

MINUTES OF MEETING OF BOARD OF REGENTS

WESTERN KENTUCKY UNIVERSITY

January 26, 1985

In accordance with the previously published schedule of regular meetings as amended by timely and properly given notice, the first quarterly meeting of the Board of Regents of Western Kentucky University was held on Saturday, January 26, 1985, at 9 a.m., CST, in the California Room of the Executive Inn-Rivermont in Owensboro, Kentucky. 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 - Disposition of minutes of regular meeting of November 10, 1984. The minutes were presented by Chairman Iracane. Motion was made by Mr. Cook and seconded by Mr. Page that the minutes be approved as submitted inasmuch as copies had been mailed to the members prior to the meeting. 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 - Committee reports:

Academics Committee - Mrs. Judd, Chairman; Mr. Cook; Mrs. Miller; Mrs. Wilson; Judge Palmore -No report.

Athletics Committee - Mr. Clark, Chairman; Mr. Cook; Mr. Page; Mr. Butler, and Judge Palmore Noting that the committee had not met, Mr. Clark asked President Zacharias to report on the highlights of the annual NCAA Convention in Tennessee.

Dr. Zacharias reported that in addition to himself the meeting was attended by Dr. John Minton, Mr. John Oldham, Mr. William Bivin, and Mr. Jim Richards. Representatives of the Sun Belt Conference met prior to the start of the convention. There were three university presidents from the Sun Belt Conference, along with three faculty representatives, who met one evening to talk about issues in the Sun Belt Conference itself. "The Sun Belt Conference," Dr. Zacharias noted, "seems to be in good health. There is a spirit of cooperation, and I think it would be safe to say in all of the NCAA, as well as the Sun Belt, that presidents are taking a more active role in deciding the outcome of major policy questions. I think you saw that reflected in the NCAA business for the first time. This was the first year that the Presidents Commission has been in operation, and many of their recommendations made before the convention were passed by the delegates; and, specifically, I would point to one of the issues that we discussed regarding the number of sports in which a university is required to have competition in order to qualify for Division I. (That is the division, as you know, in which we participate.) The previous legislation at the time of the convention was that each institution would be required to field eight sports for men and eight sports for women. There was a motion to amend it, and after a very spirited debate and a couple of efforts to overturn the vote, the major private universities, several of us in the Sun Belt, and several members of the OVC were successful in getting it changed to six and six, effective 1986. Division I-A football, or large university football programs, voted to keep eight which was something they were permitted to do." The President felt that was a major change that had taken about three years to pass.

Dr. Zacharias stated, "through the work of the Presidents Commission and several of the conference commissioners, there was a motion passed that will give each area—that is, Division I and Division I-AA—more autonomy in determining their own destinies." Dr. Zacharias felt that was healthy for everybody. He noted there was a threat that if this did not occur, some institutions would pull out of the NCAA and form a kind of fourth position. Everyone felt that would not be good for intercollegiate athletics.

In addition to the above report by President Zacharias, Dr John Minton reported on two items that he felt the Board would need to know as they read about the convention. 1) He noted that in addition to Division I-A, which is the big football powers eluded to by President Zacharias, there is a Division I-AA, the institutions that have football with limitations below the ninety-five, and a third division that is called Division I-AAA made up of the basketball powers and the private schools. Western Kentucky University, he noted, is in Division I-AA while the other Sun Belt schools are in I-AAA. So, Western really is in two divisions, and when you see the term I-AAA, know that they are referring to the Division I schools that have only basketball as their major sport. 2) The other item had to do with several of the conferences being forced from I-A to I-AA. Last year the scholarships were reduced from seventy-five to seventy. There was a proposal this year to increase the number back to seventy-five which was defeated by about four votes the first time and by a one-vote margin was reconsidered the next day. It was sustained by one vote. Dr. Minton stated that as schools are forced from Division I-A down to I-AA that will be an issue.

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

Finance and Investment Committee - Mr. Cook, Chairman; Mrs. Judd; Mrs. Miller, and Mr. Page - No report. Mr. Cook noted that the audit reports would be discussed later in the agenda.

International Education Committee - Mrs. Miller, Chairman; Mrs. Judd; Mr. Smith; Mrs. Wilson; Mr. Butler, and Dr. Petersen, Staff - No report.

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

AGENDA ITEM 5 - Recommendation for approval of the program compliance audit for various financial aid programs, the audit of all other Federal awards, and the audit of the Corporation for Public Broadcasting grant for the 1983-84 fiscal year.

RECOMMENDATION:

President Zacharias recommends approval of the program compliance audit for various financial aid programs, the audit of all other Federal awards, and the audit of the Corporation for Public Broadcasting grant, for the 1983-84 fiscal year.

Secretary's Note:

The referred-to reports listed below were provided to members of the Board and are filed with the Board's official files.

1. National Direct Student Loan Program, College Work Study Program, Supplemental Educational Opportunity Grants Program, Pell Grant Program, Guaranteed Student Loan Program (Including Plus Program) - Year Ended June 30, 1984
2. Grant Awards, Year Ended June 30, 1984
3. WKYU-FM Radio (Including Instructional Television Activity) A Public Telecommunications Entity Operated by Western Kentucky University - Financial Report Year Ended June 30, 1984

Background:

University financial statements were audited by James R. Meany and Associates, Certified Public Accountants, and their audit report was presented to the Board at the meeting on November 10, 1984.

A program compliance audit is made annually of the National Direct Student Loan Program, College Work-Study Program, Supplemental Educational Opportunity Grant Program, and the Pell Grant Program. Effective with the 1983-84 fiscal year, the Federal Government required a separate audit of all other Federal awards. The Corporation for Public Broadcasting is an independent agency and they require a separate audit report.

Mr. Cook asked President Zacharias and Mr. Largen for background information and the basic purpose of the audit reports. President Zacharias briefly explained each report of the three audit reports given to the Board. The key points, he felt, were the statements by the auditors indicating they found the University to be operated appropriately and that the statements were valid insofar as they had investigated.

Mr. Largen pointed out that, in the case of telecommunications, the Corporation for Public Broadcasting had asked that telecommunications be treated as a separate entity; therefore, all the activities related to public telecommunication on campus have been included. It was noted that contributions from outside sources for the period which ended June 30, 1984, were about \$90,000 as compared to \$71,000 in the previous year.

Mr. Cook stated, "From my review of it we are progressing financially within that program of the university. I think it is a very important program and am pleased to see that we are continuing in a progressive manner."

Because there were three audit reports, Mr. Cook suggested that the Board consider them separately for approval. A motion to accept the audit of the Public Broadcasting grant for the 1983-84 fiscal year was made by Mr. Cook and seconded by Judge Palmore. The motion passed by voice vote.

Responding to a question regarding the requirement for a roll call vote, Parliamentarian Bivin stated "statutorily you only have to call the roll if somebody requests it. You need six affirmative votes to authorize expenditure of money. Those are the only statutory requirements. The Board's Bylaws do require the calling of the roll for the expenditure of money authorization so that the six votes will be recorded."

The program compliance audit for various financial aid programs and the audit of all other Federal awards were reviewed next by Dr. Zacharias and Harry Largen, Vice President for Business Affairs. President Zacharias noted the audit on federal financial aid was probably the most complicated one, requiring an examination simply because the federal financial guidelines are very complex.

Mr. Cook pointed out that the federal grant and federal loan areas are among the most important financial functions of the University because they are a source of funding that is very near and dear to the heart of the university and to all universities across the country—it allows the students to receive assistance in completing their higher education. Mr. Cook stated, "In terms of our administration of this, I can say that our staff administers these funds about as well as anyone in the country does, if not better." President Zacharias reported that the University hopes to, sometime in the near future, purchase some additional software to assist in the whole process of auditing individual accounts. That is one of the items which requires waiting for the adequate funds to be available for purchase.

The third audit report involves grant awards to the university and directed by faculty and staff members at the institution. Specific information related to the grants is detailed in the audit. President Zacharias stated, "This represents the efforts of numerous faculty and staff members to bring additional resources to the university for a variety of purposes, and they are all listed in the grant activity. There continues to be a larger

amount despite the fact that grants are getting harder and harder to come by, particularly federal grants." This is the first time this audit report has been required by federal sources, and the audit indicates Western's compliance with OMB Circular A-110 and A-21.

Mr. Cook moved approval of the compliance audit for various financial aid programs and the audit of all other Federal awards. The motion was seconded by Mrs. Miller and passed by voice vote.

AGENDA ITEM 6 - Recommendation for adoption of a resolution authorizing the sale of surplus livestock and other personal property which has been identified in information provided to the Board.

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. 20, pages 10-15, and declarations Nos. 22 through 28, 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 I.

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

Ordered this 26th day of January, 1985.

Mr. Page moved and Mr. Smith seconded the adoption of the above resolution. The motion carried by voice vote.

AGENDA ITEM 7 - Recommendation for the approval of a policy regarding the authority to sell university livestock.

RECOMMENDATION:

President Zacharias recommends that the following policy be adopted regarding the authority to sell university livestock:

- 1.0 Livestock owned by Western Kentucky University is hereby declared surplus to the University's needs and may be sold immediately when the President or his designee determines that quick sale is in the University's best interest because of one or more of the following conditions:
 - 1.1 injury to animal(s) as a result of accident;
 - 1.2 diseased animal(s);
 - 1.3 donated livestock of limited value;
 - 1.4 unexpected rapid gain of weight by animal;
 - 1.5 dramatic fluctuations in market prices of livestock.
- 2.0 Sales of livestock under this delegation of authority will be limited to a market value of \$5,000 per animal.
- 3.0 The present system of providing an inventory of university livestock, with explanation of all disposals, will continue unchanged.

Background:

The meeting schedule of the Board of Regents is such that the University will sometimes lose substantial value if an animal can't be sold without a prior specific resolution by the Board.

This limited authorization gives management discretion but retains inventory and record accountability.

Motion for adoption of the policy regarding the authority to sell university livestock was made by Mr. Cook, seconded by Mrs. Wilson, and passed by voice vote.

AGENDA ITEM 8 - Presentation of the personnel changes since November 10, 1984.

RECOMMENDATION:

President Zacharias recommends that the Board of Regents approve the recommended personnel changes which have transpired since the meeting of the Board of Regents on November 10, 1984.

(The personnel changes are listed in the next nine pages.)

PERSONNEL CHANGES
(Subsequent to Meeting of Board of Regents on November 10, 1984)

Part I. Faculty Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
APPOINTMENTS		
<u>Ogden College of Science, Technology, and Health</u>		
Nursing:		
Mrs. Victoria M. Bradley	\$ 8,500	January 1, 1985; one-semester appointment; Instructor; Coordinator of Independent Study and Nursing Skills Laboratory; previously employed on part-time basis for 1984-85 academic year
<u>Academic Services</u>		
Library Services:		
Ms. Donna L. Gilton	16,260	December 3, 1984; Assistant Professor in Department of Library Public Services; twelve months' basis; replace Ms. Patricia Bowen
Ms. Julie A. Riesenweber	16,248	January 1, 1985; Museum Registrar/Instructor; Department of Library Special Collections; twelve months' basis; replace Ms. Deborah Smith
PART-TIME FACULTY		
<u>Ogden College of Science, Technology, and Health</u>		
Chemistry:		
Dr. Deborah W. Kuehn	5,625	1985 spring semester only; Visiting Assistant Professor; part-time basis; budgeted position
REAPPOINTMENT		
<u>Ogden College of Science, Technology, and Health</u>		
Nursing:		
Mrs. Linda W. Clark	9,250	1985 spring semester only; Assistant Professor; budgeted position
REASSIGNMENTS		
<u>Ogden College of Science Technology, and Health</u>		
Biology:		
Dr. Jeff H. Jenkins	n/a	August 16, 1985; requests to be reassigned from position as head of department to full-time faculty status

Part I. Faculty Personnel Changes (continued)

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

Chemistry:

Dr. Laurence J. Boucher

n/a

August 16, 1985; requests to be reassigned from position as department head to full-time faculty status

LEAVES OF ABSENCE

Academic Services

Library Services:

Mrs. Bette Joe McGown

January 1 through August 15, 1985; requests leave of absence without pay for health reasons from position as Instructor in Library Automation and Technical Services

College of Education

Educational Leadership:

Dr. H. Philip Constans

January 1 through August 15, 1985; requests leave of absence without pay for health reasons

RESIGNATIONS

Ogden College of Science,
Technology, and Health

Allied Health:

Ms. Nancy Davis Forshee

December 20, 1984; part-time instructor in Dental Hygiene

Academic Services

Library Services:

Mr. Douglas M. Nesbit

August 15, 1985; Instructor in Department of Library Special Collections

RETIREMENTS

College of Education

Educational Leadership:

Dr. Dorothy E. Reeves

December 31, 1984; Professor

Academic Services

Dr. Earl Wassom

April 1, 1985; Assistant Dean of Academic Services and Director of University Library Services

Part I. Faculty Personnel Changes (continued)

Name Effective Date and Remarks

SABBATICAL LEAVES OF ABSENCE

Bowling Green College of
Business Administration

Economics:

Dr. Kenneth T. Cann 1985 fall semester
Dr. William W. Davis 1986 spring semester

College of Education

Psychology:

Dr. Livingston Alexander 1985-86 academic year

Teacher Education:

Dr. Jefferson D. Caskey 1985 fall semester
Dr. Robert Panchyshyn 1986 spring semester

Ogden College of Science,
Technology, and Health

Agriculture:

Dr. David M. Coffey 1985 fall semester

Biology:

Dr. Thomas P. Coohill 1985-86 academic year
Dr. Blaine R. Ferrell 1985 fall semester

Chemistry:

Mr. Larry Clay Byrd 1986 spring semester

Geography and Geology:

Dr. S. Reza Ahsan 1985 fall semester
Dr. C. Ronald Seeger* 1985-86 academic year

Industrial and Engineering
Technology:

Mr. William R. Moore 1986 spring semester

Mathematics:

Ms. Patsy I. Hooper 1985 fall semester
Dr. Pauline Lowman 1985-86 academic year

Potter College of
Arts and Humanities

Art:

Mr. Charles H. Forrester 1985 fall semester

Communication and Theatre:

Dr. W. Jackson Kesler 1985 fall semester
Dr. Dale R. Wicklander 1986 spring semester

English:

Dr. James S. Flynn 1986 spring semester
Dr. Charmaine A. Mosby 1986 spring semester

History:

Dr. Richard D. Weigel 1986 spring semester

*Contingent upon receipt of Fulbright Award

Part I. Faculty Personnel Changes (continued)

Name

Effective Date and Remarks

SABBATICAL LEAVES OF ABSENCE
(continued)

Potter College of
Arts and Humanities (continued)

Modern Languages and
Intercultural Studies:

Dr. Douglas A. Kibbee
Dr. Robert L. Martin

1985-86 academic year
1986 spring semester

Music:

Dr. Dwight R. Pounds

1986 spring semester

Philosophy and Religion:

Dr. Joseph L. Trafton

1985-86 academic year

ADMINISTRATIVE SABBATICAL LEAVES

College of Education

Dr. J. T. Sandefur

1985 summer session

Ogden College of Science,
Technology, and Health

Biology:

Dr. Gary E. Dillard

1985 fall semester

Chemistry:

Dr. Laurence J. Boucher
Dr. William G. Lloyd

1985 fall semester
1985 fall semester

Potter College of
Arts and Humanities

Mr. John Warren Oakes

1985 summer session

Academic Affairs

Public Service and
Continuing Education:

Dr. Carl P. Chelf*

August-October, 1985

*Contingent upon receipt of Fulbright Award.

Part II. Other Personnel Changes

TEMPORARY -- GRANT FUNDED

College of Education

Teacher Education:

Ms. Patricia Shanahan \$ 1,041 per month December 1 through December 31, 1984; CDA Training Supervisor

Training and Technical Assistance Services:

Ms. Kenan S. Bitterling 14,000 Decmeber 1, 1984, through September 30, 1985; Health Specialist

Ms. Sallie Sumilhig 800 per month December 1, 1984, through May 31, 1985; Teacher/ Classroom Coordinator in the Head Start Program

Ms. Cynthia C. Thomason 743 per month November 15, 1984; Bookkeeper

Public Service and Continuing Education

Cooperative Education Center:

Ms. Neva B. Gielow 1,250 per month December 1, 1984, through June 30, 1985; reassigned from part time to full time as Coordinator

STAFF APPOINTMENTS

Academic Services

Library Services:

Mr. Howard E. Newton 868 per month January 2, 1985; Exhibits Technician in Library Special Collections; replace Mr. Reggie Dyche

Student Affairs

Scholastic Development (Office of the Registrar):

Mrs. Marlice P. Cox 17,508 December 3, 1984; Assistant to the Registrar; replace Mr. James Mills

Housing:

Mr. Gregory Vincent 5,700 January 2, 1985; Assistant Director of Barnes-Campbell Hall; ten months' basis; replace Mr. Kurt Crawford

STAFF PROMOTION, REASSIGNMENT, AND/OR SALARY ADJUSTMENT

Student Affairs

Scholastic Development (Office of the Registrar):

Mrs. Marleen N. Murphy 17,508 December 1, 1984; salary adjustment in order to balance professional positions in the office

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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STAFF PROMOTION, REASSIGNMENT, AND/OR SALARY ADJUSTMENT
(continued)

Student Affairs (continued)

Housing:

Mr. Kurt H. Crawford	\$ 9,000	December 1, 1984; promoted from Assistant Director of Barnes-Campbell Hall to Director of Douglas Keen Hall; ten months' basis
Mr. David W. Parrott	11,800	November 23, 1984; reassigned from Director of Douglas Keen Hall to Director of Pearce-Ford Tower

SECRETARIAL AND CLERICAL STAFF APPOINTMENTS

Bowling Green College
of Business Administration

Management and Marketing:
Mrs. Marla Lynn Williams

921
per month

January 7, 1985; Senior Departmental Secretary; replace Ms. Elizabeth Gilmartin

Business Affairs

Physical Plant and
Facilities Management:
Ms. Evelyn Gail Drake

803
per month

January 2, 1985; Work Control Center Clerk; replace Mrs. Sue Borders

College Heights Foundation

Miss Marsha Lynn Reynolds

803
per month

January 2, 1985; temporary basis as Senior Administrative Secretary; budgeted position; Western reimbursed by College Heights Foundation Operating Division

Student Affairs

Office of the Dean of Student Affairs:
Ms. Joan May Dupont

743
per month

January 2, 1985; Administrative Secretary; replace Ms. Patricia Sue Hale

STAFF RESIGNATIONS

Academic Services

Media Services:
Mr. Peter M. Bryant

February 28, 1985; Producer/Announcer, WKYU-FM

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)

Bowling Green College of
Business Administration

Management and Marketing:
Ms. Elizabeth Ann Gilmartin

January 11, 1985; Senior
Departmental Secretary

Business Affairs

Personnel Services:
Ms. Colette W. Hardy

January 3, 1985;
Personnel Clerk

Student Financial Aid:
Ms. Martha E. White

January 24, 1985;
Financial Aid Clerk

Student Affairs

Scholastic Development
(Office of the Registrar):
Ms. Rosalie Ashley

January 9, 1985; Recorder

Athletics:
Mr. Barry Timothy Moore

January 1, 1985;
Assistant Football Coach

SALARY INCREMENTS

<u>Student Affairs</u>	<u>1984 Salary</u>	<u>1985 Salary</u>
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Athletics (Football
Coaching Staff):

(Anniversary date of Appointment is January 1. Recommended salary increases are for the 1985 calendar year.)

Michael L. Cassity Assistant Coach	\$ 21,504	\$ 21,936
David W. Culley Assistant Coach	24,000	24,480
Robert L. Harris Assistant Coach	11,004	11,232
Donald W. Powers Assistant Head Coach	36,000	36,720
David T. Roberts Head Coach	45,000	45,900
Steven R. Shankweiler Assistant Coach	28,008	28,572

PERSONNEL CHANGES
(Supplemental List)
(Subsequent to Meeting of Board of Regents on November 10, 1984)

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

APPOINTMENT

College of Education

Teacher Education:

Ms. Jane R. Wilkinson

\$ 7,500

1985 spring semester only;
replace Ms. Jeniece Nelson
who is on leave of absence

SABBATICAL LEAVE

Potter College of
Arts and Humanities

Modern Languages and
Intercultural Studies:

Dr. Thomas P. Baldwin

1985 fall semester

RESIGNATION

Academic Services

Media Services:

Ms. Mary Ann Jennings

February 18, 1985;
Instructor and News
Director with WKYU-FM
Radio Station

Part II. Other Personnel Changes

TEMPORARY -- GRANT FUNDED

College of Education

Center for Mathematics, Science,
and Environmental Education:

Ms. Deborah Kay Sears

975
per month

January 2 through
October 1, 1985; Staff
Assistant

Training and Technical
Assistance Services:

Mr. Michael D. Gramling

800
per month

January 14, 1985;
Teacher, working with both
Head Start and Day Care
Programs

Mr. Frederick L. Hunt

1,700
per month

January 1 through
September 30, 1985; State
Coordinator--North Carolina

Mr. Johnny M. King

1,360
per month

January 1 through
September 30, 1985; State
Coordinator--Kentucky

Mr. Louis Rabinowitz

1,700
per month

December 22, 1984,
through September 30, 1985;
State Coordinator--Tennessee

Part II. Other Personnel Changes (continued)

STAFF APPOINTMENT

Business Affairs

Personnel Services (Credit Union):

Ms. Joannie T. Evans \$ 11,200

January 1, 1985; Marketing Coordinator; University to be reimbursed 100 percent by Credit Union

CLERICAL APPOINTMENT

Business Affairs

Personnel Services:

Mrs. Elizabeth T. Campbell 743
per month

January 16, 1985; Personnel Clerk; replace Mrs. Colette W. Hardy

Student Affairs

Office of the Registrar:

Ms. Joyce Ann Meredith 707
per month

January 21, 1985; Recorder; replaces Ms. Rosalie Ashley

REASSIGNMENT

Business Affairs

Student Financial Aid:

Ms. Teresa Lynne Swetmon no change

January 7, 1985; reassigned from Applications Clerk to Financial Aid Clerk

RESIGNATION

Business Affairs

Student Financial Aid:

Ms. Kimberly Littlefield

February 6, 1985; Student Employment Clerk

RETIREMENT

Business Affairs

Accounts and Budgetary Control:

Mr. Harold P. Smith

August 1, 1985; Director

Physical Plant and Facilities Management:

Mrs. Martha Jackson

March 31, 1985; Order Clerk

Chairman Iracane presented the personnel recommendation for discussion. President Zacharias pointed out that the recommendations contain the recommended sabbatical leaves of absence. A request came from Mr. Cook that the Board be furnished with a very short synopsis of the scholarly activity that would be taking place during the sabbatical leaves.

Motion for approval of the recommended personnel changes as submitted was made by Mr. Clark and seconded by Mr. Page. The roll call vote follows:

Aye: Butler, Clark, Cook, Iracane, Judd, Miller (on appointments),
Page, Palmore, Smith, Wilson

Nay: None

Pass: Miller (on compensation)

AGENDA ITEM 9 - Presentation of recommendations to the President from the Vice President for Academic Affairs.

RECOMMENDATION:

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

9.1 Items from the Academic Council:

- (1) A proposal for Certification Endorsement in the Area of Gifted and Talented Education (Department of Teacher Education)

Background:

Although the specific duties and responsibilities of teachers of gifted and talented students vary among school districts, teachers must be prepared to teach gifted and talented students, to coordinate activities for the identified gifted and talented students across the curriculum and on a longitudinal basis, and to serve as a resource person to regular classroom teachers and to school administrators and supervisory personnel. This proposed program in the area of Gifted and Talented Education is designed to prepare teachers to meet these needs. This certification endorsement has been authorized by the State Board of Education.

There will be no need for additional faculty or facilities.

- (2) Proposal for Certification Endorsement for Teaching English as a Second Language (Department of English)

Background:

The program for this endorsement is designed to supplement the requirements of the teaching majors and minors in English and foreign languages and the major in Elementary Education. Courses in this program do not duplicate those of any other program.

The number of international students in the public schools of the area and the state is increasing steadily, primarily because of the influx of refugees. This program, therefore, meets the need to train teachers to deal with the language problems of foreign students. This certification endorsement has been authorized by the State Board of Education.

There will be no need for additional faculty or facilities.

- (3) Proposed revisions in the Charter of the Academic Council of Western Kentucky University.

Background:

The proposed revision in the Charter of the Academic Council provides a Chair of the Council elected annually from the elected faculty representatives to the Council. Therefore, this body would henceforth make recommendations to the Vice President for Academic Affairs regarding policies pertaining to the curriculum and to scholastic regulations. Subsequently, the Vice President for Academic Affairs will make recommendations to the President.

A change in standing committee membership and a provision for minority reports from standing committees is also proposed.

A copy of the Charter of the Academic Council of Western Kentucky University noting the proposed changes was provided to each member of the Board.

Dr. Robert Haynes, Vice President for Academic Affairs, commented briefly of each of the three proposals. In a discussion that followed, several of the Board members commented very favorably regarding the merits of the proposal for certification endorsement in the area of gifted and talented education.

Commenting on the proposed change in the Charter of the Academic Council, Dr. Robert Haynes stated, "In the past this body has been chaired by the Vice President for Academic Affairs; and that seemed, to my way of thinking, an inappropriate way to handle the administrative matters relating to academic programs. Also, I have set as one of my objectives an effort to increase faculty involvement in the governance process at Western. The basic change that is being proposed here is for the faculty representatives in the Academic Council to elect a chair. I will serve as an ex officio member of that Council to answer questions or to provide any kind of information that seems appropriate to the Council. Those recommendations would then be forwarded to the Vice President for Academic Affairs for review prior to submitting them to the President. As Chairman of that Council, I felt in some ways sort of co-opted into accepting the recommendations of Council even though there might be faculty, student, or other objections to what Council had done. As a result, the problems were thrown into the President's lap, and it seems more appropriate for the academic matters to be dealt with in my office."

Motion for approval of the three recommendations to the President from the Vice President for Academic Affairs was made by Mrs. Wilson, seconded by Mrs. Miller, and passed by voice vote.

9.2 - Recommendation to redesignate two undergraduate colleges
(Effective July 1, 1985)

RECOMMENDATION:

President Zacharias recommends that the Board of Regents approve the redesignation of two undergraduate colleges. Names of the College of Education and Potter College of Arts and Humanities would be changed to the "College of Education and Behavioral Sciences" and "Potter College of Arts, Humanities, and Social Sciences" respectively, effective July 1, 1985.

Background:

The names of the colleges have been considered by personnel in the colleges. Based on this review and study, the deans of these colleges have recommended the changes in the names. Vice President Haynes has endorsed the recommendation. The changes in the names of the two colleges better reflect the varied nature of their organization.

Mr. Cook moved and Mr. Smith seconded the approval of the redesignation of the two undergraduate colleges as recommended. The motion carried by voice vote.

AGENDA ITEM 10 - Recommendation for the adoption of an optional retirement policy.

RECOMMENDATION:

President Zacharias recommends that the Board of Regents adopt the following optional retirement policy.

POLICY FOR OPTIONAL RETIREMENT

An optional retirement policy is being proposed for a trial period of four years during which evaluation will be made relative to its continuance, revision, or cancellation.

- (1) Under this program a faculty member may be offered the opportunity to teach a minimum of 6 and a maximum of 12 semester hours per year (as permitted by KTRS). For each credit hour taught, compensation shall be at a rate of three and one-eighth percent of his or her salary prior to participation in the modified program. [At such a rate the retiree could earn up to 37.5% (or 3-1/8% times 12 hours) of his or her total salary.] The base salary should be increased annually, by at least as much as the average increase in salary received by full-time faculty.

Those who are accepted in the modified retirement program will be placed in a special tenured faculty category; that status would be maintained for a maximum period of five years or until the person's 70th birthday. During this period the faculty member will receive, in addition to the aforementioned salary, all appropriate staff benefits except health insurance. After the special tenured faculty category period, the faculty member will be fully retired.

- (2) Faculty candidates for optional retirement should be given priority in receiving summer teaching assignments during the summer before the year of retirement.
- (3) Faculty interested in participating in the Optional Retirement Program should make a written request to the head of the department, who will forward it with his/her recommendation to the dean of the college. The request

and the recommendation of the dean are transmitted to the Vice President for Academic Affairs. The Vice President sends to the President those requests that are recommended for funding.

The Board of Regents considers the requests recommended by the President. The best interest of the University, as related to its educational programs and mission, must be considered in the application of this policy.

Background:

President Zacharias appointed a committee composed of faculty and administrators to study optional retirement possibilities. The committee was appointed at the request of the Faculty Senate.

The committee report has been reviewed by the Faculty Senate and by administrative officials. The proposed policy represents some compromises within the committee and by others who have reviewed it. There are obviously some items on which all parties are not in unanimous agreement.

In recommending the proposed policy, the following factors should be considered:

- 1.0 A faculty member may request to be considered for optional retirement. However, a request will only be recommended to the Board when it serves the academic objectives of the University.
- 2.0 The policy will not guarantee optional retirement to anyone.
- 3.0 It is proposed on a trial basis and limited to members of faculty.
- 4.0 It will serve as an aid to the University to make adjustment during periods of declining enrollments or other conditions requiring unusual flexibility.
- 5.0 The faculty member requesting optional retirement would be compensated on a per hour basis with a maximum of 37.5 percent of full salary for a 50 percent teaching load.

A lengthy discussion of the recommended optional retirement policy followed. Commenting on the recommendation, President Zacharias stated, "I think it is important for you to understand that this is not proposed as an option that a faculty member alone may select. This is a policy that is designed to provide flexibility for the university. It is, however, certainly the objective of the committee and of the rest of us to provide some incentives for selected faculty members that serve the interest of the university to have available an optional retirement plan. That is the basic premise." The President felt the policy must be adopted on a trial basis and noted the following two concerns related to the proposed policy: 1) all of the financial implications that might occur are unknown; 2) the assumption is that a full-time faculty member is in his/her workload expected to do more than just teach; therefore, there would be additional expectations such as advising, committee assignments, scholarly activities, etc. So, the

compensation for a full-time faculty member represents more than just what is being done in the classroom. If an individual faculty member is awarded half of the salary for teaching half time only, that seems to deny the basic premise that there is more involved than just teaching. A person on optional retirement would be involved in teaching only. Dr. Zacharias stated, "In essence we are saying that 100% of an individual's work is more than just what is happening in the classroom, and the figure of 37.5% is one that the committee derived in trying to draw up what they considered a fair and reasonable amount, and that is based upon the 3-1/8 times 12 hours."

Motion for adoption of the policy for optional retirement was made by Mr. Butler, seconded by Mr. Clark, and the roll call vote follows:

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

Nay: None

AGENDA ITEM 10 - Report by the President.

- Noting the 100 percent attendance at the meetings scheduled January 25 and 26, the President expressed appreciation to the Board for taking the time from their busy schedules to participate in the meeting and commended them for the fine working relationship.
- In addition, the President complimented the vice presidents and deans, and other members of the staff for their work saying, "It makes it a real joy to work with this kind of people, and sometimes that gets overlooked."
- Reported that he had received numerous comments from administrators on the campus regarding the tour of the campus made by some members of the Board on January 17. He noted that the comments were very positive; they were pleased that that kind of interest was demonstrated.
- Called attention to a seminar being conducted in another part of the Executive Inn by a member of the faculty working with businesses and individuals in Owensboro to help in the economic development of the area. The seminar, first of a series of five seminars, is being conducted for the Field Packing Company by Dr. Doug Fugate of the Department of Management and Marketing.
- Also, Dr. Bill Davis and Dr. Mike Morgan, Department of Economics, are involved in a project with the Owensboro Chamber of Commerce to develop the economic profile for Owensboro and Daviess County to assist them in seeking business and industry.
- Reported that the enrollment for course work in Owensboro for the 1985 spring semester is higher than for the spring of 1984. Over 300 students are taking graduate and undergraduate work in the WKU Educational Program - Owensboro.
- Noted the many compliments received in the past two months about the work being done on campus with the training provided individual students and attributed those compliments to the very special efforts of the faculty.

- Recognized Dr. Jim Wayne Miller for his recent article which was featured as the lead article in the New York Sunday Times Magazine.
- Reported that the SCR 30 Committee of the Legislature will be meeting on February 4 to discuss several issues regarding the distribution of financial funds of the state and making some comparisons with various universities.

AGENDA ITEM 12 - Other Business.

Mrs. Judd asked to comment on an editorial that appeared in Saturday, January 26, edition of the MESSENGER-INQUIRER concerning an article that appeared in the Bowling Green Magazine about the Klu Klux Klan.

Mrs. Judd stated, "While in no way am I disagreeing with the newspaper's concern about the article, I think it needs to be pointed out that the Bowling Green Magazine is a laboratory experience for students. It is a learning experience where students can practice their profession before they get out in the world to really work without supervision and direction. I think it also needs to be pointed out that it was one student who wrote the article; one student's opinion. I would like to say that the article does not reflect my views or the Board's views or Western's views. I understand that in the future that the personnel who supervise the magazine are going to institute tougher screening procedures for the articles."

Supporting Mrs. Judd's statement, Mrs. Wilson added, "I did read the article, and to me personally it was not offensive—just insensitive to one who has had some experience with that organization. I do recognize that there are things such as academic freedom, and we certainly want to support that, but I do question if those kinds of articles give the perception that Western as a University, or this Board, or the staff, or the President supports that kind of thing, I do have a problem with it. If it's just a news article or some one person's opinion or it's just a report of some kind and there is no indication that we support that kind of thing, then I really see nothing wrong with it. It's a very sensitive thing, and it's very delicate because one word, one comma, one anything can tip the scale as to how it is perceived. I just want to support what Patsy said."

Other discussion followed related to the article, and the President reported that he was a little displeased with some of the letters he had received because of the overreaction and the implication that the faculty, Western, the administration, or the Board of Regents actually believed what was in the article. Dr. Zacharias stated that he had tried to respond to the

correspondece he had received indicating that "in no way do we or are we interested in censorship, that freedom of the press is important, but certainly the responsibility of the individuals who are in charge of that program is important." Those points have been made.

Concluding remarks were heard from Board members as follows:

Mr. Clark commended Chairman Iracane for his January 23 letter to Governor Collins addressing the problem of education and commending the Governor on her stand for education.

In addition, Mr. Clark commended the faculty and staff who were in attendance at the Board meeting.

Mr. Butler recognized the efforts of Dr. Ken Davis, Department of Music, for bringing a group of singers to Green County to perform at a Lion's Club Christmas function. Mr. Butler commended the group for an outstanding performance.

Mr. Page commended Mr. Iracane on the fine job he did in hosting the meeting in Owensboro.

Mr. Cook thanked the staff, the deans of the colleges, and the department heads for taking time from their schedules to meet with the Regents when they toured the campus. He felt the experience was very beneficial.

Relating to the shortage of funding for higher education in the state of Kentucky, Mr. Cook stated, "I think it is the responsibility of the Board of Regents to endeavor to assure the continued successful operation of Western Kentucky University. To do that requires funds to operate. I also think it is the responsibility of the higher education system in this state maybe to take several approaches to needs and sources of revenue. Western is doing our part. We saw part of that in the report on grant activities and the student federal assistance activities. That was very obvious to us in meeting with the members of the staff and faculty, and what they are doing to go outside the normal sources of funding to work their own deals; to work in cooperative efforts with other departments to get the grant money flowing into the university. Our public sector contribution activity is a very important part of this university funding, and that is progressing. I would challenge our university and the entire higher education system of this state to come up with some new ideas about sources of funding. In higher education we need to figure out how to get our funding without creating a public fight and a conflict situation. We are all in this thing together. We are providing the students of the parents of this state with a wonderful educational opportunity at a minimum cost. There is no question about that, and for us to continue to be successful is going to require the cooperation of those students, and those parents, and state officials."

Mr. Smith thanked Dr. Zacharias on behalf of the students for all the work that he puts into efforts to obtain more funding for Western Kentucky University.

Mrs. Wilson asked if another campus tour could be scheduled for the members of the Board who were unable to attend the first one.

Mrs. Wilson also commended Dr. Ken Davis and the choral group that performed in Louisville for the recruitment effort of the Western alumni. She stated they were a hit with the students.

In closing comments, Chairman Iracane said he felt the campus tour was highly successful and indicated that another one would be planned for the future.

There being no further comments, Mr. Cook moved and Mr. Page seconded to adjourn 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 January 26, 1985, in the California Room of the Executive Inn-Rivermont in Owensboro, Kentucky, 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).


Elizabeth W. Esters, Secretary


Joseph Tracane, Chairman


Elizabeth W. Esters, Secretary