

MINUTES OF MEETING OF BOARD OF REGENTS

WESTERN KENTUCKY UNIVERSITY

September 6, 1980

Required statutory notice having been timely and properly given, a special meeting of the Board of Regents of Western Kentucky University was held on Saturday, September 6, 1980, at 10 a.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.

The following members were present:

Dr. William G. Buckman
Mr. Joe Bill Campbell
Mr. Ronald W. Clark
Mr. John David Cole
Mr. Tom Emberton
Mr. Steven Joe Fuller
Mr. Michael N. Harreld
Mr. Joseph Iracane
Mr. Hugh Poland

Absent was Mr. Ronald G. Sheffer.

Also present, in addition to Dr. Minton, were Dr. Donald W. Zacharias, President; Dr. James L. Davis, Vice President for Academic Affairs; Mr. Harry 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. Fred Hensley, Director of Public Information.

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

The minutes of the regular meeting held on July 26, 1980, were presented by the Chairman. Motion was made by Mr. Campbell and seconded by Mr. Harreld that the minutes be approved as submitted without a reading inasmuch as copies had been mailed to the members on September 2 and were found to be in order. The motion carried by voice vote.

The next item on the agenda was a report from the Finance Committee, chaired by Mr. Michael Harreld. Chairman Harreld reported that his committee met at 9 a.m. prior to the meeting of the Board. The purpose of the meeting was to

review the University administration's response to the mandated reduction of \$2.2 in state appropriations in the 1980-81 Operating Budget. Pertinent materials had been provided to each member of the Board which outlined line by line decreases to accomplish the necessary reduction. Following explanatory comments and an opportunity for questions and discussion, Chairman Harreld made the following recommendation and moved its adoption:

The Finance Committee recommends to the Board a revision in the 1980-81 Operating Budget from \$50,404,141 to \$49,059,576. This revision is a result of the mandated reduction in state appropriations. The recommendation is based on the materials enclosed with the memorandum to the members of the Board dated August 29, 1980.

The motion for adoption of the recommendation as presented was seconded by Mr. Clark.

In discussion which followed, Dr. Zacharias reported that he had met with various employee groups on campus making them aware of and explaining the budget reduction, which he described as a painful cut. The President stated that reports are being prepared by the Deans in the various areas on the effects of the budget cut in their respective areas; he pointed out that this is not an incidental reduction of the budget, but it is one which is having impact and it does affect the University operations. For the record, Dr. Zacharias stated that despite all the agonizing that goes into such a change, the cooperation by everyone on campus has been exceptionally good without which such a reduction could not be made.

There being no further discussion, the roll call vote was as follows:

Aye: Buckman, Campbell, Clark, Cole, Emberton, Fuller, Harreld, Iracane
Poland

Nay: None

President Zacharias commented briefly relative to the Board's request at the July 26 meeting for recommendations for procedures for a committee, appointed by the President, to provide a structured process for considering candidates for honorary degrees to be awarded by Western Kentucky University. In some years, Dr. Zacharias pointed out, there may be no honorary degrees awarded. The following recommendation was made for consideration of the Board:

President Zacharias recommends the appointment of a committee to draw up specific criteria and deadlines for the submission of names of individuals to be considered for honorary degrees. The committee will develop criteria which it feels would recognize individuals whose accomplishments represent the ideals of Western Kentucky University.

It is anticipated that exceptional accomplishments at the national level will be a criterion for an honorary doctoral degree. Areas from which recipients may be selected include such endeavors as literary and creative accomplishments, humanistic activities and noteworthy attainment in one of the professions. Nominations will be

welcomed from any university source and each nomination will be considered. However, it is anticipated that no more than two honorary degrees will be awarded in one calendar year.

The committee will consist of the following individuals: the University President, Chairman; the Dean of the Graduate College; the Chair of the Faculty Senate; the President of the Senior Class; and one faculty member appointed by the President.

Motion for adoption of the recommendation as presented was made by Mr. Emberton and seconded by Mr. Harreld.

Chairman Cole pointed out that, following a period of experience, the Board may feel the need, and has the authority, to make adjustments it feels necessary in the selection system and criteria. He stated that, "Of all the state institutions, Western has been the most frugal in awarding honorary degrees; and, hopefully, they mean more." Speaking for the Board, Mr. Cole expressed the desire to avoid in the years ahead diluting the meaning of the honorary degrees awarded by the University and commented that probably no honorary degrees would be awarded in some years.

There being no further discussion, the motion as made by Mr. Emberton and seconded by Mr. Harreld, passed by voice vote.

In presenting the personnel changes which had transpired subsequent to the meeting of the Board on July 26, 1980, Chairman Cole noted that the name of Dr. E. O. Beal, as Adjunct Professor in the Department of Biology for the 1980-81 school year, should be deleted inasmuch as Dr. Beal had passed away since the listing had been prepared for distribution to the Board. With the concurrence of the Board, the Chairman requested that the Secretary write a letter to the family of Dr. Beal expressing the Board's deepest sympathy as well as their appreciation for Dr. Beal's years of service to the University. The listings of personnel changes appear on the following pages.

PERSONNEL CHANGES

(Subsequent to Meeting of Board of Regents on July 26, 1980)

Part I. Faculty Personnel Changes

APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Services</u>		
Kentucky Library and Museum:		
Mrs. Victoria Middleswarth-Kohn	\$12,250	9/1/80; Instructor and Assistant Curator of Education; replace Mrs. Anne R. Johnston; 12-month basis
WKYU-FM Radio:		
Mr. John A. Davis	18,000	8/25/80; Associate Instructor and Engineer; 12-month basis; budgeted position
<u>College of Applied Arts and Health</u>		
Home Economics and Family Living:		
Ms. Patsy B. Winsor	12,804	8/16/80 - 8/15/81; Instructor; 1-year appointment; replace Mrs. Julia B. Oliver who is on leave of absence
<u>College of Education</u>		
Educational Services (Center for Career and Vocational Teacher Education):		
Dr. Kenne G. Turner	18,000	8/16/80; Assistant Professor; replace Dr. Marcia Riley
Teacher Education:		
Mrs. Judy W. Adams	12,500	8/16/80; Instructor and Reading Specialist; assigned as a part of the Learning Assistance Center; 1-year appointment temporarily funded under Title III Grant
<u>Ogden College of Science and Technology</u>		
Physics and Astronomy:		
Dr. Terrence W. Rettig	9,500	1980 fall semester only; Visiting Assistant Professor; budgeted position
<u>Potter College of Arts and Humanities</u>		
Communication and Theatre:		
Miss Kathy Wise	11,000	8/16/80 - 8/15/81; Instructor; 1-year contingency position; replace Miss Maryann Mager

Part I. Faculty Personnel Changes (continued)

REAPPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Affairs</u>		
Center for Latin American Studies: Ms. Gayle Waggoner	\$ 3,000	8/15/80 - 5/15/81; temporary assignment as part-time Instructor and Assistant; grant funded
<u>College of Education</u>		
Teacher Education: Dr. Keith H. Taylor	23,004	8/16/80; Associate Professor
<u>Ogden College of Science and Technology</u>		
Mathematics and Computer Science: Mrs. Jean Hunt Griffing	11,403	8/16/80 - 8/15/81; Instructor; 1-year appointment

ADJUNCT PROFESSORS

<u>Ogden College of Science and Technology</u>		
Biology: Mr. James F. Glahn	N/A	1980-81 school year; reappointed as Adjunct Professor of Biology
Mr. Jon Heisterberg	N/A	1980-81 school year; reappointed as Adjunct Professor of Biology
Mr. Kenneth E. Jacobs	N/A	1980-81 school year; reappointed as Adjunct Professor of Biology
Mr. Donald F. Mott	N/A	1980-81 school year; appointed as Adjunct Professor of Biology
Mr. Jerry P. Novotny	N/A	1980-81 school year; reappointed as Adjunct Professor of Biology
Mr. Allen Stickley, Jr.	N/A	1980-81 school year; reappointed as Adjunct Professor of Biology
Mr. Charles H. Walburg	N/A	1980-81 school year; reappointed as Adjunct Professor of Biology

SALARY STIPEND

<u>Ogden College of Science and Technology</u>		
Biology: Dr. Robert D. Hoyt	267.60 per month	8/16/80 - 6/15/81; Research Project Director; grant funded

Part I. Faculty Personnel Changes (continued)

SALARY STIPEND
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Potter College of Arts and Humanities</u>		
Dr. Regis O'Connor	\$ 50 per month	8/16/80 - 8/15/81; Coordinator of University Lecture Series

SALARY ADJUSTMENT

<u>Potter College of Arts and Humanities</u>		
English: Mr. John H. Spurlock	18,004	8/16/80; recommend that salary be adjusted from \$17,604 to \$18,004 for 1980-81 school year

LEAVE OF ABSENCE

<u>College of Applied Arts and Health</u>		
Sociology, Anthropology, and Social Work: Dr. Robert Wessing		1980-81 school year; recipient of Fulbright (Council for International Exchange of Scholars) Award to go to Indonesia

RESIGNATIONS

<u>Bowling Green College of Business Administration</u>		
Finance and Quantitative Business Analysis: Dr. Beverly B. Madron		8/15/80
Management and Marketing: Dr. Ali Adel Albadawy		8/15/80
<u>Potter College of Arts and Humanities</u>		
Communication and Theatre: Miss Maryann Mager		8/15/80
English: Mrs. Georgia Disman		8/15/80
<u>College of Education</u>		
Physical Education and Recreation: Mr. Del Hessel		8/15/80; also served as Track Coach
Dr. Carol A. Hughes		5/15/80

Part II. Other Personnel Changes

APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Office of the President</u>		
Development: Mr. John W. Sweeney	\$37,500	8/1/80; Director of Development; 12-month basis
<u>Administrative Affairs</u>		
Health Services: Mrs. Elaine B. Vilines	12,036	8/21/80; Medical Technician; replace Mrs. Alice Fae Weiland
Student Affairs (Residence Hall Directors): Miss Mary Jane Elmore	4,900	8/6/80; Assistant Director of Central Hall; replace Mrs. Cynthia Dean
<u>Academic Services</u>		
WKYU-FM Radio: Mr. Mark A. Vogelzang	14,000	9/1/80; Music Director; budgeted position

REASSIGNMENT

Academic Affairs

Continuing Education: Mr. David Gordon	no change	8/15/80; reassign from Director of Garrett Conference Center to Staff Assistant in Office of Continuing Education
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AREA DIAGNOSTIC CENTER IN EDUCATIONAL SERVICES
(Grant Funded)

Ms. Linda S. Carter	1,250 per month	Project grant extended from 8/1/80 - 8/31/80; Educational Diagnostician
Mrs. Opal Runell Clemmons	540 per month	Project grant extended from 8/1/80 - 8/31/80; Secretary
Mrs. Juliana M. Gill	1,250 per month	Project grant extended from 8/1/80 - 8/31/80; Educational Diagnostician
Mrs. Zoe L. Morgese	1,250 per month	Project grant extended from 8/1/80 - 8/31/80; Communication Disorders Diagnostician
Mrs. Margaret O'Connor	1,250 per month	Project grant extended from 8/1/80 - 8/31/80; School Psychometrist

Part II. Other Personnel Changes (continued)

CENTER FOR CAREER AND VOCATIONAL TEACHER EDUCATION
(Grant Funded in Educational Services)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
Mrs. Susan B. Adams	\$15,600	Grant extended for period 7/1/80 - 6/30/81; Research Assistant
Mrs. Jewel Adiele	7,260	Grant extended for period 7/1/80 - 6/30/81; Secretary
Miss Sharon Y. Burton	1,100 per month	8/16/80 - 6/30/81; Research Assistant
Mrs. Kathryn Scruggs Smith	14,400	7/1/80 - 6/30/81; reassigned from part-time position to full-time position as Research Assistant
Mrs. Stephanie Parrish Taylor	13,200	7/1/80 - 6/30/81; Research Assistant

SECRETARIAL AND CLERICAL APPOINTMENTS

Academic Affairs

Mrs. Virginia Rickman	951 per month	8/25/80 - 12/31/80; Principal Secretary; replace Mrs. Petrina White who will be on maternity leave
Western Kentucky University Educational Program--Owensboro: Mrs. Pamela Taylor Rone	8,196	8/1/80; Senior Administrative Secretary; budgeted position; 12-month basis

Business Affairs

Physical Plant and Facilities
Management:

Miss Elizabeth Y. Downing	7,260	8/11/80; Order Clerk; replace Mrs. Doris Elmore; 12-month basis
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College of Applied Arts and Health

Mrs. Mary Dianne Tindle	7,740	8/28/80; Administrative Secretary; replace Mrs. Connie Van DePol; 12-month basis
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College of Education

Educational Leadership:

Mrs. Mary Nell Ralph	8,052	8/11/80; Departmental Secretary; replace Mrs. Kimberly A. Carter; 12-month basis
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Potter College of Arts and Humanities

Music:

Mrs. Marilyn Sue Bradley Dillard	8,196	7/30/80; Departmental Secretary; replace Mrs. Marti Gayle Colglazier; 12-month basis
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Part II. Other Personnel Changes (continued)

SECRETARIAL AND CLERICAL APPOINTMENTS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Services</u>		
Library Services:		
Mr. Richard Voyles	\$ 7,584	8/1/80; Library Assistant III; replace Mr. David Payne; 12-month basis

SECRETARIAL AND CLERICAL REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS

Academic Affairs

Mrs. Kayelene R. Russell	10,548	8/1/80; reclassify from Senior Secretary to Principal Secretary
Mrs. Petrina H. White	9,948	8/1/80; reclassify from Senior Secretary to Principal Secretary

Administrative Affairs

Downing University Center:

Mrs. Theresa Gerard	no change	8/15/80; reassign from Hostess in Garrett Conference Center to Hostess in Downing University Center
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Business Affairs

Physical Plant and Facilities

Management:

Mrs. Doris F. Elmore	9,792	8/11/80; promote from Order Clerk to Work Control Center Clerk; replace Mrs. Marjorie Smith
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Academic Services

Library Services:

Mrs. Janice Haley	8,364	9/15/80; promote from Technical Services Assistant II to Technical Services Assistant III; replace Miss Mary Elizabeth Dinning
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RESIGNATIONS

College of Education

Educational Services (Area Diagnostic
Center):

Mrs. Margaret O'Connor		8/15/80; School Psychometrist
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Potter College of Arts and
Humanities

Mr. John W. Campbell		1/1/81; Technical Director
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Part II. Other Personnel Changes (continued)

RESIGNATIONS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Ogden College of Science and Technology</u>		
Biology:		
Miss Sharon Pauline Moore		8/31/80; Research Associate
<u>Grant and Contract Services</u>		
Miss Jeanne L. Alford		9/12/80; Senior Clerk/Typist
<u>Business Affairs</u>		
Physical Plant and Facilities Management:		
Miss Pamela M. Keown		7/31/80; Administrative Secretary
<u>Academic Services</u>		
Library Services:		
Miss Karen Turner		8/29/80; Library Assistant III

PERSONNEL CHANGES
(Supplemental List)

(Subsequent to Meeting of Board of Regents on July 26, 1980)

Part I. Faculty Personnel Changes

APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>College of Education</u>		
Physical Education and Recreation and Athletics:		
Dr. Curtiss M. Long	\$18,000	8/16/80; Assistant Professor and Coach of Men's Cross Country and Track and Field; replace Mr. Del Hessel
<u>Academic Services</u>		
WKYU-FM Radio:		
Mr. Samuel M. Litzinger	14,000	10/1/80; Associate Instructor and News Director; 12-month basis; budgeted position

REAPPOINTMENT

<u>College of Education</u>		
Teacher Corps:		
Dr. Julia Link Roberts	18,465	8/16/80; reappointed on temporary, full-time basis as Documentor/ Training Coordinator; grant funded

Part I. Faculty Personnel Changes (continued)

RESIGNATION

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Bowling Green College of Business Administration</u>		
Economics:		
Dr. S. Basheer Ahmed		8/28/80

Part II. Other Personnel Changes

APPOINTMENTS

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Academic Affairs</u>		
Mrs. Carole A. Clark	\$12,800	9/1/80 - 6/30/81; temporary position as Teacher-Counselor with Special Services Program; grant funded
Miss Jane F. Erwin	12,800	9/15/80 - 6/30/81; temporary position as a Counselor/Learning Specialist with the Learning Assistance Center; grant funded
Miss Shirley Malone	12,800	9/15/80 - 6/30/81; temporary position as a Counselor/Learning Specialist with the Learning Assistance Center; grant funded
<u>Administrative Affairs</u>		
Athletics and Residence Hall:		
Mr. Donnie Ray McFarland	4,000	8/18/80; part-time position as Assistant Basketball Coach and Director of Diddle Dorm; 9-month basis; replace Mr. Roger Schnepf

REAPPOINTMENTS

<u>Center for Computer and Informational Services</u>		
Dr. Thomas J. Bohuski	900 per month	temporary assignment as Programmer I extended through 6/30/81; replace Mr. Alva John Nims
<u>Academic Affairs</u>		
Cooperative Education and Experiential Learning:		
Mrs. Carol C. White	15,878	9/1/80 - 8/31/81; Assistant Director; grant funded

Part II. Other Personnel Changes (continued)

REAPPOINTMENTS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Ogden College of Science and Technology</u>		
Physics and Astronomy: Mr. Jacinto Iturbe	\$ 7,800	present contract being extended through 9/30/80, at an annual salary of \$7,200; annual salary to be increased to \$7,800 for the period 10/1/80 - 9/30/81; grant funded

REASSIGNMENT

<u>Academic Affairs</u>		
Mrs. Alice Rowe	16,125	9/1/80 - 8/31/81; named Director of Special Services Program; grant funded

APPOINTMENT

<u>Business Affairs</u>		
Purchasing: Miss Vickie Delilah Eicher	7,260	8/25/80; General Clerk; 12-month basis; replace Mrs. Kathleen Davenport

REASSIGNMENT AND/OR PROMOTION

<u>Academic Affairs</u>		
Mrs. Linda Holt	no change	8/16/80; reassigned from Office of Public Service and International Programs, which has been discontinued, to Office of Academic Affairs as Principal Secretary; will be working half time with Honors Program and half time with Office of International Programs

Administrative Affairs

Community Affairs and Special Events: Mrs. Edith Parker	9,792	9/15/80; reassigned from Accounts Clerk in Accounts and Budgetary Control to Senior Administrative Secretary in Community Affairs and Special Events; budgeted position
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RESIGNATIONS

<u>Computer and Informational Services</u>		
Mr. Alva John Nims		10/31/80; Programmer I

Part II. Other Personnel Changes (continued)

RESIGNATIONS
(continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<u>Administrative Affairs</u>		
Athletics and Residence Hall:		
Mr. Roger Schnepp		6/15/80; part-time position as Assistant Basketball Coach and Assistant Director of Diddle Dorm

Motion for approval of the personnel changes as submitted with the deletion of the name of Dr. E. O. Beal was made by Mr. Campbell and seconded by Mr. Poland with the roll call vote as follows:

Aye: Buckman, Campbell, Clark, Cole, Emberton, Fuller, Harreld, Iracane, Poland

Nay: None

At this point in the meeting, motion was made by Mr. Harreld and seconded by Mr. Campbell that the Board go into closed session for discussions which might lead to the appointment, discipline or dismissal of an employee with the reason for the closed session discussion being to protect the reputation of individual persons being discussed. The motion carried by voice vote, whereupon the Chairman requested that the Secretary, University Attorney William E. Bivin, and Vice President for Business Affairs Harry Largen join the members of the Board in the closed session.

Upon returning to the meeting 40 minutes 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.

In his report to the Board, President Zacharias reviewed briefly and directed the attention of members of the Board to two documents which had been previously distributed. One of the documents contained organizational charts for state government, committees of the Council on Higher Education, and the staff of the Council along with the Kentucky Revised Statutes which pertain to the Council. The other document contained information from The Chronicle of Higher Education which included annual compensation information for 1979-80. President Zacharias pointed out that in ranking in annual compensation with the other seven Kentucky public institutions, Western's standing was 4th for Professor, 5th for Associate Professor, 6th for Assistant Professor, and 6th for Instructor. In comparison with the other eight Ohio Valley Conference institutions, Western's standing was

5th for Professor, 6th for Associate Professor, 8th for Assistant Professor and 8th for Instructor. Information was also provided which showed how Western compared with the benchmark institutions of the Council on Higher Education. In comparison with 25 other institutions, Western's standing was 17th for Professor, 19th for Associate Professor, 19th for Assistant Professor, and 16th for Instructor. The President reported that Western is maintaining a competitiveness and the report for 1980-81 should be slightly improved. However, with the budget cut, he expressed grave concern and the opinion that Western's faculty is in need of additional compensation. He indicated that the information was provided so that the Board might be informed relative to the situation.

In response to a question from Mr. Campbell relative to the number of faculty at each rank, Dr. Zacharias reported the following: Professors - 140; Associate Professors - 176; Assistant Professors - 176; and Instructors - 90.

Under other business the following transpired:

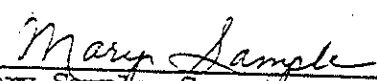
1. Mr. Clark, stating that the school year seemed to be off to a good start, complimented Mr. Horace Shrader, Director of Housing, for his efforts in the area of student housing.
2. In response to an inquiry from Chairman Cole, President Zacharias reported that even though the final enrollment report for the fall semester was not yet available, there is an increase in full-time enrollment of freshmen.
3. Dr. Hardin reported that the FM radio station is expected to be on the air by November 1.
4. The accreditation process for the Bowling Green College of Business Administration is on schedule with the visitation team expected sometime in November or December.
5. Dr. Zacharias reported that the University has applied for accreditation in Recreation and the process is progressing well.

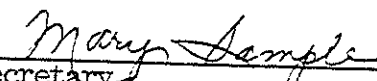
There being no further business to come before the Board, the meeting adjourned at 11:07 a.m.

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 special meeting held on September 6, 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