lost in trying to supervise students in off-campus activities.)
10. The opinion was expressed that about 99 percent of the hard drug users began by smoking marijuana. Locally, the first offense for the possession of marijuana results in a fine and referral to the Comprehensive Center.
11. Marijuana continues to be a problem "365 days out of the year." The State Police is more concerned where a big volume dealer is involved.

In the solicitation of suggestions as to how Western could strengthen lines of communication with the city and state law enforcement agencies and thereby more effectively cope with the problem of drug abuse on campus, the following comments were made by Detective Lancaster and Stiles:

1. Western has a fine group of men on the security staff who are capable of doing an excellent job. There is 100 percent cooperation from the staff; and as members become better trained in and more knowledgeable of what is expected of them in the area of law enforcement, their contributions will be significant.

2. A fine relationship and understanding as to how to proceed on student matters also exists with the Dean of Student Affairs, members of his staff, and Western in general.

3. Inasmuch as drug activity is more prevalent off campus, Western's required campus housing program for freshmen and sophomores should be of tremendous help. It was pointed out that the supervision program in the residence halls is an effective deterrent to drug usage.

4. Western's drug education program is most effective. (President Downing stated that it would be the aim of the University to involve off-campus officers in a more intensified orientation program.)

5. The availability at Western of a picture of each student enrolled would be highly advantageous in working with cases involving students. The President stated that the matter would be studied with the hope that such could be accomplished.

6. Detective Stiles suggested that President Downing meet with Stiles' superior to determine ways and means through which cooperation can be increased between the University and the State Police.

There being no further discussion on the subject of drug abuse and following an expression of appreciation to Detectives Lancaster and Stiles by Chairman McCormack, the officers excused themselves from the meeting.

Chairman McCormack expressed concern over the exceedingly light student vote in the Associated Student Government elections this spring. He stated that in his opinion the small turnout (approximately one out of every sixteen students) was not representative of the student body and offered the following suggestions which hopefully might bring more voters to the polls for student elections in the future:

1. Supervision of the election by members of the faculty.
2. Utilization of voting machines.
3. On the day of the election, permit the candidates to make their talks, then proceed with the voting, and allow the time involved to count as time spent in the classroom.

In the President's comments, he stated that while he did not think that a student could be made to vote, the University did have wide latitude as to how an election could be conducted. Several other suggestions were made as to how more interest might be generated in future student elections, which historically have been disappointingly light; and the President stated that he would study the matter in the hope of bringing about some techniques that would improve the voting situation in the future.

The matter involving Dr. Flonnie Strunk, a former member of the Department of Business Education and Office Administration faculty whose case is now pending before the Equal Employment Opportunity Commission, was introduced by the Chairman for discussion.

In reviewing her record at Western which covered the period from 1966 until 1971 when she was not reappointed, President Downing described her as being a "marginal" faculty member from the beginning. He said that the 1970 evaluation by the department head and the dean of the college which stated that "Dr. Strunk is not the strongest faculty member in the department" was misleading, when actually she was probably one of the weakest members of the staff. Inasmuch as it was felt that she was doing an acceptable job in the basic courses which she was teaching, she had been told by her department head and the dean that she was being recommended for tenure, effective with the 1971-72 school year; however, a decline in enrollment within the department and

other factors brought about the recommendation that she not be reappointed at the close of the 1970-71 school year. Dr. McCormack commented on personal conversations he had with Dean William Jenkins and Dr. Hollie Sharpe, and in both instances he stated that they expressed the feeling that the department would be weakened if Dr. Strunk was reinstated. (Secretary's comment: It should be noted here that members of the Board have been kept fully informed by the President of developments in the case of Dr. Strunk.)

The President then reviewed the position being taken by the Equal Employment Opportunity Commission, which charged that Dr. Strunk was being discriminated against because of sex, and the remedial action proposed by the Commission. He described actions taken by the University and information presented to refute allegations made by EEOC. He stated that members of the Board were in agreement that further efforts by the University to conciliate are considered useless.

A letter to the District Director, Equal Employment Opportunity Commission, previously submitted to the Board members by the President of Western, was fully discussed. It was noted that the letter had been approved by the Board, and Dr. Edds therefore moved that the President be authorized to transmit it immediately. The letter follows:

Mr. Charles A. Dixon
District Director
Equal Employment Opportunity Commission
46 North Third Street, Suite 1004
Memphis, Tennessee 38103

Dear Mr. Dixon:

We regret to receive your letter of April 25 stating that the petition submitted to you by Western Kentucky University for reconsideration of Commission Case No. YME4-186 has not caused you to alter the original Determination. We feel that the additional information and data provided the Commission should materially affect the findings.

Inasmuch as we are unable to accept the findings in the Determination Letter and inasmuch as your office has indicated the remedies contained in the proposed statement of agreement represent the minimum conditions acceptable to the Commission, there appears to be no useful purpose in continuing the conciliation process. We contend, as we did in the discussions with Mr. Miles and Mr. Bush, that Dr. Strunk was not denied reappointment because of sex. We take the position also that there is ample information to refute the allegation that the University discriminates against women as a class.

If it would be beneficial to elaborate on this position in discussions with you, Mr. Brown, or others of your choosing, we will be pleased to have appropriate University representatives engage in such a conference.

Sincerely yours,

Dero G. Downing
President

The motion was seconded by Dr. Embry and carried unanimously.

In the discussion which followed, it was noted that (1) the attention of all Federal agencies involved in grants and aid to higher education would be focused on Western as the result of the above litigation, (2) Western should proceed with the adoption and dissemination of an Affirmative Action Plan under the Civil Rights Act, and (3) the records of the University carry complete information on all faculty members, as well as students, who are involved in any act of misconduct or are dismissed from the institution for any reason whatsoever.

The final item presented for discussion was introduced by Dr. Edds, and it concerned the basketball program. President Downing called attention to the informal discussion that preceded the last meeting of the Board of Regents in which members expressed the feeling that in view of the success experienced by the team during the second half of the season, a change at this time would be most untimely. He added, however, that if there continued to be a strong feeling otherwise, then he would suggest that the matter be brought to the full Board.

Concern was also voiced by members of the Committee relative to "what appears to be the unsuccessful recruitment thus far this season" and other problems associated with the sports program, especially in the basketball area.

There being no further business, on motion made and duly seconded, the meeting was adjourned at approximately 4 o'clock.

A meeting of the Executive Committee of the Board of Regents of Western Kentucky University was held on Wednesday, May 29, 1974, at 2 p.m., CDT, in the Office of the President, Wetherby Administration Building. Dr. W. R. McCormack, Chairman, presided and the following members were present:

Dr. W. R. McCormack
Dr. Chalmer P. Embry
Mr. Hugh Poland

Dr. W. Gerald Edds, a member of the committee, was unable to attend. Others present were Dr. Dero G. Downing, President; Dr. Paul B. Cook, Assistant to the President; Dr. John D. Minton, Vice President for Administrative Affairs and Chairman of the University Athletic Committee; and Mr. John O. Oldham, Athletic Director. The Chairman requested Dr. Cook to serve as secretary for the meeting since Miss Georgia Bates was engaged in making preparations for a meeting of the Board of Directors of the College Heights Foundation scheduled later in the day.

President Downing gave a brief report to the members of the Executive Committee regarding the misunderstanding over the use of the American College Test (ACT) scores and the Scholastic Aptitude Test (SAT) scores for determining the eligibility of student athletes in the Ohio Valley Conference.

President Downing indicated that the primary reason for calling the meeting was to report on the circumstances surrounding the recruitment of a prospective student athlete in basketball. In making the report, President Downing explained the steps that had been taken to properly fulfill the University's responsibilities as a member institution of the NCAA. He then outlined the action which he considered to be in the best interest of the University.

During the ensuing discussion, the members of the Executive Committee indicated consensus agreement with the action that had been taken and endorsed the steps which the President proposed to follow in submitting a report to the National Collegiate Athletic Association.

In another matter, President Downing read a memorandum dated May 29, 1974, from Dr. Cook regarding a telephone conversation with Dr. Flonnie Strunk. It was agreed that the conditions Dr. Strunk outlined for settling the matter did not change the position taken previously by the University.

Dr. McCormack inquired about the status of the Student Handbook and the steps being taken to include all University regulations related to student conduct. President Downing stated that the revisions in the handbook were being made and that a draft of the handbook will be submitted to the Board prior to the final printing.

The meeting was adjourned at 3:55 p. m.

Dr. Embry moved approval of the minutes of the Executive Committee meetings of May 18 and May 29. The motion was seconded by Mr. McKinney and carried unanimously.

The next item on the agenda was the presentation of a report to the President from the Vice President for Academic Affairs and Dean of the Faculties which was the result of studies, conferences, etc., with the appropriate academic officers, committees and councils, and the President. The report, which consisted of three major items and was distributed as an exhibit with attachments, follows in condensed form:

1. Recommendation for the creation of the Public Service Institute within the College of Business and Public Affairs:

The proposed Public Service Institute would have as its primary functions the coordination of instructional programs in public service and the provision of services to units of government, thereby bringing together faculty strength to focus upon the offering of an expanded and enhanced program in public administration. The existing programs in administrative services (undergraduate), public service, master's degree programs in several department, public administration (undergraduate and graduate programs), and legal area studies (undergraduate program) would be coordinated through the Institute, together with the programs of service to governmental units under the Intergovernmental Personnel Act and the Title I projects and other service programs which may be developed. The establishment of this Institute will place Western in a position to assume leadership in public service education and will enhance the ability of the University to coordinate service and research activities requested by local governmental units.

It is further recommended that Dr. Vernon Martin, Assistant Dean for Public Affairs Programs in the College of Business and Public Affairs, be named Director of the Public Service Institute, continuing his role as university-wide coordinator of the public service curricula at the undergraduate and graduate levels. Under his direct supervision will be the teaching faculties in the area of public administration and legal area studies, with the Director of Legal Area Studies reporting directly to him.

2. Report on planning for Baccalaureate Degree Program in Nursing and request for authorization to proceed with the development of such program:

For over two years planning has been underway directed toward the implementation of a baccalaureate degree program in nursing. The justification for this program has been established by surveys of prospective students, nursing personnel in the regions served by the University, physicians, hospital administrators, and other health personnel. For example, a recent survey of 234 health personnel in the Owensboro area revealed that 47 nurses with associate and diploma degrees are desirous of pursuing a baccalaureate degree program. A significant demand for baccalaureate level education in nursing is present among entering college students as well as employed registered nurses in the immediate service region of the University. The baccalaureate degree program being planned by Western would be sufficiently flexible to accommodate the various educational needs of nursing students and nursing personnel desiring additional education.

3. Recommendation for revisions in the organizational structure and in the designation of the Center for Intercultural Studies:

The Center for Intercultural Studies was created in 1970 to provide leadership and coordination to a number of University programs of a cross-disciplinary nature. In terms of enrollment, the largest of these programs is that of folk studies. Currently an undergraduate minor is offered in this field of study; and a master's degree program, with 28 full-time graduate students projected for the fall semester, is one of the most rapidly growing areas of graduate instruction at the University. At the present time, the courses in folk studies are carried under an English department designation. In the recommended restructuring, these courses and the faculty members involved in their offering would be transferred to the Center. The title of Dr. Lynwood Montell would be changed from Coordinator to Director of the Center, with the Center being placed organizationally under the Potter College of Arts and Humanities. The Center would continue to have a university-wide cross-disciplinary role for the coordination of the programs under its general supervision including Latin American Studies, Afro-American Studies, Asian Studies, and American Studies.

To give added identity to the Folk Studies program, it is further recommended that the Center's designation be changed to Center for Intercultural and Folk Studies.

All items in the report were elaborated upon. After full discussion and upon the President's recommendation, Mr. Moss moved (1) approval for the creation of the Public Service Institute within the College of Business and Public Affairs, (2) acceptance of the report on planning for the baccalaureate degree in nursing and authorization to proceed with development of such program, and (3) approval for revisions in the organizational structure and redesignation of the Center for Intercultural Studies as Center for Intercultural and Folk Studies. The motion was seconded by Dr. Harrison and carried unanimously.

A listing of personnel changes subsequent to April 27, 1974, including appointments, reassignments, retirements, terminations, leaves of absence, and promotions, was presented. After preliminary remarks, President Downing called special attention to the following recommendations, which were covered in a report to the Board on June 14:

1. The reassignment of Mr. Rhea Lazarus from the position of Registrar to Staff Assistant, Office of the President, effective August 16.

2. The reassignment of Dr. Faye Robinson, a member of the faculty in the Department of Counselor Education, to the position of Staff Assistant, Office of the Dean of the Graduate College, effective immediately.

3. The permanent reassignment of Mr. John W. Oakes, a member of the faculty in the Department of Art, to the position of Staff Assistant, Office of the Dean, Potter College of Arts and Humanities. Mr. Oakes has served for a year in this capacity.

4. The reassignment of Mr. Ralph Baker from Assistant Basketball Coach and member of the faculty in the Department of Physical Education and Recreation to the position of full-time faculty in that department.

5. The reassignment of Mr. Robert Rascoe from Assistant Director of University Centers to the position of Assistant Basketball Coach, effective immediately.

6. The promotion of Mr. David Mefford, Office of University-School Relations, to the position of Director of University-School Relations to replace Mr. Bradford Mutchler, who is retiring.

7. The naming of Mr. Roy D. Reynolds, Office of University-School Relations, to the position of Associate Director of University-School Relations.

8. The naming of Dr. Vernon Martin as Director of the Public Service Institute within the Bowling Green College of Business and Public Affairs. Dr. Martin will also continue in his role as Assistant Dean for Public Affairs Programs in the Bowling Green College of Business and Public Affairs.

9. The reassignment of Dr. Glen Lange from Head of the Department of Accounting to Director of Title I projects under the Higher Education Act of 1965 in the area of public services. Dr. Lange will be a member of the teaching faculty in the Department of Accounting--a position to which he will be assigned full time whenever the Title I Programs are no longer funded.

10. The naming of Dr. Charles Hays as Head of the Department of Accounting. Dr. Hays would, therefore, relinquish the headship of the Department of Business Administration.

11. The naming of Dr. Robert Nelson as Acting Head of the Department of Business Administration. Dr. Nelson is presently a member of the faculty in that department.

The complete listing of personnel changes follows:

NEW FACULTY

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Applied Arts and Health</u>		
Military Science:		
MSG Jay Gordon Eatherly	N/A	3/15/74; Principal Drill Instructor, Varsity Rifle Team Coach
CPT Billy H. Pearson	N/A	5/13/74; Assistant PMS
Nursing:		
Miss Virginia Lehmenkuler	\$ 1,500 per month for period 6/10-8/15/74	6/10/74; Head and Associate Professor, one-year appointment for 1974-75 school year; \$18,000 effective 8/16/74
Mrs. Carolyn M. English	12,200	8/1/74; Assistant Professor
Mrs. Cleo P. Hayden	16,000	1/1/75; Associate Professor

NEW FACULTY
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Bowling Green College of Business and Public Affairs</u>		
Business Administration:		
Dr. Betty Yantis	\$15,000	8/16/74; Assistant Professor
Economics:		
Mr. Paul E. Ruckman	12,650	8/16/74; Instructor; Assistant Professor with doctorate
<u>College of Education</u>		
Elementary Education:		
Dr. John W. Davis	15,800	8/16/74; Associate Professor
Physical Education and Recreation:		
Dr. Thaddeus R. Crews	12,804	8/16/74; Assistant Professor
Miss Myrna Hebert	8,100	8/16/74; Instructor, Assistant Director of Intramurals for Women, 10-months basis, \$8,500 with master's degree
Dr. Carol A. Hughes	13,600	8/16/74; Assistant Professor
<u>Ogden College of Science and Technology</u>		
Engineering Technology:		
Mr. Henry M. Healey	15,200	8/16/74; Associate Professor
Geography and Geology:		
Dr. Mark Lowry, II	15,500	8/16/74; Associate Professor
<u>Potter College of Arts and Humanities</u>		
Music:		
Mr. Emery E. Alford	9,600	8/16/74; Instructor
Philosophy and Religion:		
Dr. William L. Lane	15,000	Visiting Professor for 1974-75 school year only
Speech and Theatre:		
Mr. Carley H. Dodd	11,600	Instructor; Assistant Professor with doctorate; one-year appointment for 1974-75 school year only; \$12,200 with doctorate

FACULTY AND STAFF REASSIGNMENTS AND/OR PROMOTIONS

Bowling Green College of Business and Public Affairs

Dr. Vernon Martin	no salary change	Redesignation of title from Assistant Dean for Public Affairs Programs to Assistant Dean and Director of Public Service Institute
Dr. Glen Lange	no salary change	Reassigned from Head of Department of Accounting to Professor in Department of Accounting and Director of Title I Programs

FACULTY AND STAFF REASSIGNMENTS AND/OR PROMOTIONS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Bowling Green College of Business and Public Affairs (continued)</u>		
Accounting:		
Dr. Charles Hays	no salary change	Reassigned from Head of Department of Business Administration to Head of Department of Accounting
Business Administration:		
Dr. Robert Nelson	\$100 per month honorarium	Reassigned from member of the faculty in the department to Acting Head of Department of Business Administration
<u>College of Education</u>		
Mr. Neftali Puentes	\$ 300 per month for period 8/16/74-1/15/75	8/16/74-1/15/75, part-time basis; return to full-time position of Coordinator for Latin American Projects 1/16/75, at salary of \$18,760
Physical Education and Recreation:		
Mr. Charles T. Crume	12,000	8/16/74; Reassigned from part time to full time (three-fourths time in Physical Education and Recreation and one-fourth time in Academic Services)
Mr. Ralph Baker	no salary change	Reassigned from Assistant Basketball Coach to full-time faculty member in Department of Physical Education and Recreation
Mr. Robert Rascoe	13,104	6/19/74; Reassigned from Assistant Director of University Centers to position of Assistant Basketball Coach effective immediately
Psychology:		
Dr. Lois E. Layne	13,704	8/16/74; Reassigned from part time to full time for 1974-75 school year only
Teacher Corps:		
Dr. Edward E. Ball, Jr.	19,012	5/15/74; Named Director of Teacher Corps program, 12-months basis; will also continue as member of faculty in School Administration
Secondary Education:		
Dr. Kenneth Estes	no salary change	Title changed from Director of Laboratory Experiences to Director of Field Services, Teacher Education

FACULTY AND STAFF REASSIGNMENTS AND/OR PROMOTIONS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Graduate College</u>		
Dr. Faye Robinson	\$150 per month honorarium for nine months	Reassigned from Department of Counselor Education to Staff Assistant, Office of the Dean of the Graduate College, effective imme- diately
Dr. Thomas Inman	\$75 per month honorarium for nine months	5/15/74; Assignment of Staff Assistant in Office of the Dean of the Graduate Col- lege terminated; reassigned to Office of Grant and Con- tract Services; part time in Department of Business Edu- cation and Office Adminis- tration
<u>Potter College of Arts and Humanities</u>		
Mr. John Warren Oakes	Converted to twelve months; annual salary eff. 8/16/74 \$14,226	8/16/74; Reassigned from temporary to permanent assignment as Staff As- sistant in the Office of the Dean of Potter College of Arts and Humanities
Mass Communications: Mr. Marvin F. Mews	no salary	Designated as Adjunct Assis- tant Professor
Speech and Theatre: Mr. James L. Brown	\$13,342	8/16/74; Status changed from 9-months to 12-months basis
<u>President's Office</u>		
Mr. Rhea Lazarus	21,952	8/16/74; Reassigned from position of Registrar to Staff Assistant, Office of the President
<u>Academic Affairs</u>		
Center for Intercultural Studies: Dr. W. Lynwood Montell	no salary change	Title changed from Coordina- tor to Director of newly designated Center for Inter- cultural and Folk Studies
Undergraduate Advisement: Mrs. Judy Owen	9,240	8/16/74; Reassigned from part-time Staff Assistant to full-time position as Academic Advisor in the Office of Undergraduate Advisement; employed part time for period of 5/26 - 8/2/74, with stipend of \$875

FACULTY AND STAFF REASSIGNMENTS AND/OR PROMOTIONS

(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Administrative Affairs</u>		
University-School Relations:		
Mr. David Mefford	\$15,804	8/16/74; Promoted to Director of University-School Relations, replacing Mr. Bradford Mutchler, who is retiring
Mr. Roy D. Reynolds	15,000	8/16/74; Named Associate Director of University-School Relations
Residence Hall Directors:		
Mr. William Roger McGregor	3,200	Reassigned from Assistant Director to Director of Hugh Poland Hall for 1974-75 school year
Mr. Michael W. Toadvine	3,200	Reassigned from Assistant Director of Douglas Keen Hall to Assistant Director of Pearce-Ford Tower for 1974-75 school year

SUMMER SCHOOL FACULTY AND STAFF

College of Education

Counselor Education:

Mrs. Shirley Cormney	1,300	To supervise two sections of Counseling Practicum for 1974 summer session
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College of Applied Arts and Health

Library Science:

Mrs. Margaret Saxton	1,450	1974 summer session; instructor
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Academic Affairs

Undergraduate Advisement:

Mr. Daniel W. Sauer	1,300	1974 summer session
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FACULTY RETURNING FROM LEAVE OF ABSENCE

Potter College of Arts and Humanities

History:

Dr. Donald R. Neat	16,000	8/16/74
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PART-TIME FACULTY

Academic Services

Kentucky Library and Museum:

Mrs. Anne R. Johnston	4,100	1974-75 school year, temporary, half-time position
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FACULTY REAPPOINTMENT

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education</u>		
School Administration: Dr. David Shannon	\$16,800	8/16/74; Returning from assignment with State Department of Education to position as Associate Professor in Department of School Administration

NEW STAFF

Ogden College of Science and Technology

Biology:		
Mr. C. Ronald Tabor	7,500	8/1/74; laboratory technician
Mr. John Thomas Dibble, III	500 per month	5/13-8/15/74; laboratory technician

President

Safety and Security: Mrs. Jane M. King	8,400	5/1/74; Member of the staff
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Administrative Affairs

University-School Relations:		
Mr. Gary Ransdell	8,064	8/16/74; Field Representative, \$8,472 with master's degree; also working part time during 1974 summer session, \$448 per month for period 6/10-8/2

Residence Hall Directors:		
Miss Sheila Marlene Schweers	3,200	8/16/74; Director of McLean Hall
Miss Patricia E. Williams	2,400	8/16/74; Assistant Director of Rodes-Harlin Hall
Mr. Jerry H. Gentry	2,400	8/16/74; Assistant Director of Barnes-Campbell Hall

NEW SECRETARIAL AND CLERICAL STAFF

College of Applied Arts and Health

Dental Hygiene:		
Mrs. Mary Frances Markham	3,516	7/1/74; Temporary, 9-month position as General Clerk I

Potter College of Arts and Humanities

English:		
Miss Carol Anne Stahl	425 per month	5/15-8/15/74; Temporary position as senior secretary

Academic Services

Grant and Contract Services:		
Miss Judy Bentley	400 per month	6/1-8/10/74; Temporary position as secretary

NEW SECRETARIAL AND CLERICAL STAFF
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Services (continued)</u>		
Library Services:		
Mrs. Ramona K. Vick	\$ 4,320	6/ 1/74; Clerical assistant
Mr. Leon Robert Vincent	4,680	8/15/74; Clerical assistant; hourly basis 6/24-8/15
Mrs. Marilyn S. Williams	4,680	5/22/74; Clerical assistant
<u>Academic Affairs</u>		
Admissions:		
Miss Cynthia Ruth Webb	4,680	5/20/74; Clerk-stenographer
<u>Business Affairs</u>		
Personnel Services:		
Mrs. Gale DeGeorge	4,440	6/ 3/74; Centrex Operator
Student Financial Aid:		
Miss Susan G. Catron	4,368	5/13/74; General Clerk II
Mrs. Gloria G. Janes	4,368	6/ 1/74; General Clerk II
Miss Sherry L. Sturgill	4,368	5/15/74; Administrative Secretary
<u>College Heights Foundation</u>		
Bookstore:		
Mr. Allen L. Murrell	4,200	7/ 1/74; General Clerk I
SECRETARIAL AND CLERICAL REASSIGNMENTS		
<u>Bowling Green College of Business and Public Affairs</u>		
Business Education and Office Administration:		
Miss Medora Ann Woodward	5,100	8/16/74; Departmental secre- tary position changed from 11-month to 12-month basis
<u>College of Education</u>		
Mrs. Thelma Carter	5,748	8/16/74; Position of secretary in the Office of the Dean of the College of Education changed from 11-month to 12-month basis
Educational Foundations and Curriculum:		
Mrs. Bettye Anne Neblett	5,484	8/16/74; Position as secretary changed from 11-month to 12-month basis
Elementary Education:		
Mrs. Marlene F. Pate	4,800	8/16/74; Departmental secre- tary position changed from 11-month to 12-month basis

SECRETARIAL AND CLERICAL REASSIGNMENTS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education (continued)</u>		
Leadership Development Program: Mrs. Catherine Wiseman	\$ 230 per month	Full-time position as administrative secretary for the Head Start Leadership Development Program in Extended Programs changed to half-time position as administrative secretary for Leadership Development Program for period 6/1-9/30/74

Academic Affairs

Mrs. Terry L. King	5,244	Reassigned from position as General Clerk I in Office of the Registrar to position of Senior Secretary in Office of Vice President for Academic Affairs
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LEAVE OF ABSENCE

College of Applied Arts and Health

Nursing: Mrs. Susan Jones	1974-75 School year
Mrs. Carolyn Long	1974-75 School year

College of Education

Jones-Jaggers Laboratory School: Mrs. Arden K. Watson	1974-75 School year; work toward completion of Reading Specialist Degree
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Academic Affairs

Admissions: Mr. Stephen D. House	Extension of leave of absence beyond June 1; date to return to remain flexible
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RETIREMENTS

College of Applied Arts and Health

Home Economics and Family Living: Miss Evadine Parker	7/ 1/74
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College of Education

Teacher Education Admissions: Mr. Edward C. Garrett	8/15/74
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Administrative Affairs

University-School Relations: Mr. Bradford D. Mutchler	8/31/74
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TEMPORARY APPOINTMENTS NOT RENEWED

<u>Name</u>	<u>Effective Date and Remarks</u>
<u>College of Applied Arts and Health</u>	
Health and Safety: Mr. Philip A. Belcastro	Spring semester appointment
<u>College of Education</u>	
Industrial Education and Technology: Mr. Jerry H. Lyons	Spring semester appointment
Jones-Jaggers Laboratory School: Mrs. Elizabeth Wilk	1973-74 School year appointment
<u>Potter College of Arts and Humanities</u>	
English: Mrs. Mary Anne Reiss	1973-74 School year appointment
Philosophy and Religion: Mr. Robert C. Goetter	Spring semester appointment
<u>Ogden College of Science and Technology</u>	
Physics and Astronomy: Dr. Karen Hackney	Spring semester appointment

FACULTY RESIGNATIONS

<u>College of Applied Arts and Health</u>	
Nursing: Mrs. Peggy Redmond	5/15/74; Declined appointment for 1974-75 school year; family moving from the area
Mrs. Barbara A. Strande	5/15/74; Declined appointment for 1974-75 school year to complete work on master's degree
<u>Bowling Green College of Business and Public Affairs</u>	
Accounting: Dr. Charles D. Cloud	5/15/74; Declined appointment for 1974-75 school year
Business Administration: Dr. Robert L. Mathis	8/15/74; Declined appointment for 1974-75 school year
Dr. Wayne Norvell	8/15/74; Declined appointment for 1974-75 school year
Economics: Dr. John Pisarkiewicz, Jr.	8/15/74; Declined appointment for 1974-75 school year
<u>College of Education</u>	
Physical Education and Recreation: Dr. George R. Kinnear	8/15/74; Requested to be released from 1974-75 appointment

FACULTY RESIGNATIONS
(continued)

<u>Name</u>	<u>Effective Date and Remarks</u>
<u>Ogden College of Science and Technology</u>	
Physics and Astronomy:	
Mr. Gordon Gray Dorris	8/15/74; Declined appointment for 1974-75 school year
<u>Academic Services</u>	
Educational Television:	
Mr. Marvin F. Mews	7/15/74; Also in Mass Communications; designated as Adjunct Assistant Pro- fessor in Mass Communications
Library Services:	
Mr. Bob H. T. Sun	8/15/74

STAFF RESIGNATIONS

<u>Bowling Green College of Business and Public Affairs</u>	
Miss Sarah G. Speaker	5/28/74; I. P. A. Grant; temporary appointment terminated
<u>College of Education</u>	
Center for Career and Vocational Teacher Education:	
Mrs. Barbara Sevenish	4/29/74; Secretary
<u>Ogden College of Science and Technology</u>	
Biology:	
Mr. David C. Radle	5/10/74; Laboratory technician
<u>Potter College of Arts and Humanities</u>	
English:	
Mrs. Karren N. Ferren	5/17/74; Senior secretary
Mrs. LaDonna R. McGehee	5/10/74; Departmental secretary
<u>Academic Services</u>	
Library Services:	
Mrs. Sue Allis	6/ 6/74; Clerical assistant
Mrs. Jean C. Crombie	5/15/74; Administrative secretary
Mrs. Marcia A. Howard	7/31/74; Clerical assistant
Mrs. Peggy W. Jones	6/ 4/74; Clerical assistant
Mrs. Wanda H. Keown	7/15/74; Clerical assistant
Miss Lillian K. Riddle	5/21/74; Clerical assistant
Mrs. Nyla K. Small	5/31/74; Clerical assistant
<u>Academic Affairs</u>	
Mrs. Maureen B. Fox	5/15/74; Secretary
Office of Admissions:	
Mrs. Susan A. Potter	5/21/74; Clerk-stenographer

STAFF RESIGNATIONS
(continued)

<u>Name</u>	<u>Effective Date and Remarks</u>
<u>Administrative Affairs</u>	
Residence Hall Directors:	
Miss Sylvia M. Goetz	5/11/74; Assistant Director of W. R. McCormack Hall
Mr. Charles Haak	5/15/74; Assistant Director of Pearce-Ford Tower

Business Affairs

Personnel Services:	
Mrs. Carleen T. Brisby	5/31/74; Centrex Operator
Student Financial Aid:	
Mrs. Linnie M. Level	5/15/74

RECOMMENDED FOR TENURE

Ogden College of Science and Technology

Physics and Astronomy:	
Mr. Clarence N. Wolff	8/16/74; Primary assignment in Physics and Astronomy with secondary assignment in Secondary Education for the supervision of student teachers

RECOMMENDED FOR PROMOTION

Professor

Dr. Randall Capps	8/16/74; Head of Department of Speech and Theatre
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Associate Professor

Dr. Thomas P. Baldwin	8/16/74; Department of Foreign Languages
Dr. Vincent J. Feck	8/16/74; Center for Career and Vocational Teacher Education and Industrial Education
Dr. Larry Gleason	8/16/74; Department of Biology

Assistant Professor

Mrs. Pearl E. Beach	8/16/74; Jones-Jaggers Laboratory School (approved April 27 meeting; omitted from list)
Mrs. Catherine Ward	8/16/74; Department of English

Following discussion and upon the recommendation of the President;

Dr. Harrison moved for approval of the personnel changes. The motion was seconded by Mr. Poland; and upon a call of the roll, the vote was as follows:

Aye: McCormack, Edds, Clark, Embry, McKinney, Moss, Poland, Ramsey

Nay: None

Abstaining: Harrison

A progress report on the development of a plan to strengthen the organization and administration of the safety and security program, as authorized by the Board of Regents in a meeting on March 20, 1974, with recommendation for change in designation from Safety and Security to the Department of Public Safety was presented for the consideration of the Board. The comprehensive report, which was mailed to members of the Board on June 13, outlined the following significant recommendations:

1. Change in designation from Safety and Security to Department of Public Safety.
2. Development of a program of orientation and basic training for new personnel and a continuing in-service program for all personnel.
3. Classification of personnel to include the utilization of students as parking patrol. This would free commissioned patrolmen for duties more in keeping with their training.
4. Internal organization of the unit and the addition of a staff position, Safety Marshal.
5. Physical relocation of the unit to provide the necessary space with some room for expansion if it is required at a later date.
6. Need for additional equipment which will provide more mobility and better communications.
7. Selection of new uniforms which would clearly distinguish Western Kentucky University officers from other police officers in the area.

In the full discussion which followed, President Downing stated that it would take some time to implement all of the proposals in the report, especially those involving finances and personnel, and that at the appropriate time specific recommendations would be made in those areas. Upon his recommendation, Dr. Embry moved for acceptance of the report and the recommendations contained therein. The motion was seconded by Mr. Ramsey and carried unanimously. Dr. Cook and other members of the Safety and Security Reorganization Committee were commended upon the excellence which characterized the report.

The initial draft of the proposed Western Kentucky University Affirmative Action Plan, copies of which had been mailed to the Board members on June 12, was presented by the President and recommended for adoption. He stated that the plan, which is subject to revision from time to time as personnel policies are revised, officially confirms the position of the University and the fact that Western believes in the principle and follows the practice of equal employment opportunity by compliance

with the intent and spirit of laws and regulations as to discrimination because of race, color, religion, national origin, or sex.

In the discussion which followed, Dr. Harrison called attention to an apparent inconsistency in the provision for age consideration, referring particularly to information set forth in the personnel policies attached to the plan. Mr. Bivin stated that age discrimination is prohibited in employment by a separate state law and a separate federal law, neither of which require an employer to take affirmative action either as a preventive or as a corrective measure but simply prohibits discrimination because of age between the levels of 40 and 65 years. His suggestion was that the Board approve the Affirmative Action Plan as submitted and that references to age be deleted from the attachments. A separate document could set forth the University's commitment to comply with federal and state laws concerning discrimination in employment because of age.

There being no further discussion, Dr. Harrison moved the adoption of the Affirmative Action Plan subject to the revisions as noted above. The motion was seconded by Mr. Poland and carried unanimously.

The attention of the Board was directed to significant revisions which are recommended for inclusion in the student handbook, Hill Topics. In noting that the publication undergoes continuous committee revision and refinement, President Downing stated that special attention had been given to the strengthening of the policy statements relating to student conduct and citizenship under the general heading of "Student Life Policies." In referring to the draft of the revised section which had previously been mailed to the Board members and covered three significant topics, (1) Statement on Student Rights and Responsibilities, (2) Regulations Governing Time, Place, and Manner of Meetings, Assemblies, or Demonstrations, and (3) Recognition of Student Organizations, he called attention to clerical omissions and stated that on page 4, item 11 should read as follows: "Illegal use, possession, production, manufacture, sale, possession with intent to sell, trafficking, or distribution of narcotics, dangerous drugs, or controlled substances," and that on page 11, item (a) should read as follows: "manufactured, produced, sold, or possessed with intent to sell narcotics, dangerous drugs or controlled substances; or."

In the discussion which followed, Chairman McCormack commended both the student handbook committee and the Faculty Disciplinary Committee for

their contributions to this most important facet of university society. He then moved approval of the student handbook revisions for the 1974-75 school year. The motion was seconded by Dr. Harrison and carried unanimously.

The 1974-75 Operating Budget in the amount of \$29,831,400, copies of which had been mailed to the members on June 11, was presented for the consideration of the Board. In the President's comprehensive statement and summary of the document, which will serve as the guideline for the administration of the fiscal affairs of the University for the coming fiscal year commencing on July 1, he stated that "the budget has been designed to meet what we consider to be the basic needs of the University and to provide for the educational programs to which the institution is committed. It is, for all practical purposes, a continuation budget and does not provide for new programs or expansion of existing ones." Of the total amount, he stated that \$26,106,446 is budgeted for educational and general expenditures and transfers for debt service on educational facilities, with the remainder being allocated for auxiliary enterprises expenditures and debt services on auxiliary enterprises facilities. It was further noted by the President that the Operating Budget will include a state appropriation of \$17,589,500 (an increase of \$1,083,677, or 6.5 percent, over the level of support in 1973-74), student fees in the amount of \$5,019,900, auxiliary enterprises income of \$3,410,500, and the remaining support of \$3,811,500 coming from federal support, grants and contracts, income from organized activities, sales and services of departments, and miscellaneous income.

Following discussion and upon the President's recommendation, Mr. Moss moved the adoption of the 1974-75 Operating Budget. The motion was seconded by Mr. Ramsey; and there being no further discussion, the vote was as follows:

Aye: McCormack, Clark, Edds, Embry, McKinney,
Moss, Poland, Ramsey

Nay: None

Abstaining: Harrison

The following resolution was presented by the Chairman, after which Dr. Embry moved its adoption:

RESOLUTION

WHEREAS, Mr. Steven D. Yater served as the student member of the Board of Regents for the 1973-74 school year; and

WHEREAS, his term of office was characterized by able representation, faithful service, and dedication to his responsibility; and

WHEREAS, such service and dedication are deserving of special recognition;

BE IT THEREFORE RESOLVED, That the Board of Regents of Western Kentucky University in a meeting on June 19, 1974, does hereby express appreciation to Mr. Yater for his significant contribution and extends best personal wishes for his continued success.

BE IT FURTHER RESOLVED, That this resolution be recorded in the minutes of the Board of Regents and that a copy thereof be presented to Mr. Yater as testimony of the appreciation and esteem in which he is held by members of this Board.

The motion was seconded by Mr. Moss and carried unanimously.

After discussion and in compliance with House Bill 100, Dr. Harrison moved adoption of the following schedule for regular meetings of the Board of Regents for the coming fiscal year:

Saturday, July 27, 1974
Saturday, October 26, 1974
Saturday, January 25, 1975
Saturday, April 26, 1975

Seconded by Mr. McKinney, the motion carried unanimously.

Among items under other business, President Downing reported that (1) work resumed June 13 on the Environmental Sciences and Technology Building following a carpentry strike of twenty-six days; (2) final inspection of the Cherry Hall project is tentatively scheduled for July 8, 9, and 10, with plans being formulated to move ahead with occupancy of that facility after the inspection; and (3) in cooperation with the Department of Highways, Western is initiating a plan to make the intersection at University Boulevard and Russellville Road more attractive and more functional.

There being no further business, on motion made and duly seconded, the meeting was adjourned at approximately 4:45 o'clock.

W. D. McCormack, Jr.
Chairman

Georgia Bates
Secretary