

MINUTES OF MEETING OF BOARD OF REGENTS  
WESTERN KENTUCKY UNIVERSITY  
April 30, 1977

A regular meeting of the Board of Regents of Western Kentucky University was held on Saturday, April 30, 1977, at 2:00 p. m., CDT, in the Regents Conference Room of the Wetherby Administration Building on the Western campus. Mr. John David Cole, Chairman, presided.

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

In presenting the first action of the meeting which was described as "rather historical," Chairman Cole stated that with the reappointment of Mr. Hugh Poland to his sixth 4-year term on the Board of Regents by Governor Julian B. Carroll, he becomes the member with the longest period of service in the history of the institution. Mr. Poland then qualified by taking the Constitutional Oath, which was administered by Miss Georgia Bates, Notary Public for the Commonwealth of Kentucky and Secretary to the Board.

All members were present; namely,

Dr. William G. Buckman  
Mr. Ronald W. Clark  
Mr. John David Cole  
Mr. Tom Emberton  
Mr. Carroll Knicely  
Mr. William M. Kuegel  
Mr. Hugh Poland  
Mr. John L. Ramsey  
Mr. Ronald G. Sheffer  
Miss Christy Vogt

Also present, in addition to Dr. Minton and Miss Bates, were Dr. Dero G. Downing, President; Dr. James L. Davis, Interim Vice President for Academic Affairs and Dean of Faculty Programs; Mr. Harry K. Largen, Vice President for Business Affairs and Treasurer; Dr. Paul B. Cook, Assistant to the President for Resources Management and Director of the Budget; Mr. Rhea P. Lazarus, Staff Assistant, Office of the President; Mr. William E. Bivin, University Attorney; Dr. Randall Capps, Head of the Department of Communication and Theatre and Parliamentarian; and Mr. Dee Gibson, Director of Public Affairs and Community Relations.

The reorganization of the Board followed, necessitated by the reappointment of Mr. Poland. After preliminary remarks by the Chairman, (1) Mr. Knicely moved

the reelection of Miss Bates as Secretary, with a second by Mr. Emberton. Mr. Kuegel moved that nominations cease and that Miss Bates be reelected by acclamation. The motion carried; (2) Mr. Largen was reappointed Treasurer by Chairman Cole; and (3) Dr. Buckman moved the reelection of Mr. Poland to the Executive Committee, with a second by Mr. Sheffer. Mr. Knicely moved that nominations cease and that Mr. Poland be reelected by acclamation. The motion carried.

The minutes of the Executive Committee meeting held on January 29, 1977, were presented by the Chairman. After discussion, Dr. Buckman moved that the minutes which had been mailed to the Board members on February 17, with the correction as noted on page 2 that followed on March 15, be adopted without a reading. The motion was seconded by Mr. Poland and carried unanimously.

The minutes of the regular meeting held on January 29, 1977, were then presented by the Chairman. After discussion, Mr. Kuegel moved that the minutes which had been mailed to the Board members on February 17, with the corrections as noted on pages 13 and 22 that followed on March 15, be adopted without a reading. The motion was seconded by Mr. Knicely and carried unanimously.

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed by the President to the members.

As Chairman of the Bylaws and Codification Committee, serving with Mr. Sheffer, Attorney Bivin, and Dr. Capps (the latter two members being staff representatives), Mr. Emberton presented the first of five Board committee reports as outlined on the agenda. Describing his statements as informational which required no action, Mr. Emberton called attention to a compilation of previously approved materials which had been distributed at the meeting in binder form to the members of the Board and to the secretary. He stated that the search of the minutes by the staff representatives of the committee of other rules, policies, and administrative regulations for inclusion in the volume was progressing on schedule and that such effort was anticipated to be completed by the date of the next quarterly meeting. Chairman Cole expressed appreciation to Mr. Emberton and his committee for the diligence and efficiency which are characterizing this most important undertaking.

In commenting briefly on the Disciplinary Appeals Committee, Chairman Sheffer stated that a report would be submitted by him and the other members of his

committee, namely, Mr. Clark and Mr. Emberton, prior to the opening of the 1977 fall semester and that it would include specific recommendations as to what would be considered "fair and just" treatment relative to certain offenses committed by members of the student body.

The Board next heard a report from the ad hoc Committee on International Education appointed by Mr. Cole on January 29 and composed of Mr. Knicely, Mr. Kuegel, and Mr. Clark. In an account of the meeting of his committee held on April 25, which was also attended by the Chairman of the Board, Chairman Knicely summarized in statement form the substance of reports and observations on the earlier developments and the current status of the international education programs and projects as reviewed by President Downing, Dr. Davis, Dr. Raymond Cravens, and Dr. John Petersen, Director of the Center for Latin American Studies, and of the discussion which ensued. His summary statement follows:

"Western Kentucky University, as part of its mission to serve educational needs of the Commonwealth, has given emphasis to strengthening the international and intercultural dimensions of its programs and activities. This has been done primarily to provide students from Western's service area and beyond with the opportunity to acquire an education that will better prepare them to live and work in an increasingly interdependent world. In addition, these international resources have been shared with area schools, community groups, and citizens through the University's role as a regional education center.

"Western has strengthened its international education program through (1) the development of curricula with international content including general education, career preparation, and pre- and in-service teacher training; (2) adding to library and teaching resources; (3) sponsoring lectures, performances, and seminars with international content; (4) providing study-abroad opportunities for students; (5) establishing interinstitutional linkages with universities in other nations; and (6) encouraging the development of faculty and student interest and expertise in the international dimension of their field of study through international travel and cooperative and exchange programs. Western has established Asian and Latin American Studies Programs and has an unusually strong program in the latter area.

"The University anticipates a continued role as a provider of selected programs and activities in international education with future expansion in this area taking place as warranted by the needs of the region and the state. Special emphasis will be placed on strengthening existing programs and developing new programs in international education which will expand opportunities for student involvement and faculty development."

On behalf of his committee and with an expression of commendation to members of the faculty and staff who have contributed to the developments outlined above, Mr. Knicely moved approval of the report. The motion was seconded by Mr. Kuegel.

In the discussion which followed and in response to an inquiry from Dr. Buckman, it was pointed out that the emphasis on international education was compatible with the

role and mission statement for Western recently adopted in principle by the Council on Public Higher Education and later discussed in the meeting. There being no further comments, the motion carried unanimously. Chairman Cole expressed special thanks to Mr. Knicely and his committee for having carried out their assignment on rather short notice in a most commendable manner.

The next committee report was presented by Mr. Clark, Chairman of the Special Committee on selected facets of University Housing--the other members being Dr. Buckman, Mr. Emberton, Mr. Knicely, and Miss Vogt. Mr. Clark reported on the joint meeting of the Board's committee and the University Study Committee on Residence Hall Living, which is chaired by Dr. Minton, that was held on February 23 and was also attended and participated in by several interested students. He stated that the requests of two students, specifically, the keeping of residence hall lobbies open all night for the use of the residents and their guests and/or the operation of a facility (grill, snack bar, or other on-campus meeting place) on a 24-hour basis, were being evaluated as to feasibility by the University Study Committee and that two subcommittees appointed by Dr. Minton were engaged in a more in-depth study of the two proposals. Mr. Clark added that upon receipt by the President of the final report from the University Study Committee, such recommendations would be considered by the Special Committee and ultimately reported to the full Board.

The fifth and final report was given by Mr. Ramsey, Chairman of the Finance Committee, serving with Dr. Buckman, Mr. Knicely, and Mr. Kuegel. Mr. Ramsey stated that his committee had met on April 4, together with President Downing, Dr. Davis, Mr. Largen, and Dr. Cook. The presence of Chairman Cole for a portion of the meeting was acknowledged with appreciation. In his having noted that the matters discussed by the Finance Committee appear as items on today's Board agenda, Mr. Ramsey's report is succinctly summarized as follows: (1) The progress report as presented by the President and his staff on the preparation of the 1977-78 Operating Budget, which was in accordance with previously adopted guidelines and priorities, was approved and President Downing was directed to proceed with its implementation; (2) approximately \$1,700,000 of \$2 million in "new money" for the coming year was

being allocated for salary and wage increments and other staff benefits, which include an increase in life insurance for each full-time employee from \$5,000 to \$10,000;

(3) the recommendation of the President for the acceptance of the low bid in the amount of \$2,722,800 submitted by Ernest Simpson of Glasgow for the construction of the Agricultural Exposition Center was accepted, with the Board having been advised by the President that the Governor of Kentucky was allocating the additional funds of approximately \$347,500 so that the contract could be awarded and construction commenced at an early date; and (4) the role and mission statements being formulated by the Council on Public Higher Education for the eight state-supported institutions of higher education were discussed at length, with it being suggested that President Downing continue to work with the Council staff in developing a statement for Western which would maintain and preserve the role and mission of the University as a multi-purpose regional institution. After an expression of appreciation to the President and his staff for the efficient and comprehensive manner in which they work with the Finance Committee in carrying out its responsibilities, Mr. Ramsey concluded his report with the request that he be permitted to make an additional recommendation at the time of the official presentation of the 1977-78 Operating Budget.

In the discussion which followed, Dr. Buckman commended the other "very capable" members of the Finance Committee for the dedicated efforts which characterize the functioning of the committee. His expression was elaborated upon by Chairman Cole.

The 1977-78 Operating Budget in the amount of \$38,033,000, including the recommended plan for personnel compensation, was presented for the consideration of the Board. In a comprehensive statement, President Downing reviewed the chronological development over the past several months culminating in the recommendation for the adoption of the Operating Budget, which "represents our combined best judgment as we have attempted to incorporate into this important document sound principles of fiscal management intended to serve as the guideline for the administration of the fiscal affairs of the University for the coming fiscal year commencing on July 1, 1977." The President then reviewed the guidelines and priorities in the budget development as recommended by him and approved by the Finance Committee on December 22, 1976, and endorsed by the Board on January 29, 1977, as follows:

"1. It is recommended that continued attention be given to the improvement of the salary structure by giving first priority to the advancement of salaries and wages of University personnel. The development of a sound salary and employee benefits plan has continued to be a primary objective of the Board of Regents. I feel this is an attitude to which we should express continued commitment by giving top priority to salary increases during the coming fiscal year.

"2. Obviously, we have the responsibility to recommend an Operating Budget that includes the allocation of funds necessary to meet all legal obligations and fixed cost to which the University is committed.

"3. Likewise, we have the moral obligation and ethical responsibility to establish allocations for all expenditure categories at a level required to maintain the high quality of existing educational programs and supporting services. Implied in this guideline is a responsibility that we must recognize and accept. I am referring to the necessity for every item in every budgetary unit in the University to be carefully evaluated. Items of expenditure that are of marginal value should be removed or omitted from the current budget base. Through a thorough and careful review, determinations must be made if reductions can be implemented without jeopardizing the quality of existing programs and services.

"4. New programs will receive support in instances where the University has made commitments, including the approval of such programs with authorization for implementation.

"5. Inflationary factors must be incorporated into the budget allocations to the extent that the University will be properly protected within reasonable contingencies."

In noting that the 1977-78 Operating Budget represents an increase of \$2,224,604 over the current budget, President Downing reviewed the major sources of increase as

|                           |             |
|---------------------------|-------------|
| State appropriation       | \$1,197,400 |
| Student registration fees | 700,000     |
| Auxiliary enterprises     | 490,000     |

In the utilization of the added resources, the major increases were projected in the following areas:

|   |             |
|---|-------------|
| Increase in salary and wages<br>(increments, adjustments for<br>promotions and equity)              | \$1,400,000 |
| Staff benefits  | 322,000     |
| Additional positions  | 300,000     |
| Utility budgets   | 239,000     |
| Athletics   | 100,000     |
| War Orphans scholarships and<br>out-of-state portion of regis-<br>tration fee for graduate students | 78,000      |

Full discussion followed relative to the proposed 1977-78 Operating Budget with several members of the Board expressing pleasure relative to the "substantial" salary increases for members of the faculty and staff. Mr. Ramsey moved that the 1977-78 Operating Budget, including the recommended plan for personnel compensation,

be adopted subject to the following recommendation: In pointing out that the salary for the President of Western did not reflect an increment for the coming year, Mr. Ramsey proposed that the President's compensation be increased in the new budget by 8 percent, which he stated was the average increase in salaries and wages, thereby bringing it to \$48,630. After preliminary remarks, President Downing requested that the proposed increment be reduced to not more than 6 percent plus the additional \$216 that is applicable for each full-time employee of the University. Mr. Ramsey then amended his motion for the adoption of the budget, specifying that the salary for the President be set at \$47,946. The motion was seconded by Mr. Clark; and there being no further discussion, the roll call vote was as follows:

Aye: Buckman (with a pass on personnel compensation), Clark, Cole, Emberton, Knicely, Kuegel, Poland, Ramsey, Sheffer, Vogt

Nay: None

Dr. Downing expressed appreciation to the Board members for their generosity and for the manner in which the request of the President was treated.

Listings of personnel changes subsequent to January 29, including recommendations for tenure and promotions in rank, were presented. After preliminary comments, President Downing called special attention to the following recommendations in areas of major significance:

1. The naming of Dr. Raymond L. Cravens, Vice President for Academic Affairs, to the position of Dean of Public Service and International Programs. The President's detailed explanation of the basis for the change in duties and responsibilities being recommended at the request of Dr. Cravens, who was granted a sabbatical leave for the 1976-77 academic year in order that he might work with the Council on Public Higher Education and engage in other professional endeavors, was accompanied by a review of his distinguished record of service to Western over the past seventeen years as the chief academic officer. The description of the position, which would become effective May 15, 1977, follows:

"The Dean of Public Service and International Programs will have responsibility for the development, coordination, and implementation of appropriate university-wide programs and activities in the areas of public service and international programs. The Dean will also perform special assignments as directed by the Vice President or President in interinstitutional program development and will provide consultative services in collegiate accreditation.

"The specific scope of the Dean's responsibilities are to be refined during the coming months as a result of conferences and studies. Included in the development of a comprehensive plan for the delivery of public service will be the naming of a coordinator for public service in each of the undergraduate colleges and the establishment of advisory councils for public service and international education.

"Increasing the utilization of the University's reservoir of expertise and resources to meet requests for assistance from the service region and special needs beyond it is a priority institutional objective. Presently the University

provides public service in a number of ways, including technical assistance services, consultative and reference services, educational and cultural programs, and facilities. Trends indicate that requests for expanded activities in these and other areas will continue to increase. Categories of possible expanded and future program activities include Cultural and Educational Development, Technical Service and Resource Application, and Community Planning and Development.

"The development and expansion of Western's international education activities and programs have enhanced the educational standing of the University, have enriched the curriculum, and have provided unique opportunities for faculty and student involvement in significant international experiences. In recognition of the importance of these educational programs to the University and the region it serves, the administrative offices of International Projects, International Student Affairs, and the Latin American Studies Center have been previously organized. The Dean will coordinate, supervise, and direct the activities and programs in these areas and will promote sound future program development."

2. The acceptance of the resignation of Dr. William M. Jenkins, Jr., as Dean of the Bowling Green College of Business and Public Affairs effective August 15, 1977, and approval of his request for reassignment to a faculty position with the rank of Professor in the Department of Government. Dr. Jenkins, who has served as Dean of the Bowling Green College of Business and Public Affairs from the time this administrative unit was made a college in 1964 as the first college in the beginning stages of the development of the university structure, holds a tenured faculty position in the Department of Government, and the recommendation calls for his assignment to be in full-time faculty status effective August 16, 1977.

3. The naming of Dr. Wayne L. Hoffman to the position of Head of the Department of Geography and Geology. Dr. Hoffman has served in the capacity of Acting Head of this department since July 12, 1976, during which time a search has been under way by a representative committee charged with the responsibility for making recommendations for filling the headship position. The search included applicants and nominees from both on campus and outside the University. After engaging in this open search that included interviews with the top candidates or finalists, the recommendation of the departmental committee has the support and endorsement of Dr. Marvin Russell, Dean of Ogden College of Science and Technology, and of Dr. James Davis, Interim Vice President for Academic Affairs, for the appointment. It is requested that Dr. Hoffman's appointment to the position of Head of the Department of Geography and Geology be effective May 1, 1977.

The complete listings follow:

PERSONNEL CHANGES

(Subsequent to Meeting of Board of Regents on January 29, 1977)

Part I. Faculty Personnel Changes

Appointments

| <u>Name</u>   | <u>Salary</u> | <u>Effective Date and Remarks</u>                         |
|---|---------------|---|
| <u>Bowling Green College of Business and Public Affairs</u> |               |   |
| Accounting:   |               |   |
| Dr. Joel E. Philhours                                       | \$ 21,500     | 8/16/77; Associate Professor; replace Mr. Richard Coppage |



Part L Faculty Personnel Changes (continued)

Appointments  
(continued)

| <u>Name</u>   | <u>Salary</u> | <u>Effective Date and Remarks</u>  |
|---|---------------|--|
| <u>Bowling Green College of Business and Public Affairs (continued)</u> |               |  |
| Business Administration:  |               |  |
| Dr. Lawrence K. Finley  | \$19,248      | 8/16/77; Associate Professor; replace Mrs. Pamela Meyer  |
| Dr. John J. Withey  | 19,000        | 8/16/77; Associate Professor; replace Dr. William L. Shanklin  |
| <u>College of Education</u>   |               |  |
| Elementary Education:   |               |  |
| Mrs. Patricia Shanahan  | 5,342         | 1/10/77; Instructor; employed temporarily for 1977 spring semester to supervise elementary student teachers              |
| <u>College of Applied Arts and Health</u>                               |               |  |
| Nursing:  |               |  |
| Mrs. Helen B. Brown   | 13,200        | 8/16/77; Assistant Professor; replace Mrs. Elizabeth Eiswerth  |
| <u>Reappointments</u>   |               |  |
| <u>College of Education</u>   |               |  |
| Industrial Education and Technology:                                    |               |  |
| Mr. Ernest B. Ezell   | 11,880        | 8/16/77; Instructor; appointment extended for one year; replace Mr. Gregory Petty  |
| <u>Ogden College of Science and Technology</u>                          |               |  |
| Biology:  |               |  |
| Dr. Fernando T. Morgado   | 24,936        | Appointment extended for 1977-78 school year; 12-month basis   |
| <u>Potter College of Arts and Humanities</u>                            |               |  |
| History:  |               |  |
| Dr. Richard Weigel  | 14,844        | 8/16/77; Assistant Professor; 1-year appointment extended through 1977-78 school year; Humanities Semester Program Grant |

Part L Faculty Personnel Changes (continued)

Reappointments  
(continued)

| <u>Name</u>                  | <u>Salary</u> | <u>Effective Date and Remarks</u>  |
|------------------------------|---------------|--|
| <u>Academic Services</u>     |               |  |
| Kentucky Library and Museum: |               |  |
| Mr. Ira Kohn                 | \$ 9,864      | 8/16/77; reappoint to a regular position as Instructor and Curator of Exhibits |

Adjunct Faculty

Ogden College of Science and Technology

Biology:

|                       |           |  |
|-----------------------|-----------|--|
| Dr. Lewis B. Lockwood | no salary | 1977-78 school year; Adjunct Professor |
|-----------------------|-----------|--|

Returning From Leave Of Absence

Potter College of Arts and Humanities

Art:

|                     |        |   |
|---------------------|--------|---|
| Mr. Maurice Sevigny | 13,524 | 8/16/77; Assistant Professor; \$14,124 with doctorate |
|---------------------|--------|---|

Reassignments

College of Applied Arts and Health

|                      |        |  |
|----------------------|--------|--|
| Mrs. Carroll Beckner | 15,036 | 8/16/77; reassign from Coordinator of Medical Records Technician Program to full-time faculty status |
|----------------------|--------|--|

Ogden College of Science and Technology

Geography and Geology:

|                         |                               |   |
|-------------------------|-------------------------------|---|
| Mr. W. Willard Cockrill | 24,408                        | 8/16/77; change status from 9-month basis to 12-month basis   |
| Dr. Wayne L. Hoffman    | 25,846<br>(effective 8/16/77) | 5/1/77; change from Acting Head to Head of the Department of Geography and Geology; salary will continue at present rate for remainder of current year; will continue to receive \$150 per month honorarium plus full professor's summer stipend of \$2,450 for period 5/15-8/15/77 |

Academic Affairs

|                        |        |  |
|------------------------|--------|--|
| Dr. Raymond L. Cravens | 35,244 | 5/15/77; Name to position of Dean of Public Service and International Programs |
|------------------------|--------|--|

Part I. Faculty Personnel Changes (continued)

Reassignments  
(continued)

| <u>Name</u>   | <u>Salary</u> | <u>Effective Date and Remarks</u>  |
|---|---------------|--|
| <u>Bowling Green College of Business and Public Affairs</u> |               |  |
| Dr. William M. Jenkins, Jr.                                 | \$24,588      | 8/16/77; reassign from Dean of the Bowling Green College of Business and Public Affairs to a 9-month position in the Department of Government with the rank of Professor |
| <u>Potter College of Arts and Humanities</u>                |               |  |
| Foreign Languages:  |               |  |
| Dr. Paul G. Hatcher   | 24,684        | 8/16/77; reassign from Director of International Student Affairs to full-time, 9-month position as Professor of Spanish  |

Faculty Members Recommended For Promotion In Rank  
(effective 8/16/77)

| <u>Name</u>                 | <u>Department</u>                            |
|-----------------------------|--|
| <u>Professor</u>            |  |
| Dr. James T. Baker          | History                                      |
| Mr. Bennie P. Beach         | Music  |
| Dr. F. Kent Campbell        | Music  |
| Dr. Jefferson D. Caskey     | Library Science and Instructional Media      |
| Dr. Lynn F. Clark           | Psychology                                   |
| Dr. H. Philip Constans, Jr. | Educational Administration and Foundations   |
| Dr. Nancy H. Davis          | English                                      |
| Dr. Noland E. Fields        | Geography and Geology                        |
| Dr. JoAnn Harrington        | Business Education and Office Administration |
| Dr. Roy D. Hedges           | Home Economics and Family Living             |
| Dr. Norman L. Holy          | Chemistry                                    |
| Dr. Wilburn C. Jones        | Mathematics and Computer Science             |
| Dr. James A. Koper          | Secondary Education                          |
| Dr. William E. Leonard      | Communication and Theatre                    |
| Dr. Stephen E. Lile         | Economics                                    |
| Dr. Dorothy E. McMahon      | English                                      |
| Dr. Robert S. Melville      | Secondary Education                          |
| Dr. Leroy P. Metzger        | Psychology                                   |
| Dr. Alvin Munson            | Elementary Education                         |
| Dr. Frederick L. Murphy     | History                                      |
| Dr. Kenneth A. Nicely       | Biology                                      |
| Dr. John O'Connor           | Psychology                                   |
| Dr. C. Ronald Seeger        | Geography and Geology                        |
| Dr. David Shannon           | Educational Administration and Foundations   |
| Mr. Walter Stomps           | Art  |
| Dr. Francis H. Thompson     | History                                      |
| Dr. John C. Wassom          | Economics                                    |
| <u>Associate Professor</u>  |  |
| Dr. Charmaine Allmon        | English                                      |

Part L. Faculty Personnel Changes (continued)

Faculty Members Recommended For Promotion In Rank  
(effective 8/16/77)  
(continued)

| <u>Name</u>                            | <u>Department</u>                   |
|--|-------------------------------------|
| <u>Associate Professor (continued)</u> |                                     |
| Dr. Wayne Ashley                       | Counselor Education                 |
| Dr. Virginia Atkins                    | Home Economics and Family Living    |
| Dr. W. Henry Baughman                  | Health and Safety                   |
| Dr. Edward W. Bohlander                | Sociology and Anthropology          |
| Dr. Margaret Bruner                    | English                             |
| Dr. F. Corydon Crooks                  | Reading and Special Education       |
| Mr. Phillip G. Duff                    | Psychology                          |
| Dr. John R. Faine                      | Sociology and Anthropology          |
| Dr. James Flynn                        | English                             |
| Dr. Joseph Glaser                      | English                             |
| Mr. James H. Godfrey                   | Music                               |
| Dr. Reta D. Hicks                      | Reading and Special Education       |
| Dr. E. Margaret Howe                   | Philosophy and Religion             |
| Mrs. Elizabeth S. Jones                | Nursing                             |
| Dr. Joan Krenzin                       | Sociology and Anthropology          |
| Dr. William G. Kummer                  | Physical Education and Recreation   |
| Dr. Dorothy Reeves                     | Secondary Education                 |
| Dr. Daniel C. St. Clair                | Mathematics and Computer Science    |
| Dr. James E. Sanders                   | Media Services                      |
| Dr. Jack M. Schock                     | Sociology and Anthropology          |
| Dr. Richard G. Stone                   | History                             |
| Dr. Joseph W. Survant                  | English                             |
| Dr. Norman Tomazic                     | Industrial Education and Technology |
| Dr. William R. Walls                   | Foreign Languages                   |

Assistant Professor

|                             |                                   |
|-----------------------------|-----------------------------------|
| Mr. Joe Michael Branstetter | Media Services                    |
| Mrs. Frances H. Fields      | English                           |
| Mr. Fred W. McCoy           | Media Services                    |
| Mr. Lee Murray              | Physical Education and Recreation |
| Miss Diane C. Rice          | Home Economics and Family Living  |

Instructor

|                     |         |
|---------------------|---------|
| Mrs. Martha Houchin | Nursing |
| Mrs. Carolyn Long   | Nursing |

Faculty Recommended For Tenure  
Starting With The 1977-78 School Year

| <u>College and Name</u>              | <u>Department</u> |
|--------------------------------------|-------------------|
| <u>Division of Academic Services</u> |                   |
| Dr. James E. Sanders                 | Media Services    |

Part I. Faculty Personnel Changes (continued)

Faculty Recommended For Tenure  
Starting With The 1977-78 School Year  
(continued)

College and Name

Department

Bowling Green College of Business  
and Public Affairs

|                        |                            |
|------------------------|----------------------------|
| Mr. Frederick A. Clark | Accounting                 |
| Dr. Carolyn A. Fost    | Economics                  |
| Dr. James W. Grimm     | Sociology and Anthropology |
| Mr. Craig H. Taylor    | Sociology and Anthropology |

College of Education

|                       |  |
|-----------------------|--|
| Mr. Wandel L. Dye     | Industrial Education and Technology        |
| Dr. Edward C. Hein    | Industrial Education and Technology        |
| Dr. Carl W. Kreisler  | Educational Administration and Foundations |
| Dr. T. Norman Tomazic | Industrial Education and Technology        |

Ogden College of Science and Technology

|                       |   |
|-----------------------|---|
| Mr. James M. Bingham  | Geography and Geology                                 |
| Dr. Thomas P. Coohill | Physics and Astronomy; Biology<br>(Joint Appointment) |

Potter College of Arts and Humanities

|                          |   |
|--------------------------|---|
| Mr. Robert L. Blann      | Journalism  |
| Dr. Hoyt E. Bowen        | English   |
| Dr. George A. Dillingham | History; Secondary Education<br>(Joint Appointment) |
| Dr. James M. Heldman     | English   |
| Mrs. Brenda S. Martin    | English   |
| Dr. Raul H. Padilla      | Foreign Languages                                   |
| Mr. John H. Spurlock     | English   |

Sabbatical Leave

Name

Effective Date and Remarks

Potter College of Arts and Humanities

English:

|                        |   |
|------------------------|---|
| Dr. Joseph Glaser      | Change sabbatical leave from 1977 fall semester to 1978 spring semester |
| Mrs. Mary Ellen Miller | Change sabbatical leave from 1978 spring semester to 1977 fall semester |

Leaves of Absence

College of Education

Industrial Education and Technology:

|                      |   |
|----------------------|---|
| Mr. Gregory C. Petty | 1-year extension of current leave of absence;<br>continue work toward doctoral degree |
|----------------------|---|

Part L Faculty Personnel Changes (continued)

Leaves of Absence  
(continued)

| <u>Name</u>  | <u>Effective Date and Remarks</u>   |
|--|---|
| Graduate College and History:<br>Mr. Bill Weaver                         | Extend current leave of absence through 8/15/77; continue work toward doctoral degree |
| <u>Potter College of Arts and Humanities</u>                             |   |
| History:<br>Dr. James T. Baker   | Second bi-term of 1977 spring semester and entire 1977 fall semester                  |
| Mr. John Bratcher  | 1-year extension of current leave; health reasons                                     |
| Art:<br>Mr. Ivan Schieferdecker  | 1978 spring semester; Visiting Associate Professor of Art at Colorado College         |
| <u>One-Year Appointment Not Renewed</u>                                  |   |
| <u>College of Applied Arts and Health</u>                                |   |
| Health and Safety:<br>Mrs. Kay Wilcox                                    | 1977 spring semester only   |
| Home Economics and Family Living:<br>Mrs. Georgia Ann Ferguson           | 1976-77 school year only  |
| Mrs. Jo S. Shewmaker   | 1976-77 school year only  |
| <u>Bowling Green College of Business and Public Affairs</u>              |   |
| Business Administration:<br>Mrs. Pamela W. Meyer                         | 1976-77 school year only  |
| Distributive Education and Mid-Management:<br>Mr. Kenneth E. Nye         | Director of Cooperative Education Project for 1976-77 school year only                |
| <u>College of Education</u>  |   |
| Center for Career and Vocational Teacher Education:<br>Mr. John F. Hanel | 1/1/-6/30/77; Joint appointment with Psychology                                       |
| Counselor Education:<br>Dr. William M. Traugott                          | 1976-77 school year only  |
| Jones-Jaggers Laboratory School:<br>Miss Connie Jo Smith                 | 1976-77 school year only  |

Part L Faculty Personnel Changes (continued)

One-Year Appointment Not Renewed  
(continued)

Name Effective Date and Remarks

College of Education (continued)

Psychology:

Mr. James M. Brannon

1976-77 school year only

Dr. Sheila McKenzie

1976-77 school year only

Reading and Special Education:

Mr. Winston T. Pearce

1976-77 school year only

Ogden College of Science and Technology

Chemistry:

Mr. Walter S. Wells

1976-77 school year only

Mathematics and Computer Science:

Mr. Robert L. Harris

1976-77 school year only

Mrs. Rebecca Stamper

1976-77 school year only

Physics and Astronomy:

Dr. Robert F. Cahalan

1976-77 school year only

Potter College of Arts and Humanities

History:

Dr. David Lee

1976-77 school year only

Journalism:

Mrs. Carolyn Stringer

1976-77 school year only

Academic Services

Library Services:

Mrs. Anne P. Graham

1976-77 school year only

Appointment Terminated

Ogden College of Science and Technology

Biology:

Dr. Frederick Ball

8/15/77; Assistant Professor; Joint  
Appointment in Physics and Astronomy

Retirements

Bowling Green College of Business  
and Public Affairs

Economics:

Dr. Randolph O. Yeager

6/30/77

Part I. Faculty Personnel Changes (continued)

Retirements  
(continued)

Name Effective Date and Remarks

Potter College of Arts and Humanities

Communication and Theatre:

Miss Juliet Key McCrory 6/30/77

English:

Mrs. Wilma Rabold 6/30/77

History:

Dr. James E. Calloway 6/30/77

Academic Services

Library Services:

Mrs. Lenore H. Alden 6/30/77

Resignations

Bowling Green College of Business  
and Public Affairs

Business Administration:

Dr. William L. Shanklin 5/15/77

Business Education and Office  
Administration:

Mr. Harry Hamilton 3/23/77

Distributive Education and  
Mid-Management:

Mr. William Frank Newman 5/15/77

College of Education

Jones-Jaggers Laboratory School:

Dr. Jacques S. Benninga 8/15/77

Potter College of Arts and Humanities

Journalism:

Dr. Paul G. Ashdown 8/15/77

Philosophy and Religion:

Dr. J. Julius Scott, Jr. 8/15/77

College of Applied Arts and Health

Nursing:

Miss Edith Gail Bentley 8/15/77

Mrs. Elizabeth Eiswerth 5/13/77

Mrs. Carolyn M. English 8/15/77



Part II. Other Personnel Changes

Staff Appointments

| <u>Name</u>   | <u>Salary</u>    | <u>Effective Date and Remarks</u>  |
|---|------------------|--|
| <u>Academic Affairs</u>                             |                  |  |
| Continuing Education Center:                        |                  |  |
| Mr. Clem Haskins                                    | \$15,600         | 8/16/77; Manager of the Continuing Education Center and Part-time Assistant Basketball Coach; serve on a part-time basis for the period 3/3-8/15/77; straight 12-month basis                             |
| <u>College of Education</u>                         |                  |  |
| Center for Career and Vocational Teacher Education: |                  |  |
| Mrs. Susan B. Adams                                 | 650<br>per month | 2/1-6/30/77; Project Administrator for a state-funded project entitled "An Analytical Research Project to Assess the Impact of Practical Arts Programs in the Commonwealth of Kentucky"; part-time basis |
| <u>Potter College of Arts and Humanities</u>        |                  |  |
| Communication and Theatre:                          |                  |  |
| Mrs. Judith Ball                                    | 350<br>per month | 1/17/77 for a 6-month period; part-time position as field faculty; temporary, grant-funded position  |
| Mr. Ronald M. Raby                                  | 3,250            | 1/10-5/14/77; temporary position as laboratory technician  |

Secretarial And Clerical Staff Appointments

Bowling Green College of Business and Public Affairs

Business Administration:

|                     |                  |  |
|---------------------|------------------|--|
| Mrs. Freda L. Jones | 490<br>per month | 3/21/77; departmental secretary; 12-month basis; replace Mrs. Janice Castiller |
|---------------------|------------------|--|

Academic Services

Library Services:

|                                 |                  |   |
|---------------------------------|------------------|---|
| Mrs. Mary J. Brooks             | 480<br>per month | 4/1/77; clerical assistant; 12-month basis; replace Mrs. Charlotte Moore                        |
| Mrs. Charlotte Moore            | 480<br>per month | 3/1/77; clerical assistant; 12-month basis; replace Mrs. Patricia King Ellis (resigned 3/25/77) |
| Miss Victoria Lynn Middleswarth | 480<br>per month | 4/18/77; clerical assistant in Kentucky Library and Museum; replace Mrs. Faith Steward          |

Academic Affairs

Scholastic Development:

|                       |                  |                               |
|-----------------------|------------------|-------------------------------|
| Mrs. Janette A. Kirby | 478<br>per month | 2/23-9/15/77; temporary basis |
|-----------------------|------------------|-------------------------------|

Part II. Other Personnel Changes (continued)

Secretarial And Clerical Staff Appointments  
(continued)

| <u>Name</u>                            | <u>Salary</u>       | <u>Effective Date and Remarks</u>   |
|--|---------------------|---|
| <u>Academic Affairs (continued)</u>    |                     |   |
| University Counseling Services Center: |                     |   |
| Mrs. Philomena Fritch                  | \$ 480<br>per month | 2/14/77; General Clerk II; 11-month basis; replace Mrs. Gladys P. Abbott        |
| <u>Administrative Affairs</u>          |                     |   |
| Student Affairs:                       |                     |   |
| Miss Virginia Lee Triplett             | 490<br>per month    | 2/21/77; Administrative Secretary; 12-month basis; replace Mrs. Irene Willeford |
| Housing Office:                        |                     |   |
| Miss Betty L. Stone                    | 480<br>per month    | 3/9/77; secretary; 12-month basis; replace Mrs. Rebecca Daniel                  |
| Miss Cynthia Lynn Jones                | 478                 | 4/25/77; General Clerk I; 12-month basis; replace Miss Vickey Jackson           |
| University School Relations:           |                     |   |
| Miss Karen R. Parrish                  | 478<br>per month    | 3/14/77; General Clerk II; 12-month basis; replace Miss Glenna Bean             |
| <u>Business Affairs</u>                |                     |   |
| Purchasing:                            |                     |   |
| Mrs. Jo Ann Harwood                    | 478<br>per month    | 3/1/77; General Clerk I; 12-month basis; replace Mrs. Mary W. Bewley            |

Staff Reappointment

Graduate College

|                   |                  |  |
|-------------------|------------------|--|
| Mr. Bruce R. Lott | 897<br>per month | Current temporary appointment as staff assistant be extended through 8/15/77 |
|-------------------|------------------|--|

Staff Promotions

Office of Grant and Contract Services:

|                   |        |  |
|-------------------|--------|--|
| Dr. Charles Eison | 16,768 | 8/16/77; promote from staff assistant to position of Assistant Director of Grant and Contract Services |
|-------------------|--------|--|

Center for Computer and Informational Services:

|                 |        |  |
|-----------------|--------|--|
| Mr. Alvin Smith | 11,232 | 8/16/77; promote to position of Data Control Supervisor/Chief Operator |
|-----------------|--------|--|

Purchasing:

|                   |        |  |
|-------------------|--------|--|
| Mr. Willie Carter | 16,620 | 8/16/77; promote from Chief Buyer to Assistant to the Director of Purchasing |
|-------------------|--------|--|

Part II. Other Personnel Changes (continued)

Resignations

| <u>Name</u>   | <u>Effective Date and Remarks</u>   |
|---|---|
| <u>Potter College of Arts and Humanities</u>  |   |
| Office of the Dean:<br>Mrs. Micheline L. Hooten   | 1/7/77; secretary   |
| <u>Bowling Green College of Business<br/>and Public Affairs</u>                                 |   |
| Business Administration:<br>Mrs. Janice Castiller   | 3/24/77; secretary  |
| <u>Academic Services</u>  |   |
| Library Services:<br>Mrs. Charlotte Moore<br>Mrs. Faith Steward<br><br>Mrs. Patricia King Elias | 3/25/77; clerical assistant<br>3/25/77; clerical assistant in Kentucky<br>Library and Museum<br>2/28/77; clerical assistant |
| <u>Academic Affairs</u>   |   |
| University Counseling Services Center:<br>Mrs. Gladys Payne Abbott                              | 1/14/77; General Clerk II   |
| <u>Administrative Affairs</u>   |   |
| Mrs. Carol R. McCullough  | 5/31/77; executive secretary  |
| Athletics:<br>Mrs. Adele G. Hosmer  | 5/6/77; gymnastics coach  |
| Housing:<br>Mrs. Rebecca K. Daniel<br>Miss Vickey Lynn Jackson                                  | 3/29/77; administrative secretary<br>4/14/77; General Clerk I   |
| Public Affairs and Public Relations:<br>Mrs. Sandra Lou Whittington                             | 5/6/77; administrative secretary  |
| Student Affairs:<br>Miss Virginia Lee Triplett  | 5/13/77; administrative secretary   |
| <u>Business Affairs</u>   |   |
| Central Stores:<br>Mrs. Mary W. Bewley  | 2/28/77; General Clerk I  |
| Student Financial Aid:<br>Mrs. Deborah S. Bailey  | 2/28/77; Staff Assistant  |

Part II. Other Personnel Changes (continued)

Retirements

| <u>Name</u>                            | <u>Effective Date and Remarks</u>                    |
|--|--|
| Student Affairs:<br>Miss Opal Nasbitt  | 6/1/77; Director of Central Hall                     |
| Public Safety:<br>Mrs. Thomas R. White | 3/25/77; Chief, Public Safety; disability retirement |

SUPPLEMENTAL LIST

Revisions and Corrections of Errors Appearing in the Personnel Recommendations and/or Confidential Working Paper Recommended Plan for Personnel Compensation 1977-78

Staff Personnel Changes

Secretarial And Clerical Staff Appointment

| <u>Name</u>                             | <u>Salary</u>       | <u>Effective Date and Remarks</u>  |
|---|---------------------|--|
| <u>Business Affairs</u>                 |                     |  |
| Cashier's Office<br>Mrs. Betty Lou Rich | \$ 478<br>per month | 6/1/77; General Clerk II; 12-month basis; replace Mrs. Patti Jo Lockwood |

Resignations

Business Affairs

|   |  |                                      |
|---|--|--------------------------------------|
| Cashier's Office:<br>Mrs. Patti Jo Lockwood |  | 6/30/77; General Clerk II            |
| Purchasing:<br>Mrs. Jo Ann Harwood          |  | 4/13/77; General Clerk I; terminated |

College of Applied Arts and Health

|  |  |                                   |
|--|--|-----------------------------------|
| Office of the Dean:<br>Mrs. Cynthia A. Breit |  | 5/11/77; administrative secretary |
|--|--|-----------------------------------|

Retirement

|   |  |  |
|---|--|--|
| Public Safety:<br>Mr. Thomas R. White<br>(shown as Mrs. on previous list) |  | 3/25/77; Chief, Public Safety; disability retirement |
|---|--|--|

Faculty Personnel Changes

Returning From Leave Of Absence

Ogden College of Science and Technology

|   |        |                              |
|---|--------|------------------------------|
| Physics and Astronomy:<br>Dr. Ed. S. Dorman | 18,552 | 8/16/77; Associate Professor |
|---|--------|------------------------------|

Supplemental List  
(continued)

The salaries as shown in the Working Paper are listed in parentheses, and the corrections are underscored:

| <u>Page</u> | <u>Name</u>       | <u>Status</u>   | <u>1976-77 Salary</u>                   | <u>1977-78 Salary</u>                     |
|-------------|-------------------|-----------------|---|---|
| 4           | Ronald J. Dunn    | (10 Mo.) 9 Mo.  |   |   |
| 4           | Charles J. Wright |                 |   | 18,144<br>(18,544 WM)<br><u>18,744 WM</u> |
| 18          | David B. Whitaker |                 | (22,728) <u>23,628</u>                  | (24,372) <u>25,272</u>                    |
| 95          | Wm. David Dodds   |                 | ( 5,745) <u>5,748</u>                   | ( 6,312) <u>6,324</u>                     |
| 123         | Carl Driver       |                 | ( 2.77) <u>2.78</u>                     | ( 3.04) <u>3.05</u>                       |
|             |                   | Annual Increase | ( 539) <u>560</u>                       | ( 6,323) <u>6,344</u>                     |
| 125         | Elsie L. Pears    |                 | ( 2.81) <u>2.80</u>                     | ( 3.08) <u>3.07</u>                       |
|             |                   | Annual Increase | ( 574) <u>554</u>                       | ( 6,406) <u>6,386</u>                     |
| 130         | Sue D. Miller     |                 | ( 6,480) <u>6,720</u>                   | ( 7,092) <u>7,344</u>                     |
| 73          | Marvine Wanamaker |                 | 10,800; increase 864<br>+adjustment 840 | 12,504                                    |
| 72          | Nancy Carwell     |                 | 10,140; increase 840<br>+adjustment 540 | 11,520                                    |
| 74          | Judy Owen         |                 | 10,860; increase 876<br>+adjustment 540 | 12,276                                    |
| 67          | Cheryl Chambless  |                 | 12,132; increase 948<br>+adjustment 420 | 13,500                                    |

At this point in the meeting, Mr. Sheffer moved that the Board go into closed session for the stated purpose under Bylaw D. 2. c. of discussing personnel matters that might affect the reputation of individual persons. The motion was seconded by Dr. Buckman and carried unanimously. Upon returning to the meeting approximately one hour later, Chairman Cole stated that no matter was discussed in the closed session other than that announced prior to convening the closed session and that no final action had been taken.

Thereupon, Mr. Sheffer moved that the recommendation regarding Dr. Cravens be tabled and that all other personnel recommendations be approved. The motion was seconded by Mr. Kuegel. There being no discussion, the vote was recorded as follows:

Aye: Buckman, Clark, Cole, Emberton, Knicely, Kuegel,  
Sheffer, Vogt

Nay: Ramsey, Poland

Mr. Clark later changed his vote to "Nay," stating his reason therefor.

In presenting a report endorsed to him by the Interim Vice President for Academic Affairs consisting of five recommendations and a report from the Academic Council, all of which were the result of studies, conferences, etc., with the Council of Deans, Academic Council, department heads, and the President, Dr. Downing recommended approval of the following:

I. Recommendations from the Academic Council:

A. Proposed Major and Minor in Broadcasting. The Department of Communication and Theatre proposes to offer a new major and minor program in the area of broadcasting. For several years the former Department of Mass Communications provided an emphasis in broadcasting which enabled students to receive special instruction in broadcasting although pursuing a mass communications degree program. This proposal structures primarily existing courses in such a framework that a full program can now be offered in broadcasting. This program will prepare students for employment in radio, television, or audio/video production in business, industry, education, government service, or other areas. The campus educational radio and television studio facilities will continue to serve as a laboratory for instruction in this program. A faculty position has been reallocated to this program but no other new resources will be required to implement this program.

B. Proposed Minor in Film Studies. The Department of Communication and Theatre proposes to add a minor program in film studies. The former Departments of Mass Communications and Speech and Theatre have been teaching courses in the area of film studies for several years. With the reorganization of these departments into the Department of Communication and Theatre, the Department now feels that it is timely to organize these courses into a minor program of study. Student interest has been expressed in such a program as a supplement to programs in communications and the arts. The program is being created through curricular reorganization and utilization of existing courses. No new resources will be required to implement this program.

C. Proposed Area of Concentration Leading to Provisional Certification for Teachers of Exceptional Children--Trainable Mentally Handicapped. The Department of Reading and Special Education proposes to add this new program to provide teacher certification for students interested in working with the trainable mentally handicapped. This special education program has been designed to meet state certification requirements for teachers in this area and to complement the existing special education programs offered by this Department. The proposed program has required some curricular reorganization within the Department but no new resources will be required to implement this program.

D. Proposed Area of Concentration Program Leading to Provisional Certification for Teachers of Exceptional Children--Learning and Behavior Disorders. The Department of Reading and Special Education proposes to offer this new program of teacher certification for students interested in teaching children with learning and behavior disorders. This proposed program has been designed to meet state certification requirements and to complement existing special education teacher certification programs offered by this Department. The program has required some internal curricular adjustments but no new resources will be required to implement this program.

E. Addition of Proposed Audit Policy. An auditor is one who enrolls and participates in a course without expecting to receive academic credit. The same registration procedure is followed and the same fees charged as for courses taken for credit. An audited course is not applicable to any degree program.

Regular class attendance is expected of an auditor. Other course requirements, which may be obtained in writing from the instructor, will vary depending on the nature of the course. Students interested in auditing a course should secure permission from the instructor and discuss course requirements prior to enrolling. Failure to meet course requirements may result in the auditor being withdrawn from the course at the request of the instructor. A successful audit will be recorded on the transcript with the designation "AU".

Any change from audit to credit must be done by the last day to add a class. Changes from credit to audit must be done by the last day to drop a class with a grade of "W". Refunds for withdrawals from audited courses will be prorated on the same basis as refunds for withdrawals from courses taken for credit.

## II. Report from the Academic Council

Revisions in the Area of Concentration Program Leading to Provisional Certification for Teachers of Exceptional Children--Speech and Communication Disorders. The Department of Reading and Special Education has made several changes in this program to bring the program into conformity with changes which have occurred in the state guidelines. The necessary changes have been accomplished through internal curricular reorganization in collaboration with the Department of Communication and Theatre and no new resources will be required as a result of these changes.

A motion for approval of the recommendations and acceptance of the report as outlined above was made by Mr. Ramsey and seconded by Mr. Clark. After full discussion in which Interim Vice President Davis elaborated upon each item in the written report, the roll call vote follows:

Aye: Buckman, Clark, Cole, Emberton, Knicely, Kuegel, Poland, Ramsey, Sheffer, Vogt

Nay: None

With distribution having been made previously to the Board members of a comprehensive document identified as an Operating Paper for the Graduate College, President Downing called attention to the study undertaken during the 1975-76 school year by the Graduate College staff, the Graduate Council, and other appropriate University officials, with special emphasis having been given to the development of the purposes and objectives of the Graduate College and to the underlying policies and procedures for the operation of this important segment of the institution. The resulting Operating Paper for the Graduate College, having been approved by the Graduate Council and the Council of Academic Deans as an acceptable statement covering all aspects of the broad-based graduate program across the University and the coordinating role of the Graduate College, was subsequently submitted by the Dean of the Graduate College to and endorsed by the Interim Vice President for Academic Affairs. In supporting Dr. Davis's recommendation, President Downing respectfully requested

that the Board give official approval to the document. Thereupon, Mr. Kuegel so moved, with a second by Mr. Sheffer, and the motion carried unanimously. (Secretary's note: The 12-page Operating Paper for the Graduate College is not included in these minutes but is being retained as a part of the official file.)

A realignment in the organizational structure of the Office of the Vice President for Academic Affairs, as relates specifically to the Office of Scholastic Development, was presented in detail and recommended by the President. After stating that the realignment, which was designed to strengthen the functions and responsibilities of the offices and individual staff members affected, was the culmination of discussions and deliberations that have taken place over a period of more than two years, President Downing summarized the proposed plan as follows:

1. Create a Center for Academic Advisement, Career Planning, and Placement. This action will be effective immediately, and this new unit will function administratively under the Dean of Scholastic Development.
2. Designate Dr. Jerry Wilder as Director of the Center.
3. Transfer all functions and responsibilities currently in the Office of Undergraduate Advisement and Developmental Studies to the new Center.
4. Assign the responsibility for developing a career planning program to the Center.
5. Transfer responsibility for placement services from the Office of Alumni Affairs and Placement Services to the new Center, effective with the beginning of the 1977 fall semester.

The President then explained in depth the rationale underlying the proposed administrative realignment, which would combine existing resources in an effort to better serve the needs of students through more effective coordination of advisement, career planning, and placement in the related areas of academic advising, counseling, testing, etc.

Distribution was made of an organizational chart which described the administrative alignment and the manner in which the proposed new units relate to other areas of responsibility under the Dean of Scholastic Development, who is directly responsible to the Vice President for Academic Affairs. Such areas of responsibility would consist of (1) Office of Admissions, (2) Office of the Registrar, (3) University Counseling Services Center, (4) Orientation and Special Projects' Office, (5) Office of Veterans Affairs, and the proposed (6) Center for Academic Advisement, Career Planning, and Placement.



Upon the President's recommendation, Mr. Kuegel moved approval for the creation of a Center for Academic Advisement, Career Planning, and Placement. The motion was seconded by Miss Vogt. In the discussion which ensued, several members voiced hearty endorsement of the plan; and when the question was put, all members of the Board responded to the roll call by voting "Aye."

With members of the Board having been provided with comprehensive and detailed reports relative to all aspects of the proposed reorganization of the College of Education, President Downing recommended approval of the proposed plan as prepared in final form and submitted by the Dean of the College to and wholeheartedly approved and endorsed by the Interim Vice President for Academic Affairs to the President. In his review, Dr. Downing outlined the following criteria adopted by the eleven-member Organizational Study Committee representing the various components and programs within the College of Education which had been appointed by Dean J. T. Sandefur in August, 1976, to evaluate the existing organizational structure and develop proposed changes:

"Whereas the College of Education is primarily responsible for programs that provide preparation and in-service education for professionals in a variety of areas in which the job market and the requirements of the professional programs are rapidly changing, it is imperative that any existing or newly proposed administrative organizational structures provide or facilitate the following:

"1. Interdepartmental cooperation in the development and operation of professional programs.

"2. Program accountability to the clients served by the program as well as to the college administration.

"3. A dynamic communication system where there is shared decision making and an open information flow from the top down as well as from the grass roots up. This system should include consideration of an administrative span of control that enables each faculty member to feel he/she has open access to the administration.

"4. Support for individual initiative and responsibility that encourages individual creativity, professional growth, and leadership development.

"5. A collegial working environment for each faculty member where day-to-day cooperative planning and dialogue about common professional concerns take place.

"6. A true college learning community where there is an emphasis on creative endeavors and active dialogue over new developments and pertinent issues."

President Downing stated that the final report submitted in January, 1977, by the Organizational Study Committee which proposed the reorganization of the College of Education and outlined the rationale that prompted such action was thoroughly

studied and reviewed by Dean Sandefur and the thirty-two member Advisory Council of the College of Education selected by their peers from the various departments and units within the College, unanimously endorsed, and subsequently recommended to the Office of Academic Affairs.

In calling attention to the proposed organizational structure of the College, which had been distributed in chart form, Dr. Downing noted that the basic administrative units had been reduced to six--five departments and one division. Since there were no recommended changes in the Departments of Psychology, Physical Education and Recreation, and Industrial Education and Technology, he stated that the reorganization, as indicated on the chart, was limited to the recommended two new departments-- Department of Teacher Education and Department of Educational Leadership--and the new Division for Educational Services. The proposed organizational structure follows in essence:

- Dean of the College of Education
  - Coordinator of Graduate Programs
  - Associate Dean (budget, personnel, program operation, facilities, equipment)
  - Assistant Dean (instruction, planning, development)
  - Distinguished Service Professor
- Department of Teacher Education
  - Elementary Education
  - Secondary Education
  - Reading
  - Special Education
  - Office of Teacher Education, Admissions, Student Teaching, and Certification
  - Competency-Based Teacher Education and Program Development
- Department of Educational Leadership
  - Counselor Education
  - Educational Administration and Foundations
- Department of Psychology
- Department of Physical Education and Recreation
- Department of Industrial Education and Technology
- Division for Educational (Interdepartmental) Services
  - CCVTE
  - JJLS
  - Child Study and Learning
  - PDC Network
  - Educational Research
  - Adult and Community Education

(Secretary's note: The proposed reorganizations of the Department of Teacher Education and the Division of Educational Services were also distributed in chart form, together with descriptive statements. They are not being made a part of these minutes but are being maintained in the official file.)

Lengthy discussion followed relative to the proposed reorganization of the College of Education, which covered the filling of departmental headships in accordance with established procedures for the screening and selection process. Upon the invitation

of Dr. Buckman, Dean Sandefur explained in depth what the proposed reorganization was intended to accomplish, describing such plan as superior to the present operation in which many functions are "overlapping." In response to a question as to acceptance of the plan by the total College faculty, Dean Sandefur explained why it was neither practical nor logical to consult each and every member, stating that its endorsement by the thirty-two member Advisory Council gave evidence of its merit; and in acknowledging that some departments did not wholeheartedly accept the plan, he stated that the question of identity was probably the greatest concern that arises in any reorganization such as the one at hand. Several members of the Board contributed to the discussion; and in response to an inquiry, President Downing stated that in his opinion the action which was proposed was very much in keeping with the recent mission statement adopted in principle by the Council on Public Higher Education. By such action, he added, it was felt that Western could function more effectively as the leading institution in Kentucky in the preparation of teachers, which is its primary purpose, and that the recommendation which he supported was the distillation to bring about better coordination in this objective.

After further discussion, Mr. Sheffer moved that the recommendation for the proposed reorganization of the College of Education be tabled. The motion was seconded by Mr. Poland. There being no additional comments, the roll call vote was as follows:

Aye: Buckman, Emberton, Sheffer, Vogt

Nay: Clark, Cole, Knicely, Kuegel, Ramsey, Poland

Thereupon, Mr. Clark moved acceptance of the recommendation for the reorganization of the College of Education. The motion was seconded by Mr. Ramsey. In the discussion which ensued, Dr. Buckman moved that the motion be amended to exclude that portion dealing with personnel administrator selection pending the upcoming deliberations under Item 16 a. on the agenda. The motion died for the lack of a second. There being no further discussion, the question was put; and the roll call vote follows:

Aye: Buckman, Clark, Cole, Emberton, Knicely, Kuegel, Ramsey, Vogt

Nay: Sheffer

(Secretary's note: Previous plans had made it necessary for Mr. Poland to excuse himself from the meeting prior to the roll call.)

The revised registration fee schedule adopted by the Council on Public Higher Education on March 30, 1977, for all public institutions in Kentucky effective with the opening of the 1977 fall semester, was presented for the consideration of the Board. In the discussion, it was noted that the Council does not adopt such charges for part-time students during the regular term and for students enrolled for the summer session since those fees are dependent upon the institution's definition of a full-time student. Upon President Downing's recommendation, Mr. Knicely moved acceptance of the following registration fee schedules for Western Kentucky University effective with the opening of the 1977 fall semester:

FULL-TIME STUDENTS

|                  | <u>Kentucky Residents</u> |                 | <u>Non-Kentucky Residents</u> |                 |
|------------------|---------------------------|-----------------|-------------------------------|-----------------|
|                  | <u>Undergraduate</u>      | <u>Graduate</u> | <u>Undergraduate</u>          | <u>Graduate</u> |
| Registration Fee | \$240.00                  | \$275.00        | \$600.00                      | \$700.00        |

PART-TIME STUDENTS

| Number of<br>Credit Hours:  | <u>Kentucky Residents</u> |                 | <u>Non-Kentucky Residents</u> |                 |
|---|---------------------------|-----------------|-------------------------------|-----------------|
|   | <u>Undergraduate</u>      | <u>Graduate</u> | <u>Undergraduate</u>          | <u>Graduate</u> |
| 1 credit hour   | \$ 20.00                  | \$ 31.00        | \$ 50.00                      | \$ 78.00        |
| 2 credit hours  | 40.00                     | 62.00           | 100.00                        | 156.00          |
| 3 credit hours  | 60.00                     | 93.00           | 150.00                        | 234.00          |
| 4 credit hours  | 80.00                     | 124.00          | 200.00                        | 312.00          |
| 5 credit hours  | 100.00                    | 155.00          | 250.00                        | 390.00          |
| 6 credit hours  | 120.00                    | 186.00          | 300.00                        | 468.00          |
| 7 credit hours  | 140.00                    | 217.00          | 350.00                        | 546.00          |
| 8 credit hours  | 160.00                    | 248.00          | 400.00                        | 624.00          |
| 9 credit hours  | 180.00                    |                 | 450.00                        |                 |
| 10 credit hours   | 200.00                    |                 | 500.00                        |                 |
| 11 credit hours   | 220.00                    |                 | 550.00                        |                 |
| 12 credit hours or more for<br>undergraduate and 9 credit<br>hours or more for graduate | 240.00                    | 275.00          | 600.00                        | 700.00          |

Note: For fee purposes, a student who is taking 12 or more undergraduate hours is considered a full-time undergraduate student and a student who is taking 9 or more graduate hours is considered a full-time graduate student.

SUMMER SESSION 1978  
FULL-TIME STUDENTS

|                  | <u>Kentucky Residents</u> |                 | <u>Non-Kentucky Residents</u> |                 |
|------------------|---------------------------|-----------------|-------------------------------|-----------------|
|                  | <u>Undergraduate</u>      | <u>Graduate</u> | <u>Undergraduate</u>          | <u>Graduate</u> |
| Registration Fee | \$120.00                  | \$138.00        | \$300.00                      | \$350.00        |

SUMMER SESSION 1978  
PART -TIME STUDENTS

| Number of<br>Credit Hours:  | <u>Kentucky Residents</u> |                 | <u>Non-Kentucky Residents</u> |                 |
|---|---------------------------|-----------------|-------------------------------|-----------------|
|   | <u>Undergraduate</u>      | <u>Graduate</u> | <u>Undergraduate</u>          | <u>Graduate</u> |
| 1 credit hour   | \$ 20.00                  | \$ 31.00        | \$ 50.00                      | \$ 78.00        |
| 2 credit hours  | 40.00                     | 62.00           | 100.00                        | 156.00          |
| 3 credit hours  | 60.00                     | 93.00           | 150.00                        | 234.00          |
| 4 credit hours  | 80.00                     | 124.00          | 200.00                        | 312.00          |
| 5 credit hours  | 100.00                    |                 | 250.00                        |                 |
| 6 credit hours or more<br>for undergraduate and<br>5 credit hours or more<br>for graduate | 120.00                    | 138.00          | 300.00                        | 350.00          |

Note: A student who is taking 6 or more undergraduate hours will be assessed the full-time undergraduate fee and a student who is taking 5 or more graduate hours will be assessed the full-time graduate fee.

Mr. Knicely's motion for acceptance of the registration fee schedules was seconded by Mr. Kuegel; and there being no further discussion, the roll call vote was as follows:

Aye: Buckman, Clark, Cole, Emberton, Knicely, Kuegel, Ramsey,  
Sheffer, Vogt

Nay: None

The next item on the agenda was the presentation by President Downing of a progress report on capital construction projects and proposals relating to the continued development of the Master Campus Plan. The items covered by the President and his recommendations follow in summary form:

1. Authorization was requested for the University to proceed in accordance with established procedures relative to the purchase of property owned by Mrs. Nancy M. Bryan and located at 410 Fifteenth Street, which is within the Master Plan buffer zone and adjacent to an apartment house and parking lot owned by the University.

2. With the concurrence of the Finance Committee and the Board having been previously advised of (1) the rejection of the excessive low bid for the construction of facilities for the Department of Public Safety and the Rifle Range, (2) the subsequent deletion of the Rifle Range, and (3) the readvertisement for the Public Safety portion of the project, the President stated that bids for the latter facility were scheduled to be opened on May 3. The Board was asked to go on official record in approving the above actions.

3. a. The awarding of a contract at the apparent low bid of \$181,995 for the installation of a sprinkler system for Pearce-Ford Tower was anticipated during the week of May 2, with the State Department of Insurance providing the financial support for this project.

b. Recent information from the Commissioner of Insurance gave evidence that this same type of support would be provided for the installation of a sprinkler system for McLean Hall.

4. Capital construction projects:

a. The contractor for the Agricultural Exposition Center was anticipated to be moving on the site in approximately two weeks. A rendering of this multi-purpose facility as viewed when completed was displayed. Appreciation for the cooperation of Governor Carroll in authorizing the additional financial support needed for the project was again expressed.

b. The Industrial Education and Technology Building project was estimated to be completed in early summer.

c. The conversion of Florence Schneider Hall to a Continuing Education Center was described as progressing on schedule with completion anticipated in late summer.

d. Programs plans for the conversion of the Industrial Education Annex into a facility to house the Department of Intercultural and Folk Studies and International Education Programs were being prepared by the architect.

e. The Kentucky Building renovation and expansion project was described as progressing well despite a brief strike at the site.

All items in the President's report were discussed and further elaborated upon by him. Chairman Cole expressed special thanks to Mr. Kuegel in terms of his support of the Agricultural Exposition Center, following which he requested the secretary to convey to the Governor in writing the appreciation of the Board of Regents.

Dr. Buckman moved acceptance of the President's report and recommendations contained therein. The motion was seconded by Mr. Ramsey. There being no further discussion and upon a call of the roll, the vote was as follows:

Aye: Buckman, Clark, Cole, Emberton, Knicely, Kuegel, Ramsey,  
Sheffer, Vogt

Nay: None

The President's report on the role and mission statement for each of the public institutions of higher education as adopted in principle by the Council on Public Higher Education on April 20, and to which mention has heretofore been made in these minutes, was prefaced by a summary of developments at the state level subsequent to 1966 when Western, along with certain other institutions, was elevated to university status and became under the coordinating authority of the Council. With the redefinition of the roles and missions of the eight state-supported universities and the thirteen community colleges having been mandated by the General Assembly and encouraged by several governors throughout the years, the President then reviewed what had transpired over the past many months during which the Council had continued with the development of a plan for "A System of Higher Education in Kentucky." It being noted here by the secretary that the Board has been kept informed by the President of the chronological

sequence of developments in which the Council on Public Higher Education had carried out its mandate, with some members having attended meetings of the Council, these minutes present only the action taken by the Council on April 20 and the mission statement adopted for Western which follow in that order:

"That the mission statements for the regional universities are hereby adopted in principle with any differences of opinion with respect to editorial or substantive nature resulting from those discussion to come back to the Council at its next meeting."

\*\*\*\*\*

"Western Kentucky University shall serve as a residential, regional university offering a broad range of programs to the people of southcentral and portions of western Kentucky. Recognizing the needs of its region, the University should offer programs at the associate and baccalaureate degree levels, especially programs of a technological nature.

"Subject to demonstrated need, selected master's degree programs should be offered as well as the specialist programs in education. A retrenchment or elimination of duplicative or nonproductive programs is desirable while development of new programs compatible with the mission is appropriate.

"The University should continue to meet the needs in teacher education in its primary service region and the Louisville metropolitan area.

"Because of the limited community college opportunities in the service region, the University should develop its Bowling Green Community College component, emphasizing career-oriented associate degree programs. The University should develop close working relationships and develop articulation agreements with other institutions."

In the discussion which followed, President Downing stated that he was attempting to arrange conferences with the Executive Director of the Council on Public Higher Education in an effort to further improve the mission statement for Western, which he now views with "cautious optimism." Chairman Cole, in noting that he had attended segments of two Council meetings, stated that he was proud of the manner in which Western was represented and participated in the discussions. He described the action taken by the Council in his opinion as being "most significant and a very positive step forward for education in Kentucky." Upon his recommendation, Mr. Kuegel moved that the Board of Regents go on record as supporting in principle the action taken by the Council on Public Higher Education. The motion was seconded by Mr. Knicely and carried unanimously. The secretary was instructed by the Chairman to so notify the Executive Director of the Council.

Upon the recommendation of the President and after discussion in which Dr. Buckman proposed that action on the matter at hand be withheld until the next meeting of the Board in order that it might be given consideration by the Faculty Senate, Mr. Emberton moved adoption of the following resolution:

#### RESOLUTION

WHEREAS, certain research opportunities and activities of members of the faculty of Western Kentucky University require that the University from time to time negotiate, execute, administer, and perform contracts with the Department of Defense and other User Agencies of the United States Government, which involve necessary access to classified information, and

WHEREAS, the Defense Supply Agency, Defense Contract Administration Services, Office of Industrial Security of the United States Government requires federal security clearance for all persons having access to classified information, including the research investigators and persons constituting the Managerial Group of Western Kentucky University who may be involved in negotiating, executing, and administering University obligations under such contracts, and

WHEREAS, for the purpose of facilitating continuation of research opportunities and activities of the faculty, it is necessary to designate an administrative Managerial Group, as described in the Industrial Security Manual for Safeguarding Classified Information, so that members of the Managerial Group, in addition to faculty research personnel, may be processed for an Access Authorization for access to classified information to the level of the facility clearance that may be granted to the University:

NOW, THEREFORE, BE IT RESOLVED THAT:

1. For the purpose of negotiating, executing, and administering classified contracts with the United States Department of Defense or other User Agencies of the United States Government that may be awarded to Western Kentucky University, the following persons have consented to security clearance, and are, hereby, constituted as the Managerial Group of administrative officials, as described in the Industrial Security Manual for Safeguarding Classified Information:

| <u>Name</u>     | <u>Position</u>   |
|-----------------|---|
| Dero G. Downing | President   |
| Paul B. Cook    | Assistant to the President for Resources Management and Director of the Budget          |
| James L. Davis  | Interim Vice President for Academic Affairs   |
| Harry K. Largen | Vice President for Business Affairs   |
| Rhea P. Lazarus | Staff Assistant - Office of the President   |
| John D. Minton  | Vice President for Administrative Affairs   |
| Glenn H. Crumb  | Director of Grant and Contract Services and WKU Classified Information Security Officer |

2. The President shall be and hereby is delegated the full authority and responsibility for negotiating, executing, and administering classified contracts with the United States Department of Defense and other User Agencies of the United States Government. The President may sub-delegate or assign such administrative authority and responsibility to one or more members of the Managerial Group designated above, but shall not sub-delegate or assign any such administrative authority or responsibility to any university administrative official or employee, or other person, not so designated by the Board of Regents, and processed for security clearance.



3. All other administrative officers and employees of the University and members of the Board of Regents shall not require, nor shall they have, and they may be effectively excluded from, access to all classified information released to, in the possession of, or under the control of Western Kentucky University. No such person shall have any authority to affect adversely the policies and practices of the University Managerial Group in controlling, limiting, and restricting access to classified information in connection with contracts for the Department of Defense and other User Agencies of the United States Government, exclusively to members of the Managerial Group, and project research personnel who have the required security clearance.

Mr. Emberton's motion was seconded by Mr. Knicely; and after further discussion, it carried unanimously.

The final item on the agenda was identified as 16. a. and entitled "Presentation of recommended policy statement, clarifying roles of the Board, the President, other administrative officers, the faculties, and faculty bodies relative to appointments to administrative positions."

In a communication to members of the Board on April 26, President Downing gave a comprehensive report relative to a set of recommendations received the preceding day from Dr. Phil Constans, Chairperson, Faculty Senate. The recommendations (1) concerned the manner and extent of faculty participation in the process of appointment of a President in the event of a vacancy or an announced impending vacancy, including proposed revision of the manner in which recommendations to the Board are to be developed by the President for appointments to the positions of Vice President for Academic Affairs, Deans of College, and Academic Department Heads, and (2) proposed periodic review by the faculty, to be conducted by the Advisory Faculty Senate, of the performance of the President and Vice President for Academic Affairs, with similar reviews by the college and department faculties, to be conducted by the Faculty Senate, of the performance of Deans and Department Heads. The memorandum from Dr. Constans and the recommendations which it transmitted follow:

"MEMORANDUM TO: Dero G. Downing, President

FROM: Phil Constans, Chairperson, Faculty Senate

DATE: April 21, 1977

RE: Proposals from the Faculty Senate Ad Hoc Committee on Administrator Selection and Retention

"Attached are two proposals relating to involvement of faculty in the selection and retention of administrative personnel that were passed by the Senate at its regular meeting on Thursday, April 14.

"It is the desire of the Senate that the faculty participate in an advisory capacity in administrator selection as outlined in the first proposal. The Senate specifically requests that this first proposal regarding the

selection of administrators be adopted as administrative policy at Western Kentucky University and published in the Faculty Handbook.

"Regarding the second proposal dealing with period reviews of the administration by the faculty, the Senate did not specify what specific action they are requesting of you. The motion that the Senate acted on regarding this proposal was simply that the Senate adopt the proposal on periodic reviews of the administration by the Faculty.

"As I mentioned in our informal discussion, I will schedule an appointment with you to discuss these two proposals after you have had time to study them."

\*\*\*\*\*

#### PROPOSALS FROM THE SUBCOMMITTEE ON ADMINISTRATOR SELECTION AND RETENTION

"Faculty Participation in Administrator Selection (the term faculty is used as defined by the Faculty Senate Constitution).

"In the event of a vacancy or an announced impending vacancy in the Office of President, the Chairperson of the Faculty Senate shall call for a caucus of the senators of each college to elect one senator from each college to serve on a Faculty Advisory Committee. The Faculty Senate shall recommend to the President and to the Board of Regents that the Faculty Advisory Committee have access to all applicant materials for the position. The Committee will advise the President and the Board of its preferences for the position.

"In the event of a vacancy or an announced impending vacancy in the Office of Vice President for Academic Affairs, the same procedure as outlined above for the President will be followed.

"In the event of a vacancy or an announced impending vacancy in a College Deanship, the Vice President for Academic Affairs initiates a search for a successor. A Search Committee, composed of one faculty member elected by each department of the college, will review applicant materials and inform the Vice President of its preferences for the position. The Vice President will then submit his/her recommendation, along with those of the Search Committee, to the President.

"In the event of a vacancy or an announced impending vacancy in a Department Headship (Department Head=to include Department Heads, Directors, or functional equivalents), the College Dean initiates a search for a successor. The department faculty, working within budgetary constraints, will review applicant materials and recommend a slate of not more than three candidates. The College Dean will then recommend through the Vice President of Academic Affairs to the President the Dean's selection from the slate submitted to him by the department faculty."

Adopted by the Senate April 14, 1977

\*\*\*\*\*

"Periodic Reviews of the Administration by Faculty (the term faculty is used as defined by the Faculty Senate Constitution.)

"The Faculty Senate shall conduct periodic reviews of the President, Vice President for Academic Affairs, College Deans, and Department Heads (Department Heads=to include Department Heads, Directors, or functional equivalents). The review shall be by secret ballot and shall indicate whether the faculty member favors retention or is opposed to retention. The review will be supervised and tabulated by the By-Laws, Amendments, and Elections Committee.

"A review of the President by the faculty shall be conducted by the Faculty Senate nine months prior to expiration of the term of office of the President, and the results will be presented to the President and to the Board of Regents.

"A review of the Vice President for Academic Affairs by the faculty shall be conducted by the Faculty Senate every three years, and the results will be presented to the Vice President and the President.

"A review of the College Dean by the college faculty shall be conducted every three years by the Faculty Senate unless the Dean indicates that he/she does not desire to continue in that office, and the results will be presented to the Dean, Vice President, and President. If the Dean is opposed by a majority vote of the entire faculty of the college, the Senate will recommend that the Dean not be reappointed as Dean.

"A review of the Department Head by department faculty shall be conducted every three years by the Faculty Senate unless the Department Head indicates that he/she does not desire to continue in that office, and the results will be presented to the Department Head, College Dean, Vice President, and the President. If the Department Head is opposed by a majority vote of the entire faculty of the department, the Senate will recommend that the Department Head not be reappointed to that position.

"Reviews of Department Heads shall be conducted in 1978 and every three years thereafter; reviews of College Deans in 1979 and every three years thereafter; and reviews of the Vice President for Academic Affairs in 1980 and every three years thereafter."

Adopted by the Senate April 14, 1977

In noting that "the very brief time that I have had to examine these proposals have been sufficient for me to conclude that they contain a number of fundamental alterations in the basic philosophy about the respective roles of the Board, the President, other administrative officers, and the faculties and faculty bodies with respect to governance, authority, and accountability to which this institution has been committed throughout its history," and in pointing out that even though the proposals had been referred to the Vice Presidents, Deans, Department Heads, and other University officials whose reactions would be given his most careful consideration, the President's communication explained in detail his own assessment of the Faculty Senate proposals and incorporated a review of the procedures being followed, which include the principle of faculty participation in the selection process, relative to recommendations for appointments to administrative positions. To avoid misunderstandings and to prevent deviations from these procedures, which are currently proving to be satisfactory, the President requested the Board of Regents to give formal approval to the current plan by the adoption of the following statement:

## RECOMMENDED POLICY STATEMENT

The purpose of this policy statement is to clarify the respective roles of the Board, the President, other administrative officers, the faculties, and faculty bodies in making appointments to administrative positions and to provide official institutionalized procedures for participation by the affected faculty members and administrative officers in the development of recommendations for appointments to specified administrative positions.

Except for the position of President, every other administrative officer of the University and its component units shall be appointed by the Board of Regents, acting upon the recommendation of the President. If the Board does not accept a recommendation of the President with respect to an appointment, it shall call for another recommendation. Similarly, the President may refuse to approve a recommendation received from others; but, in each such case, a new recommendation shall be requested. The same principle shall apply at all levels of the administrative organization.

No administrative officer obtains any tenure rights in an administrative position. Such positions are held on annual appointments or for specified terms, as recommended by the President, not to exceed four years. However, a faculty member with tenure status who is assigned or appointed to any administrative position is so assigned or appointed without prejudice to current tenure status or eligibility for tenure as a faculty member.

The President has the ultimate authority and responsibility of making the final choice for all such recommendations to the Board of Regents. The President may implement this policy in any manner reasonably designed to assure that the recommendation has been arrived at after opportunity for and due consideration of the reasoned advice and expression of views and preferences by the affected faculty and administrative officers.

The President's recommendations to the Board on the appointment of a Vice President for Academic Affairs, College Dean, or Department equivalent unit Head shall be made after advice from joint faculty-administrator search committees to be appointed by the President; and consideration will be given to the recommendation of the Vice President for Academic Affairs and College Dean as may be appropriate for the position to be filled. Eligibility of a faculty member to serve on such a committee shall be the same as eligibility to serve in the Advisory Faculty Senate. In addition, the President will give due regard for broadly based representation of the various units and academic disciplines involved in determining the specific size and composition of a particular search committee.

Recommendations for appointments to all other administrative positions within the University shall be made in any reasonable manner determined by the President. However, except for positions held by officers who report directly to the President, recommendations from that officer's next immediate superior officer shall be considered.

Search committees will observe the following procedures in developing suggestions to fill vacancies in the positions of Vice President for Academic Affairs, College Dean, or Academic Department Head or Director:

1. Applications and/or nominations will be solicited, received, and screened for initial consideration by joint faculty-administrator advisory search committees.
2. The joint search committee will submit the names of three preferred candidates for the position.
3. The person recommended by the President for the position will be selected from the three preferred candidates; or, if none are acceptable, the search and screening process will be repeated.

In the discussion which followed, President Downing called attention to the fact that it would be necessary to fill at least two administrative positions in the coming weeks, one of which--the search for the person to be recommended to the Board for the deanship of the Bowling Green College of Business and Public Affairs--should be initiated immediately. In order to clarify any question regarding the selection process, he stated that approval of the Recommended Policy Statement, which outlines established procedures that heretofore had not been made a matter of official record, would enable the President and other appropriate University officials to move ahead in this most important responsibility.

In presenting his views on selection procedures to fill administrative positions, Dr. Buckman read the following statement:

"I believe that it is a positive step for the Board to institute a policy concerning the selection procedures to fill administrative positions. The President is to be commended for initiating this process and, of course, it is the duty of the Board to set such policies.

"This is an item of great concern for the faculty. In the eyes of the faculty, the present system lacks credibility. You have the resolution concerning administrative selection procedures which passed unanimously by the Faculty Senate. The President's recommended statement differs significantly with the Faculty Senate resolution.

"I recognize that the selection policies differ considerably in the Universities in this state and nation. It is ironic when one observes in communist countries (Hungary) that faculty elect their deans and in a democratic society often the faculty have little or no role in the selection of their dean.

"I do not think that either the President's recommended policy or the Faculty Senate's resolution is the best for Western Kentucky University. Both should be considered as significant documents for a Board Committee to study. The Board Committee would probably desire to review the University of Louisville's policy, the University of Kentucky's policy, and other significant policies. It is my opinion that we as a Board could then set and adopt a policy that is best for the future of Western.

"The recommended policy before us raises serious questions in my mind and would not be acceptable until they are answered.

"Those questions are:

1. For any search for Vice President, Dean, or Department Head, what is the administrators to faculty ratio?
2. What assurance is there that the committees are not stacked for particular outcomes?
3. Why shouldn't the faculty unit be allowed to elect their representatives to serve with the appointed administrators?
4. Concerning Item #3 of the President's recommended policy: If none of the three preferred candidates are acceptable, then the search and screening process will be repeated. This could be used for a selected outcome!"

In view of his statement, Dr. Buckman then moved that the Chairman of the Board appoint a Board committee to develop a Board Policy concerning the selection procedure to fill administrative positions and present that policy to the Board at the next meeting. In the interim, President Downing would proceed with appointments by using the administrative policy as recommended by him. The motion was seconded by Miss Vogt.

In pointing out that two policies relative to the selection procedures for administrative personnel had been presented for consideration and after other comments, Chairman Cole stated that in his judgment the recommendation as proposed by Dr. Buckman had merit insofar as it did not delay the normal functioning of the University in this responsibility. Among other significant comments, (1) Mr. Clark stated that he was opposed to the Faculty Senate's serving in any manner other than in an advisory capacity, as created; and (2) Mr. Sheffer, in noting that the role of the President was to make recommendations to the Board, stated that while he was not interested in the procedures which underlie such recommendations, he would not be in favor of "tying" the President's hands in the filling of key administrative positions.

There being no further discussion on Dr. Buckman's motion, the question was put; and the roll call vote was as follows:

Aye: Buckman, Cole, Sheffer, Vogt

Nay: Clark, Emberton, Knicely, Kuegel, Ramsey

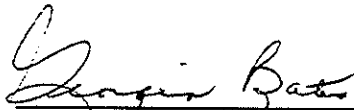
Mr. Clark then moved adoption of the President's Recommended Policy Statement. The motion was seconded by Mr. Sheffer; and upon a voice call vote, all members responded with "Aye," with the exception of Dr. Buckman who voted "Nay."

Chairman Cole recognized Mr. Robert Moore, recently elected President of Associated Student Government, who will succeed Miss Vogt as student regent. In noting that this was Miss Vogt's last regular meeting, Mr. Ramsey expressed appreciation for the excellent manner in which she had carried out her responsibilities as a member of the Board. Miss Vogt responded by saying that it had been her pleasure to work with the Board, whom she described as a group of "highly professional" people.

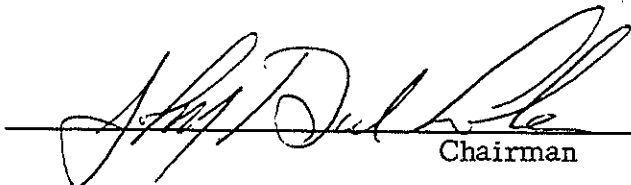
Following comments by President Downing regarding commencement activities scheduled for Saturday, May 14, and there being no further business, the meeting was adjourned at approximately 5:45 p. m.

CERTIFICATION OF SECRETARY

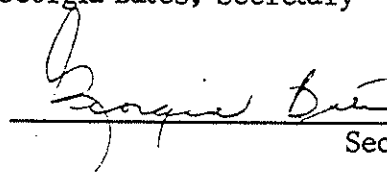
I certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in its regular meeting held on April 30, 1977, in the Regents Conference Room of the Wetherby Administration Building on the Western campus and further certify that the meeting was held in compliance with Sections 2, 3, 4, and 5 of House Bill 100 enacted by the General Assembly of the Commonwealth of Kentucky at its 1974 Regular Session.



Georgia Bates, Secretary



Chairman



Secretary