

MINUTES OF MEETING OF BOARD OF REGENTS

WESTERN KENTUCKY UNIVERSITY

January 26, 1980

A regular meeting of the Board of Regents of Western Kentucky University was held on Saturday, January 26, 1980, at 4:00 p.m., CST, 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.

The following members were present:

Dr. William G. Buckman
Mr. Ronald W. Clark
Mr. John David Cole
Mr. Tom Emberton
Mr. James Earl Hargrove
Mr. Michael N. Harreld
Mr. Carroll Knicely
Mr. William M. Kuegel
Mr. Ronald G. Sheffer

Absent was Mr. Hugh Poland.

Also present, in addition to Dr. Minton, were Dr. Donald W. Zacharias, President; Dr. James L. Davis, Vice President for Academic Affairs; Mr. Harry K. Largen, Vice President for Business Affairs and Treasurer; Mrs. Mary Sample, Secretary; Dr. Paul B. Cook, Assistant to the President for Resources Management and Director of the Budget; Dr. Randall Capps, Assistant to the President and Parliamentarian; Mr. William E. Bivin, University Attorney; and Mr. Dee Gibson, Director of Community Affairs and Special Events.

The minutes of the regular meeting held on December 1, 1979, were presented by the Chairman. Motion was made by Mr. Hargrove and seconded by Mr. Kuegel that the minutes be approved as submitted without a reading inasmuch as copies had been mailed to the members on January 21, 1980, and were found to be in order. The motion carried by voice vote.

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

The next agenda item consisted of reports from the various Board committees as follow:

Academics Committee - Mr. Harreld, Chairman; Mr. Knicely; Mr. Kuegel; Mr. Emberton; and Dr. Buckman

Dr. Davis, at the request of Mr. Harreld, gave a brief summary of the recommendation and report from the Academic Council. The summary

included (1) the recommendation of a proposal for formal recognition of the curriculum for the Master of Science in Communication Disorders and (2) a report on the revision in the curriculum of the Master of Science Degree in Chemistry. Action on the recommendation was taken later in the meeting as recorded on page 3.

Athletics Committee (ad hoc) - Mr. Sheffer, Chairman; Mr. Kuegel, Vice Chairman; Mr. Harreld; and Mr. Emberton

Mr. Sheffer made no report on behalf of the Committee. President Zacharias reported briefly on the NCAA meeting held in New Orleans, January 5-9, 1980, and indicated the following items were among those considered: (1) Presentation and discussion of Title IX and the HEW interpretation of earlier policy; (2) support by NCAA membership of whatever decision President Carter makes relative to participation in the Olympics in Moscow; and (3) approval of NCAA sponsorship of championships for women's sports in Divisions II and III.

Bylaws and Codification Committee - Mr. Emberton, Chairman; Mr. Sheffer, Vice Chairman; Mr. Bivin, Staff; and Dr. Capps, Staff

Chairman Emberton reported no activity by the Committee since the Board's last meeting.

Disciplinary Appeals Committee - Mr. Sheffer, Chairman; Mr. Clark, Vice Chairman; and Mr. Hargrove

Chairman Sheffer reported there had been no action by the Committee since the Board's last meeting.

Finance Committee - Mr. Kuegel, Chairman; Mr. Knicely, Vice Chairman; Dr. Buckman; and Mr. Harreld

Chairman Kuegel reported that the Finance Committee met at 3:30 p.m. just prior to the Board meeting. The Committee studied and discussed the following financial documents and papers, copies of which had been mailed to each member of the Board by the President prior to the meeting:

1. The 1978-79 Annual Financial Report, containing the independent auditors' statement;
2. The compliance Audit by independent auditors of student financial aid programs; and
3. The management letter as prepared by the independent auditors.

The official Audit was made by the firm of James R. Meany & Associates, Certified Public Accountants, Bowling Green, Kentucky, in compliance with established procedures and in accordance with the laws of the Commonwealth.

On behalf of the Finance Committee, Mr. Kuegel recommended that the 1978-79 Annual Financial Report and the Audit Report for the year ended June 30, 1979, be approved. The motion was seconded by Mr. Harreld and the roll call vote was as follows:

Aye: Buckman, Clark, Cole, Emberton, Hargrove, Harreld, Knicely, Kuegel, Sheffer

Nay: None

Special Study Committee on selected facets of University Housing - Mr. Clark, Chairman; Mr. Knicely; Mr. Emberton; and Mr. Hargrove

Chairman Clark reported that the Housing Committee met at 3 p.m. prior to the Board meeting with all committee members present, at which time Mr. Hargrove withdrew from consideration ASG Resolution 79-9 (Keen Hall Conversion). The Committee discussed ASG Resolution 79-14, presented by Mr. Hargrove, which called for a more active role by the University in research into housing improvements. Chairman Clark reported that the Committee considered the content of the resolution to be within the scope of administrative responsibility rather than a policy matter and, therefore, referred the resolution

to the office of the Vice President for Administrative Affairs for consideration.

Ad Hoc Committee on International Education Programs - Mr. Knicely, Chairman; Mr. Kuegel; Mr. Clark; and Mr. Harreld

Chairman Knicely stated that he had no report to make on behalf of the Committee.

Ad Hoc Committee on a Residence for the President - Mr. Knicely, Chairman; Mr. Sheffer; Mr. Emberton; and Mr. Harreld

Mr. Knicely reported that the President's Residence was toured by members of the Board following the December 1, 1979, Board meeting and indicated that the work on the house continues to progress as should be expected.

The next agenda item was the presentation of recommendations to the President from the Vice President for Academic Affairs. The Academic Council recommendation and report, which had been reviewed by Dr. Davis as recorded on pages 1 and 2 and approved by the President, follow:

I. Recommendation from the Academic Council:

Proposal for Formal Recognition of the Curriculum for the Master of Science in Communication Disorders. For some time the University has offered an internally approved graduate program in Speech Pathology (Communication Disorders) as an Option within the M.A. in Speech (now M.A. in Communications). In 1976 discussions concerning the possibility of a more appropriate location of the Speech Pathology (Communication Disorders) area in the College of Applied Arts and Health were initiated. These discussions led to the change in the title of the program to Communication Disorders and the change in the administrative location of both the Program and the Speech Clinic to the College of Applied Arts and Health. These changes were approved by the Board of Regents in January, 1979.

It was agreed that graduate students would be permitted to continue in the M.A. in Speech (Communication Disorders Option) until a separate degree program in Communication Disorders could be developed.

In August, 1979, a meeting was held with the Academic Affairs staff of the Council on Higher Education to review an inventory of master's degree programs at Western. During this review and by subsequent correspondence, the CHE staff accepted Western's position that the Communication Disorders Option within the M.A. in Speech had evolved into and was being operated as a Degree Program. Given the circumstances, the CHE staff further agreed to place the Communications Disorders Option on the preliminary inventory as a distinct Degree Program (M.S. in Communications Disorders). As confirmation, it is required that the approved curriculum be submitted to the Council on Higher Education.

II. Report from the Academic Council: (for information purposes only)

Revision in the Curriculum of the Master of Science Degree in Chemistry. The revisions reflect a desire to establish a "core" curriculum to educate students in the M.S. program more broadly. Another motivation is to create a new option within the M.S. program, one in coal chemistry. This is a cooperative program designed to train students in sampling and analyzing coal. The coal chemistry option would also provide students with an understanding of the organic and inorganic structures of coal and consider the technology of the conversion of coal into other fuels.

Also presented by Dr. Davis, with his endorsement and the approval of the President, was the following recommendation from the Council of Academic

Deans regarding teaching load credit for thesis direction:

RECOMMENDATION:

That approval be given to the recommendation from the Council of Academic Deans concerning faculty load credit for thesis direction. This recommendation will require a change in Item 7, page 34 of the Faculty Handbook. The change would be as follows:

Load credit for the direction of theses will be weighed according to the amount of faculty supervision required. A thesis director may be granted a three-hour teaching load adjustment when the minimum of ~~five~~ three theses have been directed or are actively in progress. A thesis may be counted only once toward a load adjustment.

Motion for approval of the recommendations and acceptance of the report of the Academic Council was made by Mr. Clark and seconded by Mr. Harreld. The motion carried by voice vote.

The next agenda item was styled "Report on Title IX Compliance in Athletics." A copy of a written report from Dr. Minton to President Zacharias relative to this item had been provided to each member of the Board prior to the meeting as follows:

"January 8, 1980

MEMORANDUM TO: Dr. Donald W. Zacharias, President

SUBJECT: Title IX Intercollegiate Athletics Policy Interpretation

On December 4 the Department of Health, Education and Welfare issued a final Title IX Intercollegiate Athletics Policy Interpretation. A brief summary of this interpretation is included for your information, along with a preliminary reevaluation as it might affect Western Kentucky University.

POLICY INTERPRETATION

The final policy interpretation basically includes three parts. These parts are:

- A. Financial assistance based on athletic ability
- B. Equivalence in other athletic program benefits and opportunities
- C. Effective accommodation of student athletic interests and abilities

Part A - Financial Assistance Based on Athletic Ability

The governing principle regarding scholarship aid is that all such assistance should be available on a substantially proportional basis to the number of male and female participants in the institution's athletic program. Compliance will be measured by:

- (1) dividing the aggregate amount of athletic financial aid made available by an institution for the members of each sex by the number of participants of that sex in its intercollegiate athletic program, and
- (2) comparing the results.

If this calculation produces substantially equal results, the University is in compliance. If there is a resulting disparity, it must be explained by taking into account legitimate nondiscriminatory factors. Examples of nondiscriminatory factors are provided in the policy guidelines. The policy outlines the criteria that can be used in determining who constitutes a participant.

Part B - Equivalence in Other Athletic Program Benefits and Opportunities

In this area, the regulation states that institutions must provide equal athletic opportunities for members of both sexes. In determining whether an institution is providing equal opportunity, the Department of Health, Education and Welfare declares that the following factors must be considered:

- (1) equipment and supplies
- (2) scheduling of games and practice times
- (3) travel and per diem allowances
- (4) opportunity to receive coaching and academic tutoring
- (5) assignment and compensation of coaches and tutors
- (6) provision of locker rooms, practice and competitive facilities
- (7) provision of medical and training facilities and services
- (8) provision of housing and dining facilities and services
- (9) publicity
- (10) recruitment of student athletes
- (11) provision of administrative and secretarial support services

Included under each of these factors are specific criteria that must be considered in order to ascertain compliance.

Part C - Effective Accommodation of Student Athletic Interests and Abilities

In this area, the regulation requires institutions to accommodate effectively the interests and abilities of the students to the extent necessary to provide equal opportunity in the selection of sports and levels of competition available to members of both sexes. In this section, the regulation details criteria that must be considered in evaluating the institution's athletic programs.

COMMENTS ON POLICY INTERPRETATION

These new guidelines will necessitate our conducting a thorough self-study of our athletic program in order for us to determine the effect of the guidelines on our program.

In the area of financial assistance, I have requested the Athletic Director to begin immediately the process of ascertaining the number of participants we have involved in our athletic program, and I have instructed him to provide us a report on the University status as it relates to athletic assistance. At the present time, it is too early to make any assumption as to the results, but it would appear that we have followed a policy that has been consistent with the old regulations and, therefore, are in compliance.

Section B deals with the program components that cover a wide range of areas. These areas will have to be evaluated in the light of the new guidelines and will require additional evaluation before any firm conclusions can be reached. In general, we have made good progress in most of them; however, there are some questions that must be raised under the new guidelines.

The question of housing is one that we will have to evaluate. Health, Education and Welfare in its response to a comment relative to a separate dormitory for athletes responded in this way: 'The provision of a separate dormitory to athletes of one sex but not the other will be considered a failure to provide equivalent benefits as required by the regulation.' In regard to this comment, there are no nondiscriminatory factors discussed.

In addition to the housing provision, we will need to look at the provisions relating to the recruitment of student athletes since there are

some rather specific statements relative to financial and other resources that are made available for recruitment in male and female athletic programs. The guidelines state that an institution should examine 'whether coaches or other professional athletic personnel in the programs serving male and female athletes are provided with substantially equal opportunities to recruit.'

There has been included a new provision relative to support services. Included in this provision are such items as administrative assistance provided to men's and women's programs and the amount of secretarial and clerical support provided to both the men's and women's programs. In the area of coaching support, there are also some rather specific factors that must be assessed. The guidelines indicate that an institution must look at the relative availability of full-time coaches, part-time and assistant coaches, and graduate assistants that are made available in both men's and women's programs. In addition to coaching, a factor involving the availability of tutoring of athletes has been included in the guidelines.

In the area of Section C which deals with accommodation of student athletic interests and abilities, the Athletic Director is working with the Coordinator of Women's Athletics; and they have already initiated a study which is to result in, among other things, a survey which will attempt to determine the athletic interests of our students. Efforts in this area were begun in the first semester, and early in the second semester we should have some results from this study.

I have shared copies of the guidelines with members of the Athletic Committee and other appropriate University officials. In addition, I have had conferences with Dr. Faye Robinson, Co-coordinator of Title IX, and with the University Attorney. As you are aware, considerable attention to this matter is being given at the NCAA Convention.

As you can determine, much of these guidelines deals with inter-collegiate and varsity athletics. However, the guidelines indicate that the same evaluation must be made of club and intramural programs at an institution.

As soon as we have been able to make a full evaluation and self-study of these guidelines, I will be able to provide you a more detailed evaluation and determine the recommendations that might be necessary.

/s/
John D. Minton
Vice President for
Administrative Affairs

JDM:lt''

Dr. Minton reviewed briefly the material presented above, following which President Zacharias pointed out that the Department of Health, Education, and Welfare had provided an interpretation of policy rather than a statement of law.

At the request of President Zacharias, Dr. Davis gave the following report relative to the status of program accreditation. The individuals giving leadership to the areas involved were recognized.

1. The associate degree program in dental hygiene has been reaccredited by the American Dental Association. Dr. A. Fogle Godby is Head of the Department of Dental Hygiene.
2. The baccalaureate degree program in nursing has been accredited by the National League for Nursing Accreditation for an eight-year period. Dr. Mary Hazzard is Head of the Department of Nursing.

Both of the above-mentioned programs are included in the College of Applied Arts and Health of which Dr. William R. Hourigan is Dean.

3. A committee from NCATE visited campus in November regarding the specialist in education programs in school administration and school counseling and the master's program in curriculum and supervision. Results of this visitation are expected to be available in March. Dr. William M. Traugott is Head of the Department of Educational Leadership.
4. The recreation program was visited by a committee from the Council on Accreditation of the National Park Association in September. Results from that visit are pending and are expected in May.

The last two programs mentioned above are under the leadership of Dr. J. T. Sandefur, Dean of the College of Education.

The self-study for the Bowling Green College of Business Administration is under way, and it is hoped that accreditation will be received by the fall of 1981. Dr. Nelson reported one crucial item affecting possible accreditation is the inability to hire additional qualified faculty in a very tight job market because of a shortage of individuals and the demand by competing institutions. However, he related that every effort continues to be made by Western to be competitive in the job market and stated that we compare favorably with other institutions in the area.

Relative to personnel action, the following recommendation was made by President Zacharias following informational and explanatory comments:

RECOMMENDATION:

That the Board of Regents approve the recommended personnel changes which have transpired since the meeting of the Board on December 1, 1979. (A list of the changes had been provided to each member of the Board prior to the meeting.)

Motion for approval of the personnel changes as presented was made by Mr. Kuegel and seconded by Mr. Hargrove with the roll call vote as follows:

Aye: Buckman, Clark, Cole, Emberton, Hargrove, Harreld, Knicely, Kuegel, Sheffer

Nay: None

PERSONNEL CHANGES
(Subsequent to Meeting of Board of Regents on December 1, 1979)

Part I. Faculty Personnel Changes

APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Services</u>		
Kentucky Museum:		
Ms. Victoria Middleswarth-Kohn	\$ 875 per month	1/7/80 - 8/31/80; Education Assistant with rank of Instructor; temporarily funded under a govern- mental grant
Media Services:		
Mr. Eddie D. Mattingly	16,000	12/1/79; Assistant Instructor; 12-month basis; replace Mr. Daniel Landreth

REAPPOINTMENTS

Ogden College of Science
and Technology

Agriculture:

Mr. Orville W. Dotson, III	16,246	1/2/80; Instructor; 9-month basis; previously resigned but is now being reappointed to same position, which has been changed from 12- month to 9-month position
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Mr. Wilson L. Stone	6,464	1980 spring semester only; Instructor
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Mathematics and Computer Science:

Mrs. Mary Barr Humphrey	5,380	1980 spring semester only; Instructor
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ADJUNCT FACULTY

College of Applied Arts and
and Health

Mrs. Toby Black	N/A	1980 calendar year; Adjunct Professor of Health Science
Ms. Barbara Bracewell	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. Harry G. Browne	N/A	1980 calendar year; Adjunct Professor of Health Science

Part I. Faculty Personnel Changes (continued)

ADJUNCT FACULTY
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Applied Arts and Health (continued)</u>		
Dr. Daniel D. Canale	N/A	1980 calendar year; Adjunct Professor of Health Science
Ms. Martha Cope	N/A	1980 calendar year; Adjunct Professor of Health Science
Ms. Judy Davis	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. Thomas C. Delvaux, Jr.	N/A	1980 calendar year; Adjunct Professor of Health Science
Ms. Ethel Jo Ellington	N/A	1980 calendar year; Adjunct Professor of Health Science
Mrs. Laverne Floyd	N/A	1980 calendar year; Adjunct Professor of Health Science
Ms. Mary Alice Hamner	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. William H. Hartmann	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. Laszlo Makk	N/A	1980 calendar year; Adjunct Professor of Health Science
Ms. Mellodee Masterson	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. David Orrahood	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. James A. Robertson	N/A	1980 calendar year; Adjunct Professor of Health Science
Ms. Elinor Rushing	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. Gordon J. Settlow	N/A	1980 calendar year; Adjunct Professor of Health Science
Dr. Samuel Smith	N/A	1980 calendar year; Adjunct Professor of Health Science
<u>Ogden College of Science and Technology</u>		
Chemistry:		
Dr. William Gilbert Lloyd	N/A	7/1/80 - 7/30/81; Adjunct Professor of Chemistry

Part I. Faculty Personnel Changes (continued)

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ADJUNCT FACULTY
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Ogden College of Science and Technology (continued)</u>		
Physics and Astronomy: Dr. Thomas J. Bohuski	N/A	1/15/80-8/15/80; Adjunct Professor in Physics and Astronomy

ADJUNCT FACULTY REAPPOINTMENTS

College of Applied Arts and Health

Mr. Charles Douglas Bunch	N/A	1980 calendar year; Adjunct Professor of Health Science
Mr. James W. Evans, Jr.	N/A	1980 calendar year; Adjunct Professor of Health Science
Mrs. Janice Hurst	N/A	1980 calendar year; Adjunct Professor of Health Science
Nursing: Mrs. Carol Kersting	N/A	1980 calendar year; Adjunct Professor of Nursing

LEAVES OF ABSENCE

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College of Applied Arts and Health

Home Economics and Family Living:
Mrs. Julia O. Beamish

1980-81 school year; work toward
doctoral degree at Virginia
Polytechnic Institute and State
University

College of Education

Industrial Education and Technology:
Mr. Ernest B. Ezell, Jr.

1980-81 school year; work toward
doctoral degree at Ohio State
University

Psychology:
Dr. Retta E. Poe

Second bi-term of 1980 spring semester;
maternity leave of absence

Ogden College of Science
and Technology

Mathematics and Computer Science:
Mr. Osburn R. Flener

Request that leave of absence granted
for 1979 fall semester be extended
through 12/31/80, for health reasons

Part I. Faculty Personnel Changes (continued)

LEAVES OF ABSENCE
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Potter College of Arts and Humanities</u>		
Music:		
Mr. Emery E. Alford		1980-81 school year; work toward doctoral degree at University of Oklahoma

RESIGNATION

Ogden College of Science and Technology

Mathematics and Computer Science:		
Mr. Richard Bywater		5/16/80

Part II. Other Personnel Changes

APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Applied Arts and Health</u>		
Ms. Mona Moughton	\$ 1,500 per month	10/16/79; Coordinator for Western Kentucky Hospitals' Continuing Education Consortium; Western has agreed to make dispersal of Consortium funds for salaries of Consortium personnel
<u>College of Education</u>		
Educational Services (Center for Child Study and Learning--Diagnostic Clinic):		
Mrs. Juliana M. Gill	1,250 per month	1/7/80-7/31/80; Educational Diagnostician; temporarily funded under a governmental grant
Mrs. Jacquelyn L. Marquette	1,250 per month	12/10/79-7/31/80; School Psychometrist; temporarily funded under a governmental grant
Mrs. Zoe L. Morgese	1,250 per month	12/10/79-7/31/80; Communication Disorders Diagnostician; temporarily funded under governmental grant
Mrs. Margaret O'Connor	1,250 per month	12/10/79-7/31/80; School Psychometrist; temporarily funded under a governmental grant

Part II. Other Personnel Changes (continued)

APPOINTMENTS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education</u> (continued)		
Educational Services (Center for Child Study and Learning--Diagnostic Clinic): (continued)		
Mrs. Linda S. Carter	\$1,250 per month	1/7/80-7/31/80; Educational Diagnostician; temporarily funded under a governmental grant
(Training and Technical Assistance Services):		
Mrs. Virginia Ann Fehrman	1,125 per month	11/19/79-9/28/80; Family Health Services Specialist; temporarily funded under governmental grant
(Educational Research):		
Ms. Carol Linz	720 per month	1/15/80-6/30/80; Staff Assistant, working on TPEP project
<u>Budget and Resources Management</u>		
Center for Computer and Informational Services:		
Mr. Alva John Nims	11,484	1/1/80; programmer; budgeted position
<u>Administrative Affairs</u>		
Health Services:		
Dr. Harold F. West	34,184	3/1/80; Physician; replace Dr. Frank P. Vannier; will also receive special honorarium of \$3,816 for availability for emergencies and being on call in evenings and on weekends
<u>Academic Affairs</u>		
Office of the Registrar:		
Mr. Anthony Sitz	12,600	1/7/80; Assistant to the Registrar; replace Mrs. Nancy H. Carwell; is to complete Master's degree no later than August, 1980; \$13,000 with master's

PROMOTIONS

Business Affairs

College Heights Bookstore:		
Mr. James David Evans	14,676	1/1/80; promote from Sundry Department Manager to Sundry and Supply Department Manager; increase annual salary from \$13,776 to \$14,676

Part II. Other Personnel Changes (continued)

PROMOTIONS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Business Affairs (continued)</u>		
College Heights Bookstore: (continued)		
Mr. Paul E. McDougal	\$ 15,576	1/1/80; promote from Supply Department Manager to Book Department Manager; increase annual salary from \$13,776 to \$15,576

SALARY INCREMENTS AND/OR STIPENDS

College of Applied Arts and Health

Health and Safety:		
Mr. Ray P. Biggerstaff, Jr.	50 per month	9/1/79-8/31/80; assumed responsibilities as Director of AHES Project

Academic Affairs

Bowling Green Community College and Continuing Education:		
Dr. Keith Taylor	25,200	8/16/79; annual salary for 1979-80 increased from \$23,880 to \$25,200

Administrative Affairs

Student Affairs:		
Miss Rebecca Rhoten	1,150	1980 spring semester only; in addition to assignment as Assistant for Sorority Affairs will assume responsibilities in the Office of University-School Relations, working with campus tours

SABBATICAL LEAVES OF ABSENCE

Academic Affairs

University Counseling Services Center:		
Dr. Stanley H. Brumfield		Summer of 1980
Sociology, Anthropology, and Social Work:		
Dr. Kirk Dansereau		1980 fall semester

Part II. Other Personnel Changes (continued)

SABBATICAL LEAVES OF ABSENCE
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education</u>		
Physical Education and Recreation: Dr. Shirley Laney		Summer of 1980
<u>Ogden College of Science and Technology</u>		
Physics and Astronomy: Dr. Frank Six		1980-81 school year
<u>Potter College of Arts and Humanities</u>		
Dr. Robert Mounce		Summer of 1980
Folk and Intercultural Studies: Dr. Lynwood Montell		Summer of 1980

RETIREMENT

College Heights Foundation

Miss Georgia Bates	1/31/80; Executive Secretary-Treasurer; will continue to work on a part-time basis at a salary of \$310 per month for period 2/1/80-12/31/80
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RESIGNATIONS

Academic Affairs

Office of the Registrar: Mrs. Nancy H. Carwell	1/31/80; Assistant to the Registrar; change from previously approved date of February 18, 1980
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Administrative Affairs

Student Affairs: Miss Cheri Janice Waddle	12/31/79; Director of Bemis Lawrence Hall
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College of Education

Educational Services (Training and Technical Assistance Services): Miss Sandra Ann May	11/13/79; Education/Administration Specialist; change from previously approved date of November 16, 1979
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Part II. Other Personnel Changes (continued)

SECRETARIAL AND CLERICAL APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Applied Arts and Health</u>		
Mrs. Jessie Allyene Elrod	\$ 534 per month	11/8/79; Secretary for Western Kentucky Hospitals' Continuing Education Consortium; Western has agreed to make dispersal of Consortium funds for salaries of Consortium personnel
<u>College of Education</u>		
Teacher Education: Miss Penny Price	6,480	1/2/80; administrative secretary; replace Mrs. Thelma Dean Alford
Educational Services (Center for Child Study and Learning--Diagnostic Clinic): Mrs. Opal Runell Clemmons	540 per month	12/10/79-7/31/80; administrative secretary; temporarily funded under governmental grant
<u>Potter College of Arts and Humanities</u>		
Folk and Intercultural Studies: Mrs. Joan Oldham	6,612	12/21/79; departmental secretary; replace Miss Linda Gensler
<u>Ogden College of Science and Technology</u>		
Mrs. Sally Feeney	6,996	1/7/80; senior administrative secretary in Office of Dean; replace Mrs. Donna Armour
<u>Academic Services</u>		
Library Services: Mrs. Jamie Carroll	6,324	11/19/79; Technical Services Assistant II; replace Mrs. Beth Vaccaro
<u>Academic Affairs</u>		
Office of the Registrar: Mrs. Patricia Morgan	6,324	12/3/79; recorder; replace Mrs. Dorothy Raymer

Part II. Other Personnel Changes (continued)

(SECRETARIAL AND CLERICAL PROMOTIONS AND/OR REASSIGNMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education</u>		
Educational Services:		
Mrs. Cathie M. Bryant	\$ 7,572	12/1/79; position reclassified from administrative secretary to senior departmental secretary; salary adjusted from \$7,404 to \$7,572
<u>College of Applied Arts and Health</u>		
Military Science:		
Miss Janice M. Beck	no change	1/10/80; reassigned from position of examinations clerk in Office of Independent Studies to position of departmental secretary in Department of Military Science
<u>Academic Affairs</u>		
Office of Special Programs and Independent Study:		
Mrs. Mary J. Riley	7,728	12/17/79; reassigned from Office of the Registrar to Office for Extended Campus Programs and promoted from position of transcript clerk to position of senior secretary; salary adjusted from \$6,852 to \$7,728
Bowling Green Community College and Continuing Education:		
Mrs. Dorothy F. Share	9,960	11/15/79; reassigned from position of senior secretary in Office of Extended Campus Programs and promoted to position of principal secretary in Office of the Dean of Bowling Green Community College and Continuing Education; salary adjusted from \$9,444 to \$9,960
Office of the Registrar:		
Mrs. May Belle Barnes	7,260	12/17/79; reassigned from position of bookstore clerk in College Heights Bookstore to position of transcript clerk in Office of the Registrar; converted hourly salary of \$3.72 to monthly salary of \$605

Part II. Other Personnel Changes (continued)

SECRETARIAL AND CLERICAL SALARY INCREMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Affairs</u>		
Owensboro Higher Education Consortium:		
Ms. Tina M. McMahan	\$ 7,116	Effective 7/1/79, salary was increased from \$536 to \$577 per month; effective 10/1/79, salary was increased to \$593 per month
Ms. Martha C. Watson	7,224	Effective 7/1/79, salary was increased from \$546 to \$586 per month; effective 10/1/79, salary was increased to \$602 per month

SECRETARIAL DISABILITY RETIREMENT

College of Education

Teacher Education:

Mrs. Darlene Keown	1/28/80; secretary
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SECRETARIAL AND CLERICAL RESIGNATIONS

College of Applied Arts and Health

Military Science:

Miss Clarissa Ann Turk	12/7/79; departmental secretary
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Ogden College of Science and Technology

Mrs. Donna Armour	1/31/80; senior administrative secretary in Office of the Dean
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Potter College of Arts and Humanities

Folk and Intercultural Studies:

Miss Linda Gensler	12/21/79; departmental secretary
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Music:

Mrs. Geraldine D. Combs	1/15/80; senior departmental secretary
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Academic Affairs

Mrs. Lynn Anne Foulk	1/16/80; senior receptionist in Office of the Vice President for Academic Affairs
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Part II. Other Personnel Changes (continued)

(SECRETARIAL AND CLERICAL RESIGNATIONS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Affairs (continued)</u>		
Owensboro Higher Education Consortium: Ms. Tina M. McMahan		11/14/79; secretary
<u>Administrative Affairs</u>		
University-School Relations: Mrs. Carol Bratcher McClure		12/31/79; senior secretary
<u>Business Affairs</u>		
College Heights Bookstore: Mrs. Nellie Taylor		11/30/79; assistant cashier
<u>College of Education</u>		
Educational Services (Training and Technical Assistance Services): Mrs. Diana Farley		12/31/79; administrative secretary

PERSONNEL CHANGES
(Supplemental List)

(Subsequent to Meeting of Board of Regents on December 1, 1979)

(Part I. Faculty Personnel Changes

APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Affairs</u>		
Public Service and International Programs (Center for Latin American Studies): Ms. Gayle Waggoner	\$ 3,000	1/15/80-5/31/80; part-time position as Instructor and Assistant in the Center for Latin American Studies; temporarily funded under a govern- mental grant

Part I. Faculty Personnel Changes (continued)

APPOINTMENTS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education</u>		
Teacher Education: Mrs. Ruth G. Cornelius	\$ 7,000	1/16/80-5/15/80; Instructor; replace departmental personnel who have grant-funded responsibilities

REAPPOINTMENT

<u>College of Education</u>		
Teacher Education: Mrs. Patricia Shanahan	1,266 per month	1/1/80-5/31/80; Instructor and Area Training Supervisor for the CDA Program; temporarily funded under a governmental grant

REASSIGNMENT

Ogden College of Science and Technology

Agriculture: Dr. Robert M. Schneider	25,832	11/1/79; employment status changed from 9-month basis to a 12-month basis
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SALARY STIPENDS

Academic Affairs

University Honors Program: Dr. Robert Johnston	150 per month	1980 spring semester; administrative stipend of \$150 per month and three hours release time from teaching to serve as Acting Director; funded through AASCU Evaluation Project
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SABBATICAL LEAVES OF ABSENCE

Bowling Green College of
Business Administration

Economics: Dr. Stephen E. Lile	1981 spring semester
Dr. Charles A. Roberts	1980 fall semester

Part I. Faculty Personnel Changes (continued)

(
SABBATICAL LEAVES OF ABSENCE
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education</u>		
Educational Leadership: Dr. Dorothy Reeves		1981 spring semester
Psychology: Dr. Joseph Cangemi		1980-81 school year
<u>Ogden College of Science and Technology</u>		
Agriculture: Dr. Ray E. Johnson		1980 fall semester
Biology: Dr. Herbert E. Shadowen		Summer of 1980
Chemistry: Dr. David R. Hartman		1980 fall semester
Dr. Norman L. Holy		1980-81 school year
Mathematics and Computer Science: Dr. John H. Crenshaw		1980-81 school year
Physics and Astronomy: Dr. Alphonsus John Fennelly		1980-81 school year
<u>Potter College of Arts and Humanities</u>		
Communication and Theatre: Dr. Larry James Winn		1980 fall semester
English: Dr. Wilford E. Fridy		1980 fall semester
Mrs. Catherine Ward		1981 spring semester
History: Mrs. Helen Crocker		1980-81 school year
Dr. J. Drew Harrington		1980 fall semester
Dr. Carlton Jackson		1980-81 school year
Dr. Richard Stone		1981 spring semester
Music: Dr. David Livingston		1981 spring semester
Philosophy and Religion: Dr. Robert K. Johnston		1980-81 school year
Dr. Robert C. Roberts		1980-81 school year

Part I. Faculty Personnel Changes (continued)

(
SABBATICAL LEAVES OF ABSENCE
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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Academic Affairs

Sociology, Anthropology, and Social Work:
Dr. Jack M. Schock

1981 spring semester

Academic Services

Library Services:
Miss Evelyn Thurman

1981 spring semester

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CHANGE IN SABBATICAL LEAVE OF ABSENCE

Bowling Green College of
Business Administration

Management and Marketing:
Mr. Virgil L. Almond, Jr.

Request that previously approved
sabbatical leave for the 1980 spring
semester be postponed until the
1980 fall semester

Part II. Other Personnel Changes

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REASSIGNMENT AND/OR PROMOTION

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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Budget and Resources Management

Center for Computer and
Informational Services:

Mr. Jerry Harris

\$ 16,740

1/1/80; reassign to position of Systems
Programmer and increase salary
from \$15,780 to \$16,740

Mr. Leon Krantz

16,980

1/1/80; reassign to position of Lead
Programmer--Student Records
Systems and increase salary from
\$16,020 to \$16,980

Mr. Kerry Moorman

6.41
per hour

1/21/80; reassign from full-time
position to part-time position on an
hourly basis; will work toward
master's degree

Part II. Other Personnel Changes

(REASSIGNMENT AND/OR PROMOTION
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Administrative Affairs</u>		
Student Affairs (Housing):		
Miss Patricia C. Adkins	\$ 8,185	1/1/80; reassign from Assistant Director of Hugh Poland Hall to Director of South Hall; increase salary from \$4,900 to \$8,185; 10-month basis
Miss Martha Baker Ferguson	no change	1/1/80; reassign from Director of South Hall to Director of Bemis Lawrence Hall

SECRETARIAL AND CLERICAL APPOINTMENT

Academic Affairs

Special Programs and Independent Study:		
Mrs. Nellie Wight Taylor	7,128	1/10/80; Examination Clerk; replace Miss Janice Marie Beck

SECRETARIAL AND CLERICAL PROMOTION

Administrative Affairs

University-School Relations:		
Mrs. Lois Ann Prather Hall	6,996	1/14/80; promote to senior secretary; increase salary from \$556 per month to \$583 per month

SECRETARIAL AND CLERICAL RESIGNATIONS

College of Applied Arts and Health

Miss Susan Elizabeth Fisher	12/21/79; administrative secretary
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College of Education

Educational Services (Center for Career and Vocational Teacher Education):	
Miss Vivian Denise Ashley	1/31/80; administrative secretary

In a progress report to the Board on the selection of a Director of Public Information, it was pointed out that following the December 1 meeting of the Board of Regents an advisory committee was appointed to develop guidelines for selecting a Director of Public Information. The committee developed a position description, and notice of the position has been placed with the following publications: the Chronicle of Higher Education, Broadcasting, Editor and Publisher—The Fourth Estate, CASE "Placement Letter," Kentucky Press and the Kentucky Business Ledger. President Zacharias reported that there were 59 applicants for the position and that he would like to be able to make a recommendation of appointment to the position at the April meeting of the Board.

Following explanatory comments, President Zacharias made the following recommendations amending the Faculty Senate Constitution.

RECOMMENDATION 1:

That the Faculty Senate create a standing Committee on University Committees. This would necessitate a change in the Constitution of the Faculty Senate as follows:

8. Committee on University Committees:

It shall be the responsibility of this committee to nominate members of the university community to university-wide committees when instructed to do so by the Chairperson of the Faculty Senate at the request of the President of the University.

RECOMMENDATION 2:

That the Faculty Senate Constitution be changed to allow the Committee on Senate Communications to become a standing committee and be described in the Faculty Senate Constitution as follows:

9. Committee on Senate Communications:

It shall be the responsibility of this committee to produce and distribute the Faculty Senate Newsletter to the university community and to prepare other communiques of an informative nature at the request of the Chairperson of the Faculty Senate.

Motion for adoption of the two recommendations as presented was made by Dr. Buckman, seconded by Mr. Hargrove, and carried by voice vote.

In other business, the following items were presented:

1. Mr. Harreld read a portion of an article appearing in the January 22, 1980, edition of the College Heights Herald which quoted the Chairman of the Congress of Senate Faculty Leaders in Kentucky as follows: "Ultimately, university presidents are more interested in construction than in faculty salaries. Their Regents want to come and see an elaborate campus—not demonstrations for higher faculty salaries." Regent Harreld commented, "I think that anyone who has been a candid observer of this board and this president would have to find that an irresponsible, if not almost an insulting, statement. Quality of the program is what this board and this university are interested in, and I think to let that sort of a statement out is damaging to all of us as we attempt to move forward." Regent Harreld indicated that his comments were made on behalf of the Board. Mr. Cole reported that he shared Mr. Harreld's feelings in the matter.

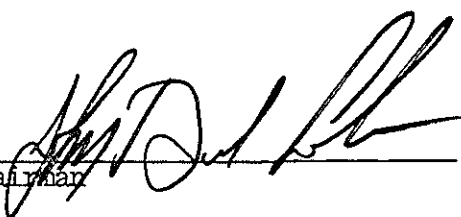
Dr. Buckman commented that having reviewed the state appropriations for construction and faculty compensation, the state has put much more priority on construction in the last 20 years than it has on upgrading the faculty. He agreed that the Board and the President have as priorities quality educational programs and meeting the needs of personnel that make the University a good university. He expressed the hope that the budgetary process can move forward in support of the values which the President and the Board have.

2. Responding to Dr. Buckman's inquiry concerning the status of the master's program in computer science being reviewed by the Council on Higher Education, President Zacharias reported that recommendations have been made to the Executive Director. Members of the Executive Director's staff are awaiting his response to the recommendation.
3. In response to the inquiry of Dr. Buckman, Dr. Boucher, Head of the Department of Chemistry, reported on the coal technology programs, both the two-year associate degree program and the master's program, indicating that the coal technology program is a rather unique one in the Commonwealth of Kentucky and in the nation. The Chemistry Department was commended for their efforts in this area by Dr. Buckman and other members of the Board.
4. President Zacharias reported that, while in attendance at the Kentucky Press Association banquet in Owensboro on January 25, he heard universal praise for the Western Kentucky University Department of Journalism and for the quality of its faculty. These comments came from newspaper people from all areas of Kentucky. President Zacharias commended the faculty on the effective work they are doing which has resulted in quality instruction and respect for graduates of the program. The hope was expressed by President Zacharias for the same kind of enthusiasm in all departments of the University.
5. Mr. Hargrove extended apologies to members of the administration for any possible conflict as a result of his bringing directly to the Board's committee on housing the proposals relating to housing. He indicated that no official action was taken by the Committee and explained that the time element had prompted him to take this action. He urged more research in the area of housing and continuous effort to improve the housing facilities and programs and suggested contacts with other universities for new ideas.
6. Mr. Knicely reported that the Kentucky Press Association has made a very strong commitment to journalism scholarships which he felt resulted largely from the type of journalism program which exists at Western. He expressed pride in Western's journalism program and extended appreciation for Dr. Zacharias's attendance at the KPA meeting and the favorable impression which he made.
7. Mr. Kuegel reported that through the work of Dr. Zacharias, Mr. Harreld, and others there appears to be an improved attitude in the Owensboro area regarding the Owensboro Graduate and Continuing Education Consortium.
8. Chairman Cole expressed pleasure that the University had become a member of the Association of Governing Boards of Universities and Colleges. Appreciation was extended by the Chairman on behalf of the Board to Mr. Clark for the effective work he has done with the Kentucky Bankers Association which has resulted in the leadership of Western Kentucky University in the statewide banking seminars.

There being no further business to come before the Board, the meeting adjourned at 5:10 p.m.

CERTIFICATION OF SECRETARY

I hereby 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 January 26, 1980, 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 KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4, and 5 of House Bill 100, 1974 Regular Session, General Assembly).


Chairman


Mary Sample, Secretary


Secretary