

MINUTES OF MEETING OF BOARD OF REGENTS

WESTERN KENTUCKY UNIVERSITY

September 8, 1984

In accordance with the previously published schedule of regular meetings as amended by timely and properly given notice, the third quarterly meeting of the Board of Regents of Western Kentucky University was held on Saturday, September 8, 1984, at 10 a.m., CDT, in the Regents Conference Room of Wetherby Administration Building on the Western campus. Mr. Joseph Iracane, Chairman, presided.

AGENDA ITEM 1 - The meeting opened with a prayer of invocation by Dr. John D. Minton, Vice President for Student Affairs.

AGENDA ITEM 2 - Roll call. The following members were present:

Mr. Danny Butler
Mr. Ronald W. Clark
Mr. Joseph A. Cook II
Mr. Joseph Iracane
Mrs. Patsy Judd
Mrs. Mary Ellen Miller
Mr. J. Anthony Page
Judge John S. Palmore
Mr. Jack D. Smith
Mrs. Hughlyne P. Wilson

Also present, in addition to Dr. Minton, were Dr. Donald Zacharias, President; Dr. Robert V. Haynes, Vice President for Academic Affairs; Mr. Harry K. Largen, Vice President for Business Affairs and Treasurer; Mrs. Liz Esters, Secretary to the President and Secretary to the Board of Regents; Dr. Paul B. Cook, Assistant to the President for Resources Management and Director of the Budget; Mr. William E. Bivin, University Attorney and Parliamentarian; and Mr. Fred Hensley, Director of Public Information.

AGENDA ITEM 3 - Election of officers to serve for the remainder of the 1984 calendar year as follows:

3.1 Vice Chairman

3.2 Member of the Executive Committee

In compliance with the Bylaws of the Board of Regents, Chairman Iracane declared that nominations were in order for the election of a Vice Chairman to serve for the remainder of the 1984 year. For the purpose of receiving nominations, Chairman Iracane requested an alphabetical call of the roll. Mr. Butler placed in nomination the name of Mr. Clark for the office

of Vice Chairman. Judge Palmore moved that nominations close and that Mr. Clark be elected by acclamation. The motion carried by voice vote, and Mr. Clark was elected to serve as Vice Chairman.

Chairman Iracane declared that nominations were in order for the election of a member to fill a vacancy on the Executive Committee. Mr. Page placed in nomination the name of Mr. Cook. Mr. Butler moved that nominations cease and that Mr. Cook be elected by acclamation to the Executive Committee. The motion carried by voice vote.

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

AGENDA ITEM 4 - Disposition of minutes of the regular meeting of May 12, 1984, (mailed June 26, 1984) and a special meeting of June 22, 1984, (mailed September 5, 1984). The minutes were presented by the Chairman. Motion was made by Mr. Cook and seconded by Mr. Clark that the minutes be approved as submitted without a reading inasmuch as copies had been mailed to the members prior to the meeting. The motion carried by voice vote.

AGENDA ITEM 5 - Committee reports:

Academics Committee - Mrs. Judd, Chairman; Mr. Cook; Mrs. Miller; Mrs. Wilson; Judge Palmore - Mrs. Judd reported the committee met earlier in the day and reviewed the following items:

1. Recommendation for the adoption of the document labeled "Criteria for Promotion Recommendations"

RECOMMENDATION:

President Zacharias recommends that the attached document entitled "Criteria for Promotion Recommendations" be adopted.

BACKGROUND:

After extensive study and review by faculty and academic administrators, new guidelines for academic promotion were approved by the Board of Regents in January, 1982. At that time I informed the Board that, as a part of the policy, specific criteria should later be developed first at the college level and then at the departmental level to assure that comparable standards were used throughout the university.

Departments and colleges have worked for the past several months to develop standards. At this time, I am recommending that the second phase of this project be approved for implementation so that these criteria may serve as the rubric under which departments can prepare criteria which conform to general standards set by the original policy. The original intent and current requirement are that all criteria proposed for the departmental level must conform to the university and college policies on promotions.

Because of the diversity of academic missions in departments, it is difficult to anticipate in a general policy all activities for every discipline. Statements developed regarding the application of these criteria, however, must conform to the standards established at the college and university

levels. Judgments regarding their comparability will be based upon reviews and recommendations by the deans and vice president for academic affairs. The vice president will have the responsibility for planning and recommending the establishment of specific departmental criteria. The recommendations for criteria from the vice president will be reviewed by the president and submitted by him to the Board of Regents for adoption.

The document currently under consideration has been reviewed by deans, vice presidents, and faculty. Whenever possible, suggestions from these individuals have been incorporated into this document.

I believe this policy statement should remain subject to review and modification as prudence and circumstances might dictate. I also believe it commits Western's faculty to a standard of excellence that many have already attained and all have the capacity to achieve.

Mrs. Judd reported the committee unanimously approved the recommendation from President Zacharias to adopt the Criteria for Promotion Recommendations. Based on the recommendation of the Academics Committee, Mrs. Judd moved and Mrs. Wilson seconded the adoption of the recommendation as submitted. The motion carried by voice vote.

Secretary's Note: The referred-to document, "Criteria for Promotion Recommendations", was provided to members of the Board with the agenda and is attached to the minutes as **EXHIBIT 1**.

2. Recommendation for the adoption of a policy for admission of freshmen with GED

Mrs. Judd reported committee approval and moved adoption of the following recommendation from President Zacharias:

RECOMMENDATION:

President Zacharias recommends that the following statement regarding freshman admission, based upon the high school equivalency certificate, be adopted as the policy of the University for freshman admission in this category:

Freshman Admission: High School Equivalency Certificate

General

Students who are not high school graduates may present scores on the Tests of General Education Development (GED) and a State Department of Education Certificate in lieu of the high school transcript. To be eligible for admission, an applicant must (1) be at least 17 years old; (2) possess a State Department of Education Certificate; (3) meet the minimum GED or ACT score requirement, and (4) the class of which the applicant was a member must have graduated from high school.

Kentucky Resident

A Kentucky resident may be admitted to the freshman class with a GED average score of 54 or above or an ACT composite score of 14 or above.

Non-Kentucky Resident

A non-resident may be admitted to the freshman class with a GED average score of 54 or above and an ACT composite of 17 or above.

Individual Consideration

Admission by Individual Review - A student who does not meet the minimum admission requirements may be considered for admission on an individual basis. Factors considered in determining a student's academic promise include motivation, high school course work, years out of high school, additional test information, educational objectives, recommendations from high school personnel, employers, etc.

Admission by Exception - An applicant who has a GED average score below 50 and an ACT composite of less than 10 will not be admitted. However, a student may petition for an exception to this requirement.

BACKGROUND:

When the University adopted a selective admission policy to be effective with the 1983 fall semester, it did not establish an appropriate policy for students who are not high school graduates. The above policy speaks to this need. This policy provides a definition of acceptable performance on the GED comparable to the statements regarding acceptable performance in high school which were established for high school graduates when the admission policy was revised in 1981. This statement is compatible with the admissions policy for freshmen who are high school graduates and provides specific guidelines for use by prospective students and the admissions staff.

The statement is not designed to limit access to higher education of students with a reasonable chance for success in higher education. It is appropriate that students who are not high school graduates be expected to meet a minimum standard performance. The absence of such a standard may unintentionally encourage students to leave high school prior to graduation.

The motion for adoption of the policy for admission of freshman with GED was seconded by Mr. Cook and passed unanimously by voice vote.

3. ~~Commonwealth Diploma~~ - The agenda and materials provided to members of the Board prior to the meeting contained as background information the following: (1) letter to Harry Snyder, Executive Director of the Council on Higher Education, from President Zacharias dated August 2, 1984, and (2) letter to President Zacharias from Harry Snyder dated July 19, 1984.

Mrs. Judd reported committee approval of a resolution regarding the Commonwealth Diploma Program. The Academics Committee requested the resolution be forwarded to the Council on Higher Education and to Mrs. Alice McDonald, Superintendent of Public Instruction. Mrs. Judd moved and Mr. Clark seconded the adoption of the resolution which is set forth below. The motion passed unanimously by voice vote.

RESOLUTION

WHEREAS, the Council on Higher Education voted on

July 12, 1984, to establish a special task force on the proposed Commonwealth Diploma and Certificate Program, and

WHEREAS, the Executive Director of the Council on Higher Education requested a statement on the position of Western Kentucky University on the issue of awarding college academic credit through or in conjunction with the proposed Commonwealth Diploma Program; and

WHEREAS, Western President Donald W. Zacharias responded on August 2, 1984, to the Executive Director's request with the following points:

1. The proposal established a fundamental reversal of the principle that universities be in charge of awarding university credit, a responsibility that should not be delegated to the high schools.
2. The awarding of forty-two hours of college credit is excessive and should not be allowed, especially in light of current concerns for the quality of the state's high school programs.
3. An opportunity for high school students to earn college credit for work completed during high school currently exists and should be studied and evaluated for improvement and revision.

THEREFORE, although the Board of Regents of Western Kentucky University wishes to encourage excellence in the Kentucky high schools, the Board is unable to endorse the Commonwealth Diploma Program;

BE IT THEREFORE RESOLVED, That the Board of Regents of Western Kentucky University endorses the position taken by President Donald W. Zacharias on August 2, 1984, as outlined above.

Ordered at Bowling Green, Kentucky, this eighth day of September in the year of our Lord one thousand nine hundred and eighty-four.

Athletics Committee — Mr. Ronald W. Clark, Chairman:
Mr. Cook; Mr. Page; Mr. Butler; Judge Palmore — No report.

Bylaws and Codification Committee — Mr. Danny Butler,
Chairman; Mr. Clark; Mrs. Judd; Mr. Smith; Mr. Bivin, Staff — No report.

Finance and Investment Committee — Mr. Joseph A. Cook,
Chairman; Mrs. Judd; Mrs. Miller, Mr. Page — Mr. Cook reported the committee had met at 9:30 a.m with the following items on their agenda:

1. Recommendation for the adoption of a resolution authorizing the Trustee, Bowling Green Bank and Trust Company, upon a request of the President of Western Kentucky University to draw upon the 1964 Repair and Maintenance Fund the amount of \$168,000 and transmit such withdrawal to the Treasurer of Western

With the approval of the Finance and Investment Committee, Mr. Cook moved and Mr. Page seconded adoption of the resolution recommended by President Donald Zacharias which follows:

RESOLUTION

WHEREAS, Section 907 of the Trust Indenture securing the Western Kentucky University Housing and Dining System Revenue Bonds makes provision for the Trustee to draw upon the money and investments in the 1964 Repair and Maintenance Reserve Fund upon order of the Board of Regents, and

WHEREAS, such withdrawals may be made as determined by a resolution duly adopted by the Board, an authorized copy of which shall be delivered to the Trustee, the Bowling Green Bank and Trust Company, and

WHEREAS, withdrawal from the 1964 Repair and Maintenance Reserve Fund in the amount of \$168,000 is deemed necessary for environmental and fire safety projects in dormitories and university centers,

NOW THEREFORE, the Board of Regents of Western Kentucky University, in a meeting on September 8, 1984, authorizes the Trustee, Bowling Green Bank and Trust Company, upon a request of the President of Western Kentucky University, to draw upon the 1964 Repair and Maintenance Fund the amount of \$168,000 and transmit such withdrawal to the Treasurer of Western.

BACKGROUND:

Firemen's emergency control features must be installed on 22 elevators in nine dormitories, the Downing University Center, and the Garrett Conference Center. Friable asbestos has been found and should be removed from the lobbies of three dormitories. Additional detail is provided in a letter dated August 21, 1984, from Harry Largen, Vice President for Business Affairs.

The roll call on the motion for adoption of the above resolution follows:

Aye: Butler, Clark, Cook, Iracane, Judd, Miller, Page, Palmore, Smith, Wilson

Nay: None

2. Recommendation for the review of an investment policy

The Finance and Investment Committee received for review the recommendation which follows:

RECOMMENDATION:

President Zacharias recommends that the Board of Regents review the investment policy as drafted by Vice President Harry Largen and propose any changes that may be desirable. Adoption of the policy will be considered at a subsequent meeting.

Secretary's Note: A copy of the draft policy was provided to all members of the Board with the agenda for the meeting. A copy is filed in the Board's official files.

Mr. Cook requested that any comments, recommendations, changes, or proposals relative to the draft policy be submitted to the President's Office.

3. Recommendation for the adoption of a resolution authorizing the sale of surplus livestock and other personal property which has been identified in information provided to the Board

Upon approval of the Finance and Investment Committee, Mr. Cook moved and Mrs. Judd seconded the adoption of the recommendation as submitted by President Zacharias which follows:

RECOMMENDATION:

President Zacharias recommends that the Board of Regents adopt a resolution authorizing the sale of surplus livestock and

other personal property which has been identified in information provided to the Board.

RESOLUTION

WHEREAS, the Board of Regents has authority to sell or otherwise dispose of all real or personal property of the institution which is surplus to its needs or has become unsuitable for use, and

WHEREAS, President Zacharias has recommended that livestock and other personal property which is identified in the attachment to this Resolution and which is surplus to the needs of the various academic and administrative departments be sold, and

WHEREAS, the determination of the Board of Regents shall be set forth in an order,

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF REGENTS THAT:

1. The recommendation made by President Zacharias for disposition of surplus livestock and other personal property be accepted.
2. The items of surplus property identified as declaration No. 10, pages 6-13, and declarations Nos. 18 and 19, 1983-84 fiscal year, and which are attached and made a part of this Resolution, shall be sold by public advertising, sealed bid, or public auction.

Secretary's Note: The listed items are attached to the minutes as **EXHIBIT 2**.

3. President Zacharias or his delegated representatives are authorized to take all necessary and appropriate action to dispose of the property.

Ordered this 8th day of September, 1984.

The motion to adopt the above resolution passed unanimously by voice vote.

International Education Committee — Mrs. Mary Ellen Miller, Chairman; Mrs. Judd; Mr. Smith; Mrs. Wilson; Mr. Butler; Dr. Petersen, Staff — Mrs. Miller reported the Committee met at 8:30; took no official action. The Committee received a Statement of Cooperation with Thai Universities, which was distributed with the Board agenda and materials. The Committee heard a report from President Zacharias on his Thailand Mission.

Committee on Student Affairs — Judge Palmore, Chairman; Mr. Clark; Mrs. Miller; Mr. Smith; Mrs. Wilson — No report.

AGENDA ITEM 6 - Presentation of recommendations to the President from the Vice President for Academic Affairs:

President Zacharias introduced Dr. Robert V. Haynes, the new Vice President for Academic Affairs and Dr. Thomas Coohill, Chair of the Faculty Senate.

RECOMMENDATION:

President Zacharias recommends the approval of the following items from the Academic Council:

-Item 1:

A proposal for a new Bachelor of Arts Program in Corporate and Organizational Communication (Department of Communication and Theatre)

BACKGROUND:

The proposed program provides students both a basic understanding of the corporate environment and the oral and written communication skills enabling them to assume positions as corporate communications specialists. No existing program at Western encompasses this combination of knowledge and skills.

Predicted enrollment for the first year is 15-30 students. By the fifth year enrollment should be 70-90 students.

Since all but one of the courses presently exist and are regularly taught by existing faculty, no new faculty are required. Current classroom, speech laboratory facilities, and faculty office space are adequate.

Mr. Cook moved approval of the new Bachelor of Arts Program in Organizational Communication. The motion was seconded by Mrs. Miller and passed by voice vote.

-Item 2

Proposal to provide for two options, General Management and Human Resources/Personnel Management for the Major in Management (Department of Management and Marketing)

BACKGROUND:

The general management option of the management major is designed to help students prepare for general management positions that involve profit responsibility for a business. The program is for superior students who aspire to progress to high-level managerial positions. The "comprehensive business" designation under which this program has been offered did not convey the managerial thrust of the program clearly to students or prospective employers. Also, the term, "comprehensive business" has been a source of confusion because it connotes to many students that this is a catch-all program for students who do not know what they want to do in business.

The human resources/personnel management option of the management major is designed to help prepare students for professional staff positions in personnel departments as well as to help students develop the supervisory skills needed in lower- and middle-level management positions.

Since the requirements for the two proposed options are the same as majors currently in existence (one which the department is discontinuing—Comprehensive Business), there will be no need for additional faculty or facilities.

Judge Palmore moved the approval of the recommendation to provide two options, General Management and Human Resources/Personnel Management for the Major in Management. Mr. Cook seconded the motion which carried by voice vote.

AGENDA ITEM 7 - Presentation of recommendations to the President from the Vice President for Business Affairs.

RECOMMENDATION:

President Zacharias recommends adoption of the statement of policy with respect to the University classified service.

Background:

This is merely a restatement of existing policy. It will make one change and two clarifications.

1. The statement now is that classified service employees who resign without giving the required two weeks' notice receive no accrued vacation pay. The situation seldom occurs. Even so, when it does occur, the result seems harsh. A more measured approach is to limit the forfeiture of vacation only to that which would have accrued during the period of time after failure to give the required notice. This statement makes that change.

2. It clarifies the long standing University position on dismissals at the pleasure of the University as determined by the President. It expressly recognizes what heretofore has been implied authority to take lesser adverse actions in a formal way; e.g., reprimand, probation status, suspension without pay, etc. Similarly, it expressly recognizes temporary layoff and position abolition when necessary for economy or efficiency and distinguishes such actions from dismissals.

3. It makes it clear that the grievance mechanism is available to resolve specified complaints by currently employed workers and not to challenge dismissal, layoff or abolition recommendations or decisions. Guidelines for committees to follow are needed.

POLICY STATEMENT ON UNIVERSITY CLASSIFIED SERVICE

Individuals appointed to a position in the classified service are employed for an indefinite period of time. Such employment is at will and may, therefore, be terminated at any time by either the employee or by the University at the sole discretion of the President or his designee.

Separation from employment may occur voluntarily through resignation or involuntarily through dismissal, suspension, layoff, or abolition of a position.

RESIGNATION

An employee who resigns shall give advance notice of two (2) weeks, in order to be separated in good standing. An employee who separates in good standing is eligible for full terminal vacation pay. An employee who abandons work without giving proper notice will receive no accrued vacation credit for the two weeks' period immediately prior to the last day actually worked.

LAYOFF

A layoff is a temporary separation from employment when the University reasonably anticipates a recall of the employee within one year. If recall is not anticipated, separation is a termination. Layoff may be necessary because of:

- a. lack of funds to continue the position, or
- b. any other reason leading the University to make a reduction of staff.

Notice of one pay period shall be given to an affected employee prior to layoff. Authority for layoff is vested in the President or his designee.

ABOLITION

A position may be abolished due to loss of funds or changes which necessitate elimination of the position. Notice of one pay period shall be given to an employee whose position is abolished. Authority to abolish a position is vested in the President.

DISMISSAL OR SUSPENSION WITHOUT PAY

Individuals appointed to a position in the classified service are employed for an indefinite period of time and serve at the will of the University, as determined by the President. In sole discretion of the President or his designee, and without advance notice, a holder of such a position may be suspended without pay for a specified period of time or dismissed.

OTHER FORMAL ACTIONS: KINDS AUTHORIZED

If normal supervisory correctives do not produce positive results, formal actions are sometimes necessary to correct an employee's unsatisfactory job performance. The following formal actions are authorized:

1. written warning
2. written reprimand and admonition
3. probation status for a specified period of time

Formal action shall be taken against a member of the classified service only by and in the name of the Vice President for Business Affairs, or a person previously authorized by him in writing. Such written authorization requires the advance written approval of the President. Recommendations for formal actions against classified service employees assigned to units not directly under the general supervision and direction of the Vice President for Business Affairs shall follow the regular supervisory chain and be forwarded to the Vice President for Business Affairs with the recommendation of the Vice President under whose general supervision and direction the position has been assigned.

GRIEVANCE PROCEDURE

Any employee shall have the right to present a grievance without risk of retaliation or reprisal. A grievance under this provision is an allegation by an employee currently working in the classified service that he/she is personally aggrieved by a violation, misinterpretation or improper application of University policy or work rules. Recommendations for suspension, dismissal, layoff, or position abolition and decisions taken thereon are not grievable actions. Grievances shall be handled in accordance with the following procedure:

FIRST: The employee should seek redress through consultation with the supervisor. The consultation as the first step of the grievance procedure will be undertaken directly by the employee involved with the supervisor.

SECOND: If the complaint has not been satisfactorily adjusted with the supervisor, then the employee may take up the matter with the head of the department. This step must be taken within two working days after notification of the supervisor's decision. The department head must render a decision to the employee within three working days after receipt of the grievance.

THIRD: If the complaint has not been adjusted at the second level, the employee shall present the complaint to the Director of Personnel Services within five working days after completion of the second step. At this step in the procedure, the grievance should be stated in writing. If the employee or the Director of Personnel Services wishes, a conference will be held. The Personnel Director

shall investigate the matter and within one week recommend a decision to the Vice President for Business Affairs. The Vice President for Business Affairs will provide a written copy of the ruling to the employee within one week of receipt of the Personnel Services Director's recommendation.

FOURTH: In the event that the grievance remains unsettled after having been fully processed in accordance with the three steps outlined, the employee may submit a written appeal to the President of the University. The President may rule on the grievance, or it may be referred to a committee composed of personnel who have not been directly involved in the case. The committee is authorized to conduct an inquiry in any reasonable manner designed to produce all relevant information bearing upon the allegation. In the event of a hearing on the matter, the employee may be accompanied by a spokesman.

Hearings are not adversarial evidentiary proceedings. Any oral or documentary information may be received, but the committee may exclude information which it determines to be irrelevant, immaterial or unduly repetitious. The exact procedure to be followed in the conduct of the hearing will be determined by the committee. Ordinarily the order of discussion will proceed as follows:

- 1) The grievant will present all information available in support of the allegation.
- 2) The supervisory officials and/or the Director of Personnel Services will present information explaining the full history of the personnel action which is the subject of the grievance.
- 3) Each side will present any other arguments or information which it deems appropriate to consideration of the grievance.
- 4) In order to determine the facts of the case, the committee may, at its discretion, direct questions to any person appearing before it. Further, under the direction of the committee, questions and information may be exchanged between and among all participants.

The committee will base its findings on all information which it deems to be credible, persuasive, and of a kind on which reasonably prudent persons rely in the conduct of serious affairs.

The committee will submit its recommendations to the President, whose decision shall be transmitted to the employee in writing and shall be final.

Mr. Page moved and Mr. Cook seconded the adoption of the statement of policy with respect to the University classified service. The motion carried by voice vote.

AGENDA ITEM 8 - Presentation of personnel changes since June 22, 1984.

RECOMMENDATION:

President Zacharias recommends that the Board of Regents approve the recommended personnel changes which have transpired since the meeting of the Board on June 22, 1984. (The recommended changes are listed in the next seventeen pages.)

PERSONNEL CHANGES
(Subsequent to Meeting of Board of Regents on June 22, 1984)

Part I. Faculty Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
APPOINTMENTS		
<u>Bowling Green College of Business Administration</u>		
Accounting:		
Ms. Sandra J. Smith	\$ 24,000	August 16, 1984, through August 15, 1985; one-year appointment; Instructor; replace Dr. Jerry Rust who is on leave of absence
Finance and Management Information Systems:		
Ms. Deborah K. Morgan	10,000	August 16 through December 31, 1984; one-semester appointment; Instructor; replace Mr. Theron R. Nelson
Mr. Arvind R. Parkhe	10,500	August 16 through December 31, 1984; one-semester appointment; Instructor; replace Dr. Tawfik Mady who is on leave of absence
Management and Marketing:		
Mr. Charles H. Rader	28,000	August 16, 1984, through August 15, 1985; one-year appointment; Visiting Assistant Professor; budgeted position
<u>College of Education</u>		
Home Economics and Family Living:		
Dr. Marilyn D. Casto	25,176	August 16, 1984, through August 15, 1985; one-year appointment; Assistant Professor; replace Ms. Sheila Baillie who is on leave of absence
<u>Ogden College of Science, Technology, and Health</u>		
Allied Health:		
Ms. Lesa Kim Dean	17,000	August 16, 1984, through August 15, 1985; one-year appointment; Instructor; replace Ms. Deborah A. Mancinelli
Chemistry:		
Dr. Deborah W. Kuehn	11,250	August 16 through December 31, 1984; one-semester appointment; Visiting Assistant Professor; budgeted position
Computer Science:		
Mr. Muhammad Abu Hossain	23,508	August 16, 1984; Instructor; budgeted position

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
APPOINTMENTS (continued)		
<u>Ogden College of Science, Technology, and Health (continued)</u>		
Industrial and Engineering Technology:		
Mr. D. Peter Jawahar	\$ 25,008	August 16, 1984, through August 15, 1985; one-year appointment; Assistant Professor; replace Dr. Farouk Darweesh
Mathematics:		
Ms. Vickie Lynne Curtis	15,000	August 16, 1984, through August 15, 1985; one-year appointment; Instructor; replace Ms. Bonnie D. Langley
Nursing:		
Ms. Linda W. Clark	18,504	August 16, 1984, through August 15, 1985; one-year appointment; Assistant Professor; replace Ms. Elizabeth Jones who is on leave of absence
Ms. Michele Salisbury	17,000	August 16, 1984, through August 15, 1985; one-year appointment; Instructor; replace Ms. Martha Houchin who is on leave of absence
Physics and Astronomy:		
Dr. Sakir Ayik	27,000	August 16, 1984, through August 15, 1985; one-year appointment; Visiting Associate Professor; replace Dr. Marvin Russell who is on leave of absence
Dr. Siavosh M. Hamadani	29,004	August 16, 1984; Associate Professor; replace Dr. Frank Six
Dr. Heidar Ali Kashkooli	21,000	August 16, 1984, through August 15, 1985; one-year appointment; Visiting Assistant Professor; replace Dr. Dudley Bryant who is on sabbatical leave
<u>Potter College of Arts and Humanities</u>		
Communication and Theatre:		
Dr. Jerry L. Cunningham	21,000	August 16, 1984, through August 15, 1985; one-year appointment; Assistant Professor; replace Dr. Joseph Fulmer who transferred to Media Services
Mr. Donald R. Mott	22,008	August 16, 1984; Associate Professor; budgeted position

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
APPOINTMENTS (continued)		
<u>Potter College of Arts and Humanities (continued)</u>		
Journalism:		
Ms. Cheryl A. Holland	\$ 17,000	August 16, 1984, through August 15, 1985; one-year appointment; Instructor; replace Dr. Arthur J. Kaul
Mr. Edwin C. Kidd	25,000	August 16, 1984; Assistant Professor; replace Mr. Carl Jordan
Mr. Mark E. Lyons	18,725	August 16, 1984, through August 15, 1985; one-year appointment; Visiting Assistant Professor; replace Mr. Jack Corn who is on leave of absence
Mr. Paul C. Morgan	26,000	August 16, 1984; Associate Professor; replace Mr. Robert Baker
Sociology, Anthropology, and Social Work:		
Mr. Eddie Davis	27,000	August 16, 1984; Associate Professor; replace Ms. Janet Henry

PART-TIME FACULTY

Ogden College of Science, Technology, and Health

Allied Health:

Ms. Nancy Davis Forshee

3,672

1984-85 school year; Instructor in Dental Hygiene

Nursing:

Ms. Sharon S. Hendrix

6,000

1984-85 school year; Instructor

Potter College of Arts and Humanities

Communication and Theatre:

Dr. Cecile Garmon

10,300

August 16, 1984; Assistant Professor

FACULTY REASSIGNMENT

Potter College of Arts and Humanities

Philosophy and Religion:

Dr. Ronald H. Nash

45,756
(1984-85)

Requests reassignment from head of department to full-time teaching, effective August 16, 1985.

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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ADDITIONAL RESPONSIBILITIES

Bowling Green College of Business Administration

Mr. Robert J. Oppitz	\$ 200 per month stipend	August 16, 1984; Acting Dean
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Ogden College of Science, Technology, and Health

Physics and Astronomy: Dr. Wayne L. Hoffman		June 30, 1984; responsibilities as Interim Head terminated
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Potter College of Arts and Humanities

English: Dr. Joseph A. Glaser	36,528	August 16, 1984, through August 15, 1985; Acting Director of Freshman English
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Music: Mr. Kenneth R. Davis	1,125 stipend	August 1 through August 15, 1984; employed as Director of Choral Activities; assumed full-time status August 16, 1984
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LEAVES OF ABSENCE

College of Education

Teacher Education: Mrs. Jeniece E. Nelson		1984-85 school year; three-fourths time leave of absence; will be employed on one-fourth time basis at \$4,857 for period August 16, 1984, through August 15, 1985.
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Ogden College of Science, Technology, and Health

Nursing: Ms. Martha S. Houchin		1984-85 school year; without salary
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Potter College of Arts and Humanities

Journalism: Mr. Jack Corn		1984-85 school year; without salary
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RESIGNATIONS

College of Education

Physical Education and Recreation: Mr. Larry P. Walker		August 15, 1984; Instructor
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Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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RESIGNATIONS
(continued)

Ogden College of Science
Technology, and Health

Health and Safety:
Dr. Fred E. West

August 15, 1984;
Associate Professor

Academic Services

Library Services (Library
Public Services):
Ms. Patricia R. Bowen

August 15, 1984;
Assistant Professor;
Reference Librarian

RECOMMENDED FOR TENURE

Academic Services

Library Services (Library
Public Services):
Mrs. Carolyn Boles

August 16, 1984

Part II. Other Personnel Changes

TEMPORARY -- GRANT FUNDED

Academic Affairs

Cooperative Education:
Ms. Becky Bennett

\$ 18,000

September 4, 1984; pro-
moted from Coordinator to
Career Preparation
Specialist; position as
Coordinator was extended
for the period July 1-
August 15, 1984, at
\$1,196 per month

Mrs. Tammy McCubbins Rice

14,000

September 4, 1984,
through September 3,
1985; Coordinator

Mr. Luther Stanley Tribble, Jr.

18,000

September 4, 1984,
through September 3,
1985; Job Developer

Special Services Program:
Ms. Judith W. Rust

413.50

August 16-31, 1984;
Director; half-time basis

Bowling Green College of
Business Administration

Small Business Development Center:
Mr. Jon R. Ford

August 31, 1984;
Director; resignation

Mr. Gregory L. McKinney

August 2, 1984; Assistant
Director; resignation

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
<u>College of Education</u>		
Ms. Joan Martin	\$ 1,450 per month	July 1, 1984; reappointed as Research Assistant
Diagnostic Network Coordination Center: Mrs. Ann Young Botula	715 per month	July 1, 1984; reappointed on part-time basis as Educational Assessment Coordinator
Ms. Cheryl Neal Boyd	1,703 per month	July 1, 1984; reappointed as School Psychologist
Ms. LaReeca Gwen Meador James	730 per month	July 1, 1984; reappointed on part-time basis as Speech/Language Pathologist
Mrs. Ruth Meredith	850 per month	July 1, 1984; reappointed on half-time basis as Family Coordinator; also part-time Assistant Professor in Educational Leadership for 1984-85 school year with salary of \$9,280
Ms. Beverly Gail Newman	758 per month	July 1, 1984; reappointed as secretary
Mrs. Phyllis Daulton Schnacke	920 per month	July 1, 1984, through June 30, 1985; reappointed on part-time basis as Educational Assessment and Clinical Services Director
Educational Leadership: Ms. Judy A. Carrier	1,428 per month	July 1, 1984-February 28, 1985; reappointed as Vocational Counselor
Mrs. Ruth Cornelius	1,530 per month	July 1, 1984-February 28, 1985; reappointed as Counselor
Ms. Carol L. Linz	1,428 per month	July 1, 1984-February 28, 1985; reappointed as Vocational Teacher
Talent Search Project: Mrs. Susan Adams	20,592	September 1, 1984- August 31, 1985; reappointed as Director
Ms. Cheryl C. Huber	808 per month	September 1, 1984, through August 31, 1985; reappointed as Secretary
Ms. Kathleen Raisor	14,847	September 1, 1984, through July 15, 1985; reappointed as Counselor
Mr. Harry E. Williams	15,267	September 1, 1984, through July 15, 1985; reappointed as Counselor

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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TEMPORARY -- GRANT FUNDED
(continued)

College of Education (continued)

Training and Technical Assistance Services:

Ms. Janine Keirnan	\$ 758 per month	July 1, 1984; reappointed as Secretary
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Upward Bound Program:
Mr. Daniel B. Botula

15,624	August 1, 1984; reappointed as Counselor/Coordinator
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Ms. Linda Gaines	19,068	August 1, 1984; reappointed as Director
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Teacher Education:

Mrs. Patricia Shanahan	1,041 per month	August 16-October 15, 1984; reappointed as Child Development Associates Area Training Supervisor
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Ogden College of Science, Technology, and Health

Health and Safety (Alcohol Driver Education and State Traffic School Programs):

Mr. Merlin J. Hogan	26,905	July 1, 1984; reappointed as Program Manager
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Ms. Joyce Fay Phillips	850 per month	July 1, 1984; reappointed as Office Specialist
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Nursing:

Ms. Victoria M. Bradley	7,500	August 16, 1984, through August 15, 1985; part-time, temporary basis as Instructor
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STAFF APPOINTMENTS

Graduate College

Mr. Kenneth N. Nelson	19,600 20,000 w/M	July 1, 1984; Staff Assistant in Graduate College and part-time instructor in Communication and Theatre; twelve months' basis
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Student Affairs

Athletics:

Mr. C. David Farrar	28,008	August 16, 1984; Men's Assistant Basketball Coach; twelve months' basis; replace Coach Donnie McFarland
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Mr. Robert L. Harris	917 per month	July 1, 1984; Assistant Football Coach; filled position held by Mr. Tim Moore
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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STAFF APPOINTMENTS
(continued)

Student Affairs (continued)

Athletics (continued):

Mr. Steve Small	\$ 17,592	August 16, 1984; Assistant Women's Basketball Coach; replace Ms. Christy Earnhardt
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Downing University Center:

Mr. Bennie Proctor Beach, Jr.	13,008	August 1, 1984; Program Coordinator; budgeted position
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University Counseling
Services Center:

Mr. Fred Clayton Miller	14,556	August 16, 1984; Staff Counselor; replace Mr. Robert Paul
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Housing (Residence Hall
Assistant Directors):

Ms. Beth Bolin	5,690	August 1, 1984-May 31, 1985; Hugh Poland Hall; replace Ms. Delores Hale Hughes
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Mr. Michael Gillilan	5,690	August 1, 1984-May 31, 1985; Pearce-Ford Tower; replace Mr. Kurt Crawford
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Ms. Mary K. Hornback	5,690	August 1, 1984-May 31, 1985; W. R. McCormack Hall; replace Ms. Katherine Taylor
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Mr. Thomas Young	5,700	August 1, 1984-May 31, 1985; Pearce-Ford Tower; replace Mr. Michael Hughes
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GRANTING OF TITLE

Office of Alumni Affairs

Mr. Jimmy Feix	n/a	September 8, 1984; grant title of Assistant Director of Alumni Affairs; half-time basis for 1984-85 and full-time basis for summer of 1985
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STAFF PROMOTIONS, REAPPOINTMENTS, AND/OR REASSIGNMENTS

College of Education

Mr. Robert B. Rascoe	24,900	August 16, 1984; reas- signed from full-time position as Staff Assistant in Teacher Admissions, Certifica- tion, and Student Teach- ing to half-time position as Coordinator of Under- graduate Programs in College of Education and half-time position as Coordinator of Teacher Placement in the Center for Career Planning, Academic Advisement, and Placement
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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STAFF PROMOTIONS, REAPPOINTMENTS, AND/OR REASSIGNMENTS
(continued)

Ogden College of Science,
Technology, and Health

Water Quality Laboratory:
Mr. Richard Walker

\$ 15,180

August 1, 1984; promote
from Lab Technician to
Manager

Center for Computer
and Informational Services

Mr. Jerry Harris

34,992

July 9, 1984; promote
from Systems
Programmer II to Director
of Systems and Programming

Business Affairs

Office of Internal Auditor:
Ms. Patricia M. Vincent

16,008

September 1, 1984;
promote from Senior
Secretary in Office of
Accounts and Budgetary
Control to Staff Assistant

Student Affairs

Athletics:

Mr. Timothy Moore

12,000

July 1, 1984; Assistant
Football Coach; change of
assignment; filled
position held by
Mr. Steve Brooks

Recreational Activities:
Ms. Debra Ann Cherwak

19,176

August 16, 1984; promote
from Assistant Director
to Associate Director

Mr. James E. Pickens

30,096

August 16, 1984; promote
from Assistant Director
to Director

Student Affairs (Housing,
Residence Hall Directors
and/or Assistant Directors):
Mr. Kurt Crawford

n/a

August 1, 1984; reassign
from Assistant Director
of Pearce-Ford Tower to
Assistant Director of
Barnes-Campbell Hall

Ms. Melissa Hagans

9,590

August 1, 1984; reassign
from Director of Florence
Schneider Hall to
Director of Bates-Runner
Hall

Mr. Michael D. Hughes

9,000

August 1, 1984; promote
from Assistant Director
of Pearce-Ford Tower to
Director of East Hall

Ms. Julie Kins

9,000

August 1, 1984; promote
from Assistant Director
of Central Hall to
Director of South Hall

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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STAFF PROMOTIONS, REAPPOINTMENTS, AND/OR REASSIGNMENTS
(continued)

Student Affairs (continued)

Student Affairs (Housing,
Residence Hall Directors
and/or Assistant Directors)
(continued)

Mr. Chris Lovorn	\$ 11,340	August 1, 1984; reappoint as Director of Pearce-Ford Tower
Ms. Janice McCarty	11,060	August 1, 1984; reassign from Director of Bates-Runner Hall to Director of W. R. McCormack Hall
Mr. Jeffrey Munroe	10,050	August 1, 1984; reassign from Director of East Hall to Director of Barnes-Campbell Hall
Ms. Cindy Spencer	9,588	August 1, 1984; reassign from Director of Potter Hall to Director of Central Hall
Ms. Katherine Taylor	n/a	August 1, 1984; reassign from Assistant Director of W. R. McCormack Hall to Assistant Director of Douglas Keen Hall
Ms. Mary Jane Watts	9,732	August 1, 1984; reappoint as Director of South Hall

SECRETARIAL AND CLERICAL STAFF APPOINTMENTS

College of Education

Military Science:

Ms. Betty Faye Harris	743 per month	July 16, 1984; Departmental Secretary; replace Mrs. Jackie Johnson
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Teacher Education:

Ms. Trena Lee Wilhoite	743 per month	August 6, 1984; Administrative Secretary; replace Ms. Penny Price
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Academic Services

Ms. Susan Railey Williams	995 per month	August 1, 1984; Principal Secretary; replace Mrs. Elda Walker
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Library Services:

Ms. Kim Watrous	757 per month	September 4, 1984; Library Assistant III in Department of Library Public Services; replace Mrs. Judy Burke
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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SECRETARIAL AND CLERICAL STAFF APPOINTMENTS
(continued)

Academic Affairs

Continuing Education Program: Ms. Teresa Montgomery Speth	\$ 707 per month	July 30, 1984; Secretary; replace Mrs. Cheryl Lynn Anderson
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Business Affairs

College Heights Bookstore: Mr. John Henry Bailey	4.35 per hour	July 9, 1984; Bookstore Clerk; replace Mr. Tom Washburn
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Physical Plant and Facilities Management: Mrs. Linda Vincent	960 per month	August 1, 1984; reemployed from Accounts and Budgetary Control as an Accounts Clerk; budgeted position
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Student Affairs

Office of Admissions: Ms. Sheryl Lynn Dawson	743 per month	July 23, 1984; Administrative Secretary; replace Ms. Brenda Nolan Soule
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Ms. Tessie Delores Dennis	743 per month	July 9, 1984; Administrative Secretary; replace Ms. Diane Lynn Higginbotham
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Office of the Registrar: Ms. Robyn G. Scott	707 per month	August 16, 1984; Registration Clerk; replace Ms. Pam Cosby
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Office of the Dean of Student Affairs: Ms. Wendy Wilder	938 per month	August 1, 1984; Principal Secretary; replace Mrs. Janice Smith
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Housing Office: Ms. Gayla Jeanette Foster	707 per month	July 23, 1984; General Clerk I; replace Ms. Nancy Shanklin
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SECRETARIAL AND CLERICAL PROMOTIONS,
REASSIGNMENTS, AND/OR RECLASSIFICATIONS

Potter College of Arts
and Humanities

Communication and Theatre: Mrs. Rita J. Finley	977 per month	July 1, 1984; reclassify from Senior Departmental Secretary to Senior Secretary
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Office of University Attorney

Mrs. Joan S. Oldham	977 per month	August 1, 1984; reclassify from Senior Administrative Secretary to Legal Secretary
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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SECRETARIAL AND CLERICAL PROMOTIONS,
REASSIGNMENTS AND/OR RECLASSIFICATIONS
(continued)

Academic Affairs

Office of Academic Computing
and Research Services:

Mrs. Brenda Jane Dickson	\$ 886 per month	July 23, 1984; transferred from Administrative Secretary in Ogden College Computer Laboratory and promoted to Data Files/Accounts Specialist
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Office of Continuing Education:

Mrs. Cheryl Lynn Anderson	757 per month	July 1, 1984; transferred from Secretary in Office of Continuing Education and promoted to Bookkeeper in Florence Schneider Continuing Education Center
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Cooperative Center for Study
in Britain and University Honors
Program:

Mrs. Vivian Jordan	758 per month	July 1, 1984; reassigned from International Programs and Projects to one-half time each as Administrative Secretary in Cooperative Center for Study in Britain and University Honors Program
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Business Affairs

Food Services:

Mrs. Teresa B. Bratcher	1,123 per month	August 16, 1984; reclassify from Senior Administrative Secretary to Catering and Sales Specialist
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Mrs. Kathleen Suzanne Cameron	869 per month	August 16, 1984; reclassify from Personnel Clerk to Senior Administrative Secretary
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College Heights Foundation:

Mrs. Nancy Snyder	1,077 per month	August 1, 1984; Principal Secretary; salary adjusted upward from \$1,036 to \$1,077 per month
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College Heights Bookstore:

Ms. Barbara Johnson	5.79 per hour	October 1, 1984; promote from Book Clerk to Senior Administrative Secretary
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RETIREMENT

Academic Services

Mrs. Elda M. Walker		August 7, 1984; Principal Secretary
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Student Affairs

Recreational Activities:

Mr. Frank Griffin		August 15, 1984; Director
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
STAFF RESIGNATIONS		
<u>College of Education</u>		
Military Science: Ms. Jackie Johnson		July 6, 1984; Departmental Secretary
Teacher Education: Ms. Penny Renee Price		August 28, 1984; Administrative Secretary
<u>Ogden College of Science, Technology, and Health</u>		
Water Quality Laboratory: Mr. Kevin Aldrich		September 14, 1984; Manager
<u>Academic Services</u>		
Library Services: Mrs. Judy Burke		August 21, 1984, Library Assistant III in Library Public Services
Mr. Reggie Dyché		August 2, 1984; Exhibits Technician in Library Special Collections
Media Services: Ms. Pamela B. Younglove		September 4, 1984; Operation's Clerk with WKYU-FM
<u>Academic Affairs</u>		
Mrs. Petrina H. White		July 31, 1984; Principal Secretary
<u>Business Affairs</u>		
College Heights Bookstore: Mrs. Margie Gibson		September 25, 1984; Senior Administrative Secretary
Personnel Services: Mrs. Marlene Wallace		August 31, 1984; Payroll Clerk
Print Shop: Ms. Dianna L. Blanton		September 13, 1984; Typesetter
<u>Student Affairs</u>		
Office of Admissions: Mrs. Brenda Nolan Soule		July 10, 1984; Administrative Secretary
Athletics: Ms. Terrie Ann Castle		August 10, 1984; Assistant Athletic Trainer
Ms. Mary Christine Earnhardt		August 15, 1984; Women's Assistant Basketball Coach
Registrar's Office: Mrs. Pam Cosby		July 31, 1984; Extension Campus Registration Clerk
Office of the Dean of Student Affairs: Mrs. Janice F. Smith		July 27, 1984; Principal Secretary

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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STAFF RESIGNATIONS
(continued)

Student Affairs (continued)

Housing:

Ms. Nancy C. Shanklin

August 31, 1984; Clerk I
in Housing Office

Mr. William H. Edmiston, Jr.

August 2, 1984; Assistant
Director of
Barnes-Campbell Hall

Ms. Mary Jane Watts

July 31, 1984; Director
of South Hall

PERSONNEL CHANGES
(Supplemental List)

(Subsequent to Meeting of Board of Regents on June 22, 1984)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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Part I. Faculty Personnel Changes

APPOINTMENTS

Bowling Green College of
Business Administration

Dr. Robert A. Hershbarger	\$ 58,000	October 1, 1984; Dean; replace Dr. Robert Nelson; rank of Professor in Department of Finance and Management Information Systems with tenure on the departmental faculty
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College of Education

Psychology:

Ms. Virginia A. Pfohl	16,000	August 16, 1984, through August 15, 1985; one-year appointment; Instructor; replace Dr. Retta Poe
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Teacher Education:

Ms. Barbara A. Dyas	20,004	August 16, 1984, through August 15, 1985; one-year appointment; Instructor; replace Dr. Marsha Roit
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ADJUNCT PROFESSORS APPOINTMENT

Ogden College of Science,
Technology, and Health

Biology:

Ms. Madeline Anne Ivosevic Oetinger		1984-85 school year
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ADJUNCT PROFESSORS REAPPOINTMENTS

Ogden College of Science,
Technology, and Health

Biology:

Ms. Barbara Bracewell Albert		1984-85 school year
Dr. Richard Buchanan		1984-85 school year
Ms. Marti Cope		1984-85 school year
Ms. Judy Davis		1984-85 school year
Mrs. Laverne Floyd		1984-85 school year
Ms. Astrid Force		1984-85 school year
Mr. James F. Glahn		1984-85 school year
Ms. Mary Alice Hamner		1984-85 school year
Mr. Jon Heisterberg		1984-85 school year
Ms. Helen Layman		1984-85 school year
Ms. Mellodee Masterson		1984-85 school year
Mr. Donald F. Mott		1984-85 school year
Dr. David Orrahood		1984-85 school year
Dr. J. R. Roush		1984-85 school year
Ms. Elinor Rushing		1984-85 school year
Mr. Allen Stickley, Jr.		1984-85 school year

Chemistry:

Dr. Francis P. Byrne		1984-85 school year
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Physics and Astronomy:

Dr. Thomas J. Bohuski		1984-85 school year
Dr. Martin Longmire		1984-85 school year

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
CHANGE IN SABBATICAL LEAVE		
<u>Potter College of Arts and Humanities</u>		
English:		
Dr. Joseph A. Glaser		request change of sabbatical leave from 1984 fall semester to 1985 fall semester

RESIGNATIONS

<u>College of Education:</u>		
Psychology:		
Dr. Retta E. Poe		August 15, 1984; Associate Professor
Teacher Education:		
Dr. Marsha L. Roit		August 15, 1984; Assistant Professor
<u>Academic Services</u>		
Media Services:		
Mr. Mark A. Vogelzang		September 10, 1984; Instructor and Program Manager of WKYU-FM

RETIREMENT

<u>Ogden College of Science, Technology, and Health</u>		
Industrial and Engineering Technology:		
Mr. Jeff Crisp, Jr.		December 31, 1984; Assistant Professor

Part II. Other Personnel Changes

TEMPORARY -- GRANT FUNDED

<u>Bowling Green College of Business Administration</u>		
Mr. Richard S. Horn	\$ 21,828	August 20, 1984; Director of Small Business Development Center; replace Mr. Jon Ford
<u>College of Education</u>		
Center for Career and Vocational Teacher Education:		
Ms. Ann R. Willett	2,000 per month	September 1, 1984, through February 28, 1985, full-time basis; half-time basis at \$1,000 per month for period March 1-June 30, 1985; Coordinator
Office of Educational Research and Development:		
Mr. Mark E. Pitcock	2,000 per month	August 16, 1984, through May 15, 1985; Computer Programmer

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
<u>Ogden College of Science, Technology, and Health</u>		
Health and Safety:		
Mr. Merlin J. Hogan	\$ 2,287 per month	September 1-December 31, 1984; reappointed as Program Manager
Ms. Joyce Fay Phillips	867 per month	September 1-December 31, 1984; reappointed as Office Specialist
<u>Academic Affairs</u>		
Cooperative Education Center:		
Ms. Teresa Lea Smith	743 per month	September 4, 1984; Administrative Secretary; budgeted position
Special Services Program:		
Ms. Carolyn Kay Alexander	16,927	September 1, 1984; reappointed as Counselor; ten months' employment
Mr. Kenneth A. Dyrsen	17,447	September 1, 1984; reappointed as Counselor; 10-1/2 months' employment
Ms. Judith W. Rust	18,224	September 1, 1984; Director; 10-1/2 months' employment
STAFF APPOINTMENT		
<u>Academic Affairs</u>		
Academic Computing and Research Services:		
Mr. Stephen Christopher Speth	20,496	August 16, 1984; Systems Programmer; budgeted position
SECRETARIAL AND CLERICAL REASSIGNMENTS		
<u>Business Affairs</u>		
Accounts and Budgetary Control:		
Mrs. Diana Jones	no change	September 10, 1984; transfer from position of Research Clerk in Institutional Research to Senior Accounts Clerk in Cashier's Office
Personnel Services:		
Ms. Laura A. Faith	819 per month	September 17, 1984; transfer from position of Account Assistant in Credit Union to Payroll Clerk in area of Payroll

President Zacharias noted that the recommended personnel changes contain a recommendation for approval of the appointment of the new dean in the Bowling Green College of Business Administration.

Mr. Smith moved and Mr. Cook seconded the approval of the recommended personnel actions. The roll call vote follows:

Aye: Butler, Clark, Cook, Iracane, Judd, Page, Palmore, Smith, Wilson

Pass: Miller

Nay: None

AGENDA ITEM 9 - Report by the President. The following informational items were provided to the members of the Board as a report from the President:

- 9.1 Report on Strategic Planning Document
- 9.2 Report of Development Funds Gifts (7/1/83 - 6/30/84)
- 9.3 Faculty/Staff Gifts and Contributions
- 9.4 Use of the Unrestricted Development Funds (1983-84)
- 9.5 Annual Report - Office of Sponsored Programs
- 9.6 Cooperative Agreement - Murray State University and Western Kentucky University
- 9.7 Physical Plant Activities (1983-84)

Note: The above items were a part of the agenda packet and are filed with the Board's official files.

As a part of the report by the President, Dr. Zacharias:

+ Referred to the Cooperative Agreement with Murray State University, and stated, "We are not trying to make any kind of spectacular prediction about millions of dollars saved or anything of that nature, but rather, we want to establish a tone of cooperation and mutual effort to deliver educational services to this area of the state." Dr. Zacharias asked the Board to review the specifics of the agreement and offer any suggestions that would enhance the relationship of the two institutions.

Chairman Iracane commended Dr. Zacharias and Western for taking a leadership role in attempting to dilute any kind of duplication of services in the western Kentucky area by working with Murray State University on a cooperative basis. Mr. Iracane felt the tone set by Western was a very positive note, adding, "I hope the State looks upon this document as a format or a tone that we are attempting to work cooperatively with Murray State University in the elimination of any kind of duplication of services within the western Kentucky region."

+ Called attention to the document on "Strategic Planning" and noted its importance to the life of Western Kentucky University and invited the Board to share with him any suggestions they would have regarding ways in which they feel the university should go in the future. The Strategic Planning Document, Dr. Zacharias noted, would change as it undergoes further stages of review by various units at the University.

+ Related to the Radio Sports Network, President Zacharias told the Board that negotiations are currently under way. In accordance with the current contract, there is an option for extending the agreement for another three years. A report of those negotiations should be available for the next Board meeting. It was noted that the women's basketball team lost radio coverage provided by KQ-101 when the station was sold. Negotiations are also under way with the current contract holder to obtain broadcast coverage of all the 1984-85 women's basketball games. Dr. Zacharias stated, "We are very optimistic that we will be able to work out something whereby all of Western's women's basketball games for 1984-85 will be broadcast; however, that is not final."

+ Called attention to the Report on Faculty/Staff Gifts and Contributions found on page 78 of the agenda materials. The President noted that for the first time in the history of Western Kentucky University, the College Heights Foundation, the Hilltopper Hundred Club, and the Development Office had gifts (cash and non-cash) totaling over one million dollars. Dr. Zacharias said, "Despite the two percent salary increase to the faculty and staff and administrators of this University, I want you to note the generosity of the people who are employed here. We have, to the three units mentioned earlier—the College Heights Foundation, the Hilltopper Hundred Club, and the Development Office—a combined total of 741 individual gifts from the faculty, staff, and administration of Western Kentucky University for a grand total of \$41,000 to those three areas." Dr. Zacharias pointed out the significance of the gifts from the Western employees when appealing to foundations and other outside individuals for resources.

Chairman Iracane stated, "The fact that our people—our faculty and staff—care and are concerned plays an important role. The financial commitment made by the Western staff back to their employer is very noteworthy."

+ Reviewed the report on the Use of Unrestricted Development Funds for 1983-84 noting that a wide range of gifts to the University had brought about the opportunity to provide support for a lot of very significant activities on campus that otherwise probably could not have been supported. A total of \$33,000 was distributed last year, and it is anticipated that a similar amount will be available for distribution this year.

+ Reviewed the Annual Report for the Office of Sponsored Programs and reported that again, despite the scarcity of federal and state dollars, the total grants and contracts for 1984 is about \$500,000 more than the previous year. Ninety of the 137 proposals written were funded.

+ Recognized and commended the Physical Plant employees for the significant contributions made to the University during the extraordinary chain of events that occurred beginning with Christmas Day, 1983, when due to a power failure, a major freeze resulted in a disaster in the residence halls. A series of fires in the Ivan Wilson Center for Fine Arts followed that resulted in additional work. Dr. Zacharias publicly recognized Mr. Owen Lawson, Director of the Physical Plant and Facilities Management, for the superb service and leadership provided during the emergency conditions and asked that he convey the appreciation of the University and of the Board of Regents to each employee who assisted during these emergency situations.

AGENDA ITEM 10 - Other Business - Recommendation to adopt a resolution as a result of contracts with the United States Department of Defense.

RECOMMENDATION:

President Zacharias recommends approval of the resolution required as a result of contracts with the United States Department of Defense.

BACKGROUND:

It is necessary for the Board of Regents to pass a resolution each time there is a change in membership. The University must then report this action to the Office of Industrial Security of the United States Government.

Mr. Cook moved and Mr. Page seconded the approval of the resolution which follows. The motion carried by voice vote.

INDUSTRIAL SECURITY 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, Offices 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 Government of Defense or other User Agencies of the United States Government that may be awarded to Western Kentucky University, the following persons, holding the position indicated, 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>
Donald W. Zacharias	President
Paul B. Cook	Assistant to the President for Resources Management and Director of the Budget
Robert V. Haynes	Vice President for Academic Affairs
Harry K. Largen	Vice President for Business Affairs
John D. Minton	Vice President for Student Affairs

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 the following named 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.

BOARD OF REGENTS


<u>Name</u>	<u>Title</u>
Mr. Joseph Iracane	Chairman
Mr. Ronald W. Clark	Vice Chairman
Mrs. Mary Ellen Miller	Faculty Regent
Mr. Jack Smith	Student Regent
Mr. Danny Butler	Regent
Mr. Joseph A. Cook II	Regent
Mrs. Patsy Judd	Regent
Mr. J. Anthony Page	Regent
Judge John S. Palmore	Regent
Mrs. Hughlyne P. Wilson	Regent


Under other business, Mr. Cook called attention to a recently published article whereby Western Kentucky University ranked fourth in the nation for attendance at women's basketball games last season. Mr. Cook felt that recognition was worthy of note in the minutes of the Board.


There being no further business, the meeting adjourned at approximately 11:05 a.m.

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in a regular meeting held on September 8, 1984, 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, 61.820, and 61.825 (enacted as Sections 2,3,4, and 5 of House Bill 100, 1974 Regular Sessions, General Assembly).


Joseph Iracane, Chairman


Elizabeth W. Esters, Secretary


Elizabeth W. Esters, Secretary