

MINUTES OF MEETING OF BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY
August 8, 1986

Required statutory notice having been given, the third quarterly meeting of the Board of Regents of Western Kentucky University was held on Friday, August 8, 1986, in the Regents Conference Room of the Wetherby Administration Building on the Western campus. The meeting was called to order at 2:25 p.m., CDT. Mr. Joseph Iracane, Chairman, presided.

AGENDA ITEM 1 - The meeting opened with a prayer of invocation by Dr. John D. Minton.

AGENDA ITEM 2 - Oath of office. Mr. Timothy S. Todd, a junior from Dawson Springs, Kentucky, having been elected by the student body, qualified as student regent for the 1986-87 school year by taking the Constitutional Oath. The Oath was administered by Mrs. Liz Esters, Notary Public for the Commonwealth of Kentucky and Secretary to the Board. Mr. Todd was congratulated and welcomed to the Board.

AGENDA ITEM 3 - 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. Timothy S. Todd
Mrs. Hughlyne P. Wilson

Also present, in addition to Dr. Minton, were Dr. Kern Alexander, President; Dr. Paul Cook, Executive Vice President for Administrative Affairs; Dr. Robert V. Haynes, Vice President for Academic Affairs; Mr. Harry K. Largen, Vice President for Business Affairs and Treasurer; Dr. Jerry Wilder, Vice President for Student Affairs; Dr. Stephen House, Executive Assistant to the President; Mrs. Liz Esters, Secretary to the President and Secretary to the Board of Regents; Mr. William E. Bivin, University Attorney and Parliamentarian; and Mr. Fred Hensley, Director of Public Information.

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 1, 1986. The minutes were presented by Chairman Iracane. Motion was made by Mr. Cook and seconded by Mr. Page to approve the minutes as submitted inasmuch as copies had been mailed to the members prior to the meeting. The motion carried by voice vote.

AGENDA ITEM 5 - Committee reports:

5.1 - Academics Committee - Mrs. Judd, Chairman; Mr. Joseph Cook; Mrs. Mary Ellen Miller; Mrs. Hughlyne Wilson; and Judge John S. Palmore - No report.

5.2 - Ad hoc Committee on Athletics - Mr. Ronald Clark, Chairman; Mr. Joseph Cook; Mr. J. Anthony Page; Mr. Danny Butler; and Judge John Palmore - No report.

5.3 - Bylaws and Codification Committee - Mr. Danny Butler, Chairman; Mr. Ronald W. Clark; Mrs. Patsy Judd; Mr. Timothy Todd; and Mr. William Bivin, Staff - No report.

5.4 - Finance and Investment Committee - Mr. Joseph A. Cook, Chairman; Mrs. Patsy Judd; Mrs. Mary Ellen Miller; and Mr. J. Anthony Page. Mr. Cook reported that the committee met earlier in the day and considered the following items:

- 5.4.1 - Recommendation for adoption of a resolution requesting approval of the sale of revenue bonds

RECOMMENDATION:

President Kern Alexander recommends adoption of a resolution requesting approval by the State Property and Buildings Commission of capital construction projects authorized by the 1986 General Assembly to be financed by the issuance of Consolidated Educational Buildings Revenue Bonds.

Resolution

WHEREAS, the General Assembly of the Commonwealth of Kentucky in Regular Session 1986, by the enactment of House Bill 398, authorized various Capital Construction projects for Western Kentucky University to be financed by the issuance of Consolidated Educational Building Revenue Bonds totaling \$7,520,000;

WHEREAS, the Capital Construction projects so authorized by the General Assembly are attached to this resolution as Exhibit A;

WHEREAS, subject to the provisions of KRS 45.750 to KRS 45.800 and KRS 56.870 to KRS 56.874, the Board of Regents of Western Kentucky University may issue Consolidated Educational Building Revenue Bonds upon the approval of the State Property and Buildings Commission of the projects to be financed by bonds;

WHEREAS, the Capital Construction projects authorized by the General Assembly for Western Kentucky University are now ready for design and project preparation;

WHEREAS, the bond market is now favorable for the issuance of bonds to finance the Capital Construction projects authorized by the General Assembly;

NOW, THEREFORE, THE BOARD OF REGENTS OF WESTERN KENTUCKY UNIVERSITY DOES HEREBY:

1. Request approval of the State Property and Buildings Commission of the projects listed in Exhibit A of this Resolution.

2. Request the Finance and Administration Cabinet to proceed on behalf of Western Kentucky University with the plans, specification, and financial arrangements for issuance of the Consolidated Educational Building Revenue Bonds.

Adopted this 8th day of August, 1986.

-Exhibit A-

Capital Construction projects to be funded by the issuance of Consolidated Educational Buildings Revenue Bonds.

- Academic-Athletic Building #1 Roof	\$ 330,000
- Air Conditioning Units Replacement	440,000
- Academic-Athletic Building #2 Structural Repair	200,000
- Underground Steam-Electrical Distribution Lines Replacement	800,000
- Life Safety Improvements	500,000
- Coal Boilers #1 and #2 Replacement	978,000
- Asbestos Removal	360,000
- Jones-Jaggers Roof Replacement	155,000
- Air Conditioning Unit Replacement	440,000
- Ivan Wilson Center Humidity Control	235,000
- Downing University Center Roof	162,000
- Environmental Science and Technology Building Roof	180,000
- Helm-Cravens Library Humidity Control	220,000
- Chemistry Laboratory Renovation	1,430,000
- Multipurpose Building - Agriculture Exposition Center	190,000
- Instructional and Scientific Equipment Pool	900,000

Background:

The 1986 General Assembly authorized Western to issue Consolidated Educational Buildings Revenue Bonds to finance \$7,520,000 in capital construction projects and instructional and scientific equipment.

Authorization by the State Property and Buildings Commission of the projects to be included in the issue of Consolidated Educational Buildings Revenue Bonds is the next step in the process. A resolution requesting approval of the projects by the State Property and Buildings Commission has been prepared for consideration by the Board of Regents.

The Secretary, Finance and Administration Cabinet, has agreed to establish a receivable and provide cash on a temporary basis for the projects after authorization by the State Property and Buildings Commission. This action will permit the Finance and Administration

Cabinet, Division of Engineering, to secure architects and engineers to design the projects and to award construction contracts prior to the bond sale and receipt of bond proceeds.

Personnel in the Finance and Administration Cabinet, Division of Investment and Debt Management, are responsible for the selection of bond council and a financial advisor for the sale of bonds. They have suggested a tentative date of Spring, 1987, for the sale of bonds. The actual sale date will be influenced by the projection of cash needed to finance the projects and a comparison of the expected cost of borrowing to the expected rate of return on investment of bond proceeds. It is estimated that the bulk of the money will be needed next spring and the end of the 1987 calendar year when most of the projects should be under construction. The cost of borrowing through the issuance of revenue bonds is currently estimated to be greater than the rate of return on investment of bond proceeds. These conditions currently suggest that the bonds should be sold during the 1987 calendar year.

With the approval of the Finance and Investment Committee, Mr. Cook moved adoption of the resolution related to the sale of revenue bonds as presented. The motion was seconded by Mrs. Wilson and passed by voice vote.

5.4.2 - Recommendation for awarding a contract for banking services

RECOMMENDATION:

President Alexander recommends that Bowling Green Bank and Trust Company be awarded a contract to provide banking services to Western Kentucky University, effective on or before September 1, 1986. The contract will be awarded for a one-year period with the option to renew for three additional years, with the agreement of the Bank and the University.

Background:

The Board of Regents in a meeting in November, 1982, approved the guidelines for securing banking services through competitive negotiations. The Bowling Green Bank and Trust Company was awarded the initial contract for a three-year period. The Bowling Green Bank and Trust Company submitted the only response to a request for proposal dated July 3, 1986.

With the approval of the Finance and Investment Committee, Mr. Cook moved approval of the recommendation for the Bowling Green Bank and Trust Company to provide banking services to Western Kentucky University. The motion was seconded by Judge Palmore and passed by voice vote.

5.4.3 - Recommendation for approval of the audit of Grant Awards for year ended June 30, 1985

RECOMMENDATION:

President Alexander recommends approval of the audit of Grant Awards for the year ended June 30, 1985.

Secretary's Note: Board members were provided with a bound copy of the auditor's report, and a copy is filed in the Board's official files.

Background:

The U. S. Department of Health and Human Services requires an audit of all federal grants and contracts. The grant awards audit by James R. Meany and Associates includes all federal grants and contracts except student financial aid programs. A separate

compliance audit and report has been submitted to the Board for all federal financial aid programs.

With the approval of the Finance and Investment Committee, Mr. Cook moved approval of the audit of Grant Awards for the year ended June 30, 1985. The motion was seconded by Mr. Page and passed by voice vote.

5.5 - Ad hoc International Education Committee - Mrs. Mary Ellen Miller, Chairman; Mrs. Patsy Judd, Mr. Timothy S. Todd; Mrs. Hughlyne Wilson; Mr. Danny Butler; and Dr. John Petersen, Staff. No report.

5.6 - Committee on Student Affairs - Judge John Palmore, Chairman; Mr. Ronald Clark; Mrs. Mary Ellen Miller; Mr. Timothy S. Todd - Judge Palmore presented the following recommendation:

RECOMMENDATION:

President Alexander recommends that the current policy statement prohibiting the practice of hazing by student organizations be amended to read, as follows:

Definition

1. Hazing refers to practices which are a part of initiation into or affiliation with any organization. It includes:
 - a. Any action or creation of a situation which recklessly or intentionally endangers the mental or physical health of a participant.
 - b. Forced or coerced use or consumption of liquor, drugs, or any other substance.
 - c. Harrassment by exacting degrading and disagreeable work, ridicule or abusive and humiliating conduct which tends to bring the reputation of the organization or university into disrepute.

Coverage

1. Hazing is prohibited.
2. This prohibition applies to:
 - a. Students.
 - b. Faculty and staff.
 - c. Visitors, licensees, and invitees.

Procedure

1. Determination as to violations shall be made, as follows:
 - a. Students: In the manner provided generally for student discipline cases.
 - b. Faculty: In the manner provided generally for disciplinary action for cause against a faculty member.
 - c. Staff: In the manner provided generally for disciplinary action for cause against a staff member.

Penalties

1. A student violator may be subjected to any of the full range of sanctions now provided for other offenses up to and including suspension or expulsion.

2. A faculty or staff violator may be subjected to any of the full range of sanctions now provided up to and including suspension or dismissal.
3. Violators who are visitors, invitees, or licensees shall be ejected from campus or university premises and/or excluded from the premises of an organization using the name of or claiming association with the university.
4. An organization determined to be in violation shall be subjected to loss of standing with the university and withdrawal of permission to use the name of or claim association or affiliation with Western Kentucky University. Such loss of standing and/or withdrawal of permission may be for any stated period of time up to and including a period of permanent duration.

Background:

The 1986 Regular Session of the General Assembly enacted House Bill 325. The law requires each state university governing board to adopt a policy or amend its policy prohibiting hazing to include certain provisions set out in the statute. The recommendation complies with the new law.

Following an explanation of the recommendation, Judge Palmore moved the amendment of the current policy statement prohibiting the practice of hazing by student organizations as recommended by President Alexander with the above amendment in Definition 1.b. The motion was seconded by Mr. Clark and passed by voice vote.

AGENDA ITEM 6 - Presentation of recommendation to the President from the Vice President for Academic Affairs.

6.1 - Recommendation for approval of a new Bachelor of Science Degree Program in Recombinant Genetics

RECOMMENDATION:

President Kern Alexander recommends the approval of a new Bachelor of Science Degree Program in Recombinant Genetics submitted by the Department of Biology.

Background

The Bachelor of Science degree program in Recombinant Genetics proposed by the Department of Biology at Western Kentucky University is being developed to meet the needs of students interested in the rapidly growing field of recombinant DNA and to provide training necessary to enter (at the technical level) industrial, medical, and academic research. Techniques included in this program are presently employed in genetic engineering and are the foundations for the current biotechnological revolution that will impact most branches of society in the coming years. Recombinant genetics is expanding in many directions, including the production of new drugs, industrial chemicals, food products, energy sources, pollution-control products, and, more recently, to methods employed in agriculture.

In addition to providing training at the technical level, our graduates will also be provided with training necessary to enter graduate programs at major universities and to be very competitive for graduate assistantships and fellowships. For example, in a similar program at the State University of New York, Fredonia, eight out of ten graduates were offered assistantships for graduate work.

The program's vocational and technical emphasis, as well as the continued liberal arts requirements, reflects our interest and ability to meet the mission of a comprehensive university and the needs of our students and community. The intent of the Department is to develop an academically excellent program and to maintain close communication with industry and academic institutions to insure placement of qualified individuals.

Within three years, given proper promotion and development, student enrollment in the major may be 30-50 students. The projected number of graduates would be 10-15 per year.

The proposed degree in Recombinant Genetics will be the first of its kind in Kentucky. Only a few institutions in the United States have established similar programs.

No additional faculty will be required to initiate the Recombinant Genetics Program; and, at present, the space allotted to the Biology Department is sufficient for adequate classroom, laboratory and office needs for faculty who will participate in the Recombinant Genetics programs.

Mrs. Miller moved approval of the new Bachelor of Science Degree Program in Recombinant Genetics. The motion was seconded by Mrs. Judd and passed by voice vote.

6.2 - Recommendation to amend the current statement on academic rules

RECOMMENDATION:

President Alexander recommends that the general statement on academic rules adopted by the Board of Regents be amended to read as follows:

ACADEMIC RULES

Admissions Policy

Scholarships

Academic Offenses

Student Complaint Procedure

Note: The catalog issue of the University Bulletin, as revised upon approval of the President from time to time, contains the official statements of applicable rules pertaining to:

1. Enrollment

- a. Admission requirements and application procedures
- b. Registration
- c. Classification of student for fee assessment purposes—resident; non-resident
- d. Financial

2. Academic Programs and Courses

- a. Degree requirements
- b. General education requirements
- c. Scholastic regulations
- d. Credit by examination
- e. Honors

3. In addition to the rules on admission and other academic rules, standards and requirements contained in the catalog issue of the University Bulletin for university-wide application, special and additional rules, standards and requirements may apply to specific academic programs. In each such case, special rules, standards, and requirements must receive prior written approval of the Department Head, College Dean, Vice President for Academic Affairs, and the President. Also the catalog shall contain an express reference to the existence of such special rules, standards, and requirements and a statement informing the student where and how to obtain a copy.

Background

The Board of Regents has adopted a full text of policy statements on admissions, scholarships, academic offenses, and a student complaint procedure. The Board has delegated authority to the President, upon recommendation of the Academic Council and the Vice President for Academic Affairs, to make and apply official statements of other academic rules to be published in the catalog. Some departments and colleges need to have special rules for specific programs that may differ from those that apply to students generally. The catalog now contains neither the special rules nor notice of them. The amendment authorizes such special rules, states how they are adopted and provides a method of publication so that affected students know about them.

Motion to amend the general statement on academic rules was made by Mrs. Wilson, seconded by Mrs. Judd, and passed by voice vote.

Mr. Cook moved that the Board of Regents go into closed session for discussions which might lead to the appointment of an individual to a position. The purpose of the closed session is to protect the reputation of the individual or persons being considered. The motion was seconded by Mr. Clark and passed by voice vote.

The Board entered closed session at approximately 2:40 p.m. Mrs. Esters, Secretary to the Board, accompanied the Board in the closed session.

The Board returned from closed session at approximately 3:00 p.m. Chairman Iracane reported that during the closed session the Board discussed only matters within the scope of the motion and took no formal action and made no decisions.

AGENDA ITEM 7 - Presentation of personnel actions since May 1, 1986.

RECOMMENDATION:

President Alexander recommends that the Board of Regents approve the recommended personnel changes which have transpired since the meeting of the Board on May 1, 1986.

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

PERSONNEL CHANGES

(Subsequent to Meeting of Board of Regents on May 1, 1986)

Part I. Faculty Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY APPOINTMENTS		
<u>Bowling Green College of Business Administration</u>		
Economics:		
Mr. Daniel A. Myers	\$ 27,600	August 16, 1986, through August 15, 1987; one-year appointment as Visiting Assistant Professor; replace Dr. John Michael Morgan
Finance and Management Information Systems:		
Dr. Mohsen M. D. Hassan	34,008	August 16, 1986; Assistant Professor; replace Dr. M. Tawfik Mady
<u>College of Education and Behavioral Sciences</u>		
Military Science:		
CPT William A. Simmons	n/a	August 16, 1986; Assistant Professor
Physical Education and Recreation:		
Mr. K. Dale Adkins	22,008	August 16, 1986; Assistant Professor; replace Dr. Gary D. Ellis
Psychology:		
Dr. Danny Axsom	25,000	August 16, 1986; Assistant Professor; budgeted position
Mrs. Jacqueline Pope-Tarrence	17,850	August 16, 1986; Instructor; utilizes desegregation funds
<u>Ogden College of Science, Technology, and Health</u>		
Chemistry:		
Dr. Wei-Ping Pan	22,500	August 16, 1986; Assistant Professor; replace Dr. Laurence J. Boucher
Computer Science:		
Mr. William Perry Compton	19,008	August 16, 1986, through August 15, 1987; one-year appointment as Instructor; replace Mr. Richard M. Eade
Mathematics:		
Dr. Bettina Zoeller	25,000	August 16, 1986; Assistant Professor; replace Mrs. Carolyn K. Hardcastle
<u>Potter College of Arts, Humanities, and Social Sciences</u>		
Art:		
Mr. Anthony Lanier	22,000	August 16, 1986; Instructor; utilizes desegregation funds

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY APPOINTMENTS (continued)		
<u>Potter College of Arts, Humanities, and Social Sciences (continued)</u>		
Communication and Theatre:		
Ms. Doreen Geddes	\$ 19,750 21,500 w/d	August 16, 1986, through August 15, 1987; one-year appointment as Instructor; Assistant Professor upon completion of doctorate; replace Dr. Larry D. Miller
Mr. Stephen White	24,000	August 16, 1986; Assistant Professor; budgeted position
Journalism:		
Mr. David LaBelle	30,000	August 16, 1986; Photojournalist-in- Residence; replace Mr. Mark Lyons
Philosophy and Religion:		
Dr. Michael Seidler	24,000	August 16, 1986; Assistant Professor; replace Mr. Dennis Okholm
Sociology, Anthropology, and Social Work:		
Dr. Aaron Podolefsky	45,000	August 16, 1986; Head of Department; rank of Professor, with tenure on the departmental faculty; twelve-month basis; replace Dr. Jerry Cardwell
<u>Academic Services</u>		
Library Services:		
Mr. Christian Carron	18,000	July 14, 1986; Museum Registrar and Collections Curator, with rank of Assistant Professor, in Department of Library Special Collections; replace Miss Julie Riesenweber

ADDITIONAL RESPONSIBILITIES

Ogden College of Science,
Technology, and Health

Industrial and Engineering
Technology:

Dr. Franklin D. Conley

250
per month
adm. stipend

September 1, 1986, through
June 30, 1987; Interim
Head of Department

Physics and Astronomy:

Dr. F. Dudley Bryant

250
per month
adm. stipend

August 16, 1986; Interim
Head of Department

Potter College of Arts,
Humanities, and Social Sciences

Communication and Theatre:

Dr. William Leonard

250
per month
adm. stipend

May 15, 1986; continue as
Acting Head

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY PROMOTIONS		
<u>Bowling Green College of Business Administration</u>		
Accounting: Dr. Jack O. Hall	\$ 53,500	May 15, 1986; promoted from Professor of Accounting to Head of the Department; replace Dr. Charles T. Hays
<u>College of Education and Behavioral Sciences</u>		
Dr. Carl R. Martray	43,600	July 1, 1986; promoted from Professor of Psychology to Assistant Dean for Administration and Graduate Studies
FACULTY REAPPOINTMENTS		
<u>Bowling Green College of Business Administration</u>		
Accounting: Mrs. Sandra Smith Abell	25,956	August 16, 1986, through August 15, 1987; one-year reappointment as Instructor
<u>Ogden College of Science, Technology, and Health</u>		
Mathematics: Dr. Pansy Brunson	20,496	August 16, 1986, through August 15, 1987; half-time position as Visiting Assistant Professor in Mathematics; one-fourth time position in Dean's Office of Ogden College of Science, Technology, and Health; one-fourth time, grant-funded position as Director of Math and Science Center
Physics and Astronomy: Dr. Kumar Bhatt	22,000	August 16, 1986, through August 15, 1987; one-year reappointment as Visiting Professor
FACULTY REASSIGNMENT		
<u>Ogden College of Science, Technology, and Health</u>		
Physics and Astronomy: Dr. George Vourvopoulos	39,108	August 16, 1986; requests reassignment from twelve-month position as department head to nine-month, full-time faculty status

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY REASSIGNMENT (continued)		
<u>College of Education and Behavioral Sciences</u>		
Educational Leadership: Dr. Stanley Brumfield	\$ 34,236	August 16, 1986; requests to be reassigned from twelve-month position as Director of Counseling Services Center to nine-month, full-time faculty status
<u>Potter College of Arts, Humanities, and Social Sciences</u>		
Journalism: Mr. Michael Morse	26,304	August 16, 1986; reassign from ten-month basis to nine-month basis
FACULTY SALARY ADJUSTMENT		
<u>Ogden College of Science, Technology, and Health</u>		
Geography and Geology: Dr. L. Michael Trapasso	27,468	August 16, 1986; 1986-87 salary will be \$27,468 instead of \$26,472 as previously indicated; recognition of promotion to rank of Associate Professor
Nursing: Mrs. Carolyn Long	21,494	August 16, 1986; \$21,494 instead of \$20,568 as previously indicated
FACULTY RESIGNATIONS		
<u>Academic Affairs</u>		
Library Services: Mrs. Carolyn Boles		August 15, 1986; Circulation Services Supervisor and Assistant Professor in Library Public Services
Mrs. Diane Watson		July 1, 1986; Education Catalog Librarian and Associate Professor in Library Automation and Technical Services
<u>Ogden College of Science, Technology, and Health</u>		
Allied Health: Ms. Karen Compton		July 15, 1986; Instructor
Mathematics: Dr. Deborah Frantz		August 15, 1986; Assistant Professor
Nursing: Ms. Bonnie Williams		August 15, 1986; Assistant Professor

Part I. Faculty Personnel Changes (continued)

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

Potter College of Arts,
Humanities, and Social Sciences

Art:

Mr. Albert Y. Wong

August 15, 1986;
Associate Professor

English:

Dr. Charles F. Meyer

August 15, 1986;
Assistant Professor

Sociology, Anthropology,
and Social Work:

Dr. Jerry D. Cardwell

August 5, 1986; Head of
Department and Professor

Mr. Eddie Davis

August 15, 1986;
Associate Professor

FACULTY RETIREMENT

Academic Affairs

Library Services:

Ms. Elizabeth Cossey

September 1, 1986;
Humanities Reference
Librarian and Associate
Professor in Library
Public Services

Bowling Green College of
Business Administration

Management and Marketing:

Mr. John Lloyd Wilson

August 1, 1986; Associate
Professor

CHANGE IN SALARY
EARLY RETIREMENT WITH SPECIAL TENURE STATUS
(OPTIONAL RETIREMENT)

Bowling Green College of
Business Administration

Finance and Management
Information Systems:

Mr. Myrl C. Brashear

\$ 14,948

retirement effective
December 31, 1986; to
correct 1986-87 salary of
\$25,176 reported in
Confidential Working
Paper Recommended Plan
for Personnel
Compensation 1986-87
presented to Board on
May 1, 1986

Ogden College of Science,
Technology, and Health

Biology:

Dr. Hugh Puckett

12,948

August 16, 1986; to
correct salary of \$14,532
reported in Confidential
Working Paper Recommended
Plan for Personnel
Compensation 1986-87
presented to Board on
May 1, 1986

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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CHANGE IN SALARY
EARLY RETIREMENT WITH SPECIAL TENURE STATUS
(OPTIONAL RETIREMENT)
(continued)

Potter College of Arts,
Humanities, and Social Sciences

English:

Mrs. Edna Laman

\$ 9,660

August 16, 1986; to correct salary of \$17,796 reported in Confidential Working Paper Recommended Plan for Personnel Compensation 1986-87 presented to Board on May 1, 1986

SABBATICAL LEAVE OF ABSENCE

Potter College of Arts,
Humanities, and Social Sciences

Philosophy and Religion:

Dr. Margaret Howe

requests that sabbatical leave previously approved for 1986-87 be changed to 1987 spring semester

Part II. Other Personnel Changes

TEMPORARY -- GRANT FUNDED

Academic Affairs

Center for Cooperative Education:

Ms. Rebecca Sue Bennett

19,380

August 16, 1986, through August 15, 1987; reappointed as Career Preparation Specialist

Ms. Neva B. Gielow

1,288
per month

July 1-August 15, 1986; reappointed as Coordinator; effective August 16, 1986, salary to be increased to \$1,359 per month

Ms. Teresa Lea Smith

804
per month

July 1, 1986, through June 30, 1987; reappointed as Administrative Secretary

Media Services:

Ms. Charolene W. Grogan

999
per month

July 1, 1986, through June 30, 1987; reappointed as Operations Clerk with WKYU-FM/WDCL-FM Radio Stations

Bowling Green College of
Business Administration

Small Business Development Center:

Ms. Marjorie A. Berge

resigned August 6, 1986; Administrative Secretary

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
College of Education and Behavioral Sciences		
Center for Career and Vocational Teacher Education:		
Dr. Ann Cline	\$ 21,042	August 16, 1986; one-half time position as Coordinator with CCVTE and one-half time with Industrial Education and Male Single Parent Projects
Diagnostic Center:		
Mrs. Ann Y. Botula	8,832	July 1, 1986, through June 30, 1987; reappointed on part-time basis as Educational Assessment Coordinator
Mrs. Louise B. Buntzman	18,000	July 1, 1986, through June 30, 1987; reappointed as Speech/Language Pathologist
Ms. Ruth Meredith	10,500	July 1, 1986, through June 30, 1987; reappointed on part-time basis as Family Coordinator
Mr. Doug Mings	20,500	July 1, 1986, through June 30, 1987; reappointed as Psychologist
Ms. Phyllis Schnacke	11,940	July 1, 1986, through June 30, 1987; reappointed on part-time basis as Educational Assessment Coordinator/Clinical Services Director
Ms. Beverly G. Sword	822 per month	July 1, 1986, through June 30, 1987; reappointed as Administrative Secretary
Dr. John F. Vokurka, Jr.	91.67 per month adm. stipend	July 1, 1986, through June 30, 1987; reappointed as Project Director
Center for Mathematics, Science, and Environmental Education		
Ms. Karen Elaine Bishop	no change	July 1, 1986; position as Administrative Secretary continued
Ms. Joan Martin	no change	July 1, 1986; position as Research Assistant continued

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 and Behavioral Sciences (continued)</u>		
Center for Mathematics, Science, and Environmental Education (continued)		
Ms. Deborah Kay Sears		July 11, 1986; termination of funds supporting project
Psychology: Dr. Karlene Ball	\$ 2,630.66 per month	May 15-August 15, 1986, with the Visual Perception Grant sponsored by National Institute on Aging, Department of Health and Human Services
Mrs. Bettina Beard	944.44 per month	May 15-August 15, 1986; part-time basis with Visual Perception Grant sponsored by National Institute on Aging, Department of Health and Human Services
Mrs. Bettina Beard	18,200	August 16, 1986, through August 15, 1987; reappointed as Visiting Instructor
Special Services Program: Mr. Kenneth A. Dyrsen	20,544	July 16, 1986; assignment as Counselor-Teacher extended for six weeks, based on annual salary of \$20,544
Teacher Education: Mrs. Patricia Shanahan	2,114 per month	January 1 through May 31, 1986; Training Supervisor with Child Development Associates grant
Training and Technical Assistance Services: Ms. Teresa Christmas	466 per month	May 16, through August 10, 1986; position as Teacher with Day Care Program continued
Ms. Jackie Rodriguez	764 per month	July 1, 1986; position as Secretary continued
Ms. Sandra L. Sears	4.17 per hour	May 16, 1986; Teacher/Handicap Coordinator; reclassified from monthly to hourly basis
Ms. Rebecca A. Shipp	451.73 per month	May 16 through August 10, 1986; position as Teacher with Head Start/Day Care Program continued

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 and Behavioral Sciences</u> (continued)		
Training and Technical Assistance Services: (continued)		
Ms. Cynthia Thomason	\$ 804 per month	July 1, 1986; position as Bookkeeper with Head Start Program continued
Ms. Leslie A. Weigel		May 23, 1986; resignation as Child Care Management Specialist
Upward Bound Program: Mrs. Jean H. Griffing	2,700	June 4 through July 18, 1986; Instructor for 1986 summer session
Mr. Frank Stith	2,700	June 4 through July 18, 1986; Instructor for 1986 summer session
Dr. Patricia Taylor	2,700	June 4 through July 18, 1986; Instructor for 1986 summer session
Mr. Clarence Wolff	2,700	June 4 through July 18, 1986; Instructor for 1986 summer session

STAFF APPOINTMENTS

Academic Affairs

International Programs
and Projects:

Ms. Varvara Z. Kymbritis-Horner	18,500	August 1, 1986; International Student Advisor; replace Mrs. Susan Tesseneer Walters
Media Services: Miss Elaine C. Kennedy	15,300	June 4, 1986; Producer/Announcer for WKYU-FM/WDCL-FM Radio Stations; budgeted position
Mr. Leland H. Stott, Jr.	22,900	July 1, 1986; Announcer/Producer with WKYU-FM/WDCL-FM Radio Stations; replace Mr. Jeffrey J. Esworthy
<u>College of Education and Behavioral Sciences</u>		
Mr. James Mitchell Meyer	20,500	July 15, 1986; Manager of Educational Computing Facility; replace Mr. Mark E. Pitcock

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
STAFF APPOINTMENTS (continued)		
<u>Ogden College of Science, Technology, and Health</u>		
Industrial and Engineering Technology:		
Mr. Mark Alan Howard	\$ 15,000	July 1, 1986, through April 30, 1987; Computer Integrated Manufacturing Technology Technician
<u>Administrative Affairs</u>		
Athletics:		
Mr. Bobby Bowman	36,000	June 2, 1986; Men's Assistant Basketball Coach; replace Mr. Dwane Casey
Ms. Mary Christine Earnhardt	19,800	August 1, 1986; Women's Assistant Basketball Coach; replace Ms. Susan Porter
Mr. Henry Harris	27,000	June 2, 1986; Men's Assistant Basketball Coach; replace Mr. David Farrar
Mr. William Norman Head	3,804	August 16, 1986; part-time position as Men's Golf Coach; budgeted position
Ms. Kathleen A. Teichert	3,804	August 16, 1986; part-time position as Women's Head Golf Coach; replace Ms. Nancy Quarcelino
<u>Student Affairs</u>		
University Counseling Services Center:		
Mrs. Sandra H. Starks	1,885	June 9, 1986; part-time position as Staff Counselor for the 1986 summer school session; budgeted position
Student Life:		
Mr. Gregory Gaynor	6,000	August 1, 1986; Assistant Director of Barnes- Campbell Hall; ten-month basis; budgeted position
Mr. Robert Alan Laing	7,644	August 1, 1986; Director of Diddle Hall; ten-month basis; replace Mr. Don Evans
Mr. Barry Rutledge	6,000	August 1, 1986; Assistant Director of Hugh Poland Hall; ten-month basis; budgeted position
Mr. David Sneed	5,808	August 1, 1986; Assistant Director of Douglas Keen Hall; ten-month basis; budgeted position

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
STAFF PROMOTIONS		
<u>Academic Affairs</u>		
Office of the Registrar: Mrs. Freida K. Eggleton	\$ 35,004	June 16, 1986; promote from Assistant to the Dean and Director of Orientation in Scholastic Development to the position of Registrar
<u>Graduate College</u>		
Ms. Chandra R. Carter	17,508	June 16, 1986; transferred from position of Senior Departmental Secretary in Department of History and promoted to Staff Assistant in Office of the Dean of the Graduate College
<u>Student Affairs</u>		
Student Life:		
Mr. Brian Kuster	9,456	August 1, 1986; promote from Assistant Director of Pearce-Ford Tower to Director of Douglas Keen Hall; ten-month basis
Mr. David Parrott	22,678	August 16, 1986; promote from Assistant Director of Housing Office to Director of Residence Life; replace Mr. Howard Bailey
Ms. Patricia S. Soric	9,456	August 1, 1986; promote from Acting Director to Director of West Hall; ten-month basis
Mr. Scott Taylor	22,678	August 16, 1986; promote from Director of Student Organizations to Director of Student Activities and Organizations
Mr. Gregory T. Vincent	9,456	August 1, 1986; promote from Assistant Director of Hugh Poland Hall to Director of Barnes-Campbell Hall; ten-month basis
University Centers: Mr. Lee Murray	29,604	August 16, 1986; promote from Assistant Director of Downing University Center to Director of University Centers; replace Mr. Ronald Beck
STAFF REASSIGNMENT		
<u>Academic Affairs</u>		
Mr. James D. Garner	\$ 16,000	July 1, 1986; reassigned from part time to full time and appointed as Assistant Director of the Reentry Center

Part II. Other Personnel Changes (continued)

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

Academic Affairs (continued)

Scholastic Development:
Mrs. Sharon B. Dyrsen

no change

July 15, 1986; reassigned from Assistant to the Dean in Office of Student Life to Assistant to the Dean and Director of Orientation in Office of Scholastic Development

Student Affairs

Student Life:

Mrs. Marlice P. Cox

no change

July 15, 1986; reassigned from Assistant to the Registrar to Assistant to the Dean in the Office of Student Life

Mr. Timothy Bray

no change

August 1, 1986; reassigned from Assistant Director of Barnes-Campbell Hall to Assistant Director of Pearce-Ford Tower

Mr. Scott Hoenshel

no change

August 1, 1986; reassigned from Assistant Director of Douglas Keen Hall to Assistant Director of Pearce-Ford Tower

Mrs. Anne C. Murray

\$ 28,136

August 16, 1986; reassigned from Assistant Dean in Office of Student Life to Assistant to the Vice President for Student Affairs for Enrollment Management

STAFF RECLASSIFICATION

Ogden College of Science,
Technology and Health

Resources Management Institute
Water Quality Laboratory:

Mr. Richard Walker

21,000

August 16, 1986; position reclassified from Manager to Environmental Laboratory Manager

Business Affairs

Student Financial Aid:

Mrs. Phyllis J. Bessette

16,008

July 1, 1986; position reclassified from Financial Aid Advisor to Financial Aid Counselor

Ms. Marilyn J. Clark

18,336

July 1, 1986; position reclassified from VA/Financial Aid Advisor to VA/Financial Aid Counselor

Part II. Other Personnel Changes (continued)

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

Business Affairs (continued)

Student Financial Aid: (continued)

Mrs. M. Trudy King	\$ 17,688	July 1, 1986; position reclassified from Financial Aid Advisor to Financial Aid Counselor
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Mrs. Huda N. Melky	16,008	July 1, 1986; position reclassified from Financial Aid Advisor to Financial Aid Counselor
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Student Affairs

Office of Career Planning
and Placement:

Mr. James R. Somers, Jr.	20,720	August 1, 1986; position reclassified from Coordinator of Career Planning to Coordinator of Placement
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STAFF SALARY ADJUSTMENT

Business Affairs

Accounts and Budgetary Control:

Mrs. Sharon Lee Crow	22,056	August 16, 1986; Staff Accountant; annual salary adjusted upward from \$21,000
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Personnel Services:
(WKU Credit Union)

Mrs. Valerie C. Kinder	33,000	July 1, 1986; President; annual salary adjusted upward from \$30,000 (salary and benefit costs to be reimbursed 100 percent to University by W.K.U. Credit Union, Inc.)
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Administrative Affairs

Athletics:

Mr. Paul L. Sanderford	40,000	August 16, 1986; Women's Head Basketball Coach; annual salary adjusted upward from \$30,936
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Mr. Steve Small	21,300	August 16, 1986; Assistant Women's Basketball Coach; annual salary adjusted upward from \$19,356
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Student Affairs

Housing:

Mr. John Osborne	32,640	August 16, 1986; Director of Housing; annual salary adjusted upward from recommended salary of \$26,184
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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 SALARY ADJUSTMENT

Student Life:

Ms. Lee Ann Hopkins	9,564	August 1, 1986, through May 31, 1987; Director of Bates-Runner Hall; salary adjusted upward from recommended salary of \$9,408; ten-month basis
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STAFF RESIGNATIONS

Academic Affairs

Media Services:

Mr. Jeffery Esworthy		July 21, 1986; Music Director for WKYU-FM/WDCL-FM Radio Stations
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Administrative Affairs

Athletics:

Mr. Dwane Casey		May 28, 1986; Men's Assistant Basketball Coach
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Mr. C. David Farrar		June 20, 1986; Men's Assistant Basketball Coach
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Ms. J. Susan Porter		July 22, 1986; Women's Assistant Basketball Coach
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Public Information:

Mr. Gary Eugene Hairlson		May 30, 1986; Photographer
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College of Education and Behavioral Sciences

Mr. Mark E. Pitcock		July 31, 1986; Manager of Educational Computing Facility
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Student Affairs

Admissions:

Ms. Susan H. West		August 15, 1986; Admissions Counselor
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Student Life:

Mr. Michael R. Gillilan		May 31, 1986; Director of Barnes-Campbell Hall
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Mr. Don Evans		July 31, 1986; Director of Diddle Dorm
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Mr. Kurt Crawford		May 31, 1986; Director of Douglas Keen Hall
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Mr. Jon Todd Tolbert		May 31, 1986; Assistant Director of Pearce-Ford Tower
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Ms. Mary Kay Hornback		July 18, 1986; Director of South Hall
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STAFF RETIREMENT

Bowling Green College of Business Administration

Mr. John W. Sagabiel		July 1, 1986; Staff Assistant
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Student Affairs

Office of Career Planning and Placement:

Mrs. Patricia A. Markle		August 1, 1986; Coordinator of 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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SECRETARIAL AND CLERICAL STAFF APPOINTMENTS

College of Education
and Behavioral Sciences

Teacher Education:

Ms. Vicki Tonya Irene Leedom	\$ 788 per month	July 1, 1986; Administrative Secretary; budgeted position
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Ogden College of Science,
Technology, and Health

Computer Science:

Mrs. Irene Motley	905 per month	August 4, 1986; Departmental Secretary; budgeted position
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Academic Affairs:

Office of the Registrar:

Ms. Terri Lynn McBrayer	728 per month	June 9, 1986; Recorder; replace Ms. Darlene Bieber; effective July 1, 1986, salary increased to \$764 per month
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Scholastic Development:

Ms. Michele Beth Swann	765 per month	June 16, 1986; Administrative Secretary; replace Ms. Debra Harper; effective July 1, 1986, salary increased to \$788 per month
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Business Affairs

Personnel Services:

(WKU Credit Union)

Ms. Cindy J. Dickerson	773 per month	April 1, 1986; Teller; (salary and benefit costs to be reimbursed 100 percent to University by WKU Credit Union, Inc.)
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SECRETARIAL AND CLERICAL REASSIGNMENT,
RECLASSIFICATION, AND/OR PROMOTION

Office of the President

Mrs. Patricia M. Smith	1,186 per month eff 7/14/86	July 1, 1986; reassigned from Senior Secretary in Office of the Registrar to Senior Secretary in Office of the President; effective July 14, 1986, position reclassified to Executive Secretary
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Academic Affairs

Independent Study:

Ms. E. Susan McChesney	1,029 per month	May 16, 1986; position as Senior Processing Clerk reclassified from grade 8 to grade 9; effective July 1, 1986, monthly salary increased to \$1,081
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Mrs. Nellie V. Taylor	933 per month	May 16, 1986; position as Examinations Clerk reclassified from grade 7 to grade 8; effective July 1, 1986, monthly salary increased to \$980
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
SECRETARIAL AND CLERICAL REASSIGNMENT, RECLASSIFICATION, AND/OR PROMOTION (continued)		
<u>Academic Affairs</u> (continued)		
Library Services:		
Ms. Delores Jean Butler	\$ 941 per month	August 1, 1986; promoted from Serials Assistant III to Serials Assistant IV in Library Automation and Technical Services
Media Services:		
Ms. Debra B. Harper	1,027 per month	June 2, 1986; transferred from position of Administrative Secretary in Scholastic Development and promoted to Senior Secretary in Educational Television; effective July 1, 1986, monthly salary increased to \$1,102
Mrs. Susan R. Williams	no change	May 22, 1986; reclassified from Principal Secretary to Media Specialist in Educational Television; effective July 1, 1986, monthly salary increased to \$1,079
<u>Business Affairs</u>		
Accounts and Budgetary Control:		
Ms. Trina Darlene Bieber	861 per month	May 15, 1986; transferred from position of Recorder in Office of the Registrar and promoted to Senior Accounts Clerk; effective July 1, 1986, monthly salary increased to \$904
<u>Student Affairs</u>		
Student Financial Aid:		
Mrs. Diane W. Bowen	804 per month	July 1, 1986; position reclassified from Applications Clerk to Data Entry Operator II
Mrs. Judy B. Bryant	978 per month	July 1, 1986; position reclassified from Collections Clerk to Collections Specialist
Mrs. Kelly A. Campbell	804 per month	July 1, 1986; position reclassified from Financial Aid Clerk to Financial Aid Assistant
Mrs. Patricia M. Cook	923 per month	July 1, 1986; position reclassified from Receptionist to Financial Aid Cashier
Mrs. Tina S. El-Amouri	804 per month	July 1, 1986; position reclassified from Financial Aid Clerk to Financial Aid Assistant

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 REASSIGNMENT,
RECLASSIFICATION, AND/OR PROMOTION
(continued)

Student Affairs (continued)

Student Financial Aid: (continued)

Mrs. Eula Mae Hardcastle	\$ 1,491 per month	July 1, 1986; position as Scholarship Disbursement Officer reclassified from grade 11 to grade 12
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Mrs. Teresa L. Swetmon	837 per month	July 1, 1986; position reclassified from Financial Aid Clerk to Financial Aid Assistant
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Mrs. Linda Kaye Taylor	802 per month	July 1, 1986; position reclassified from Financial Aid Clerk to Financial Aid Assistant
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Student Life:

Ms. Cynthia L. Morris	1,214 per month	July 21, 1986; transferred from position of Senior Administrative Secretary in Office of Housing and promoted to Principal Secretary
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Potter College of Arts,
Humanities, and Social Sciences

English:

Mrs. Edith Earlene Cantrell	1,038 per month	July 15, 1986; transferred from position of Departmental Secretary in Department of Computer Science and promoted to Senior Secretary
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History:

Ms. Trena L. Burchett	827 per month	July 16, 1986; transferred from position of Administrative Secretary in Department of Teacher Education and promoted to Senior Departmental Secretary
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University Publications:

Mrs. Tracy D. Newton	843 per month	May 16, 1986; position reclassified from Bookkeeper to Senior Administrative Secretary/Bookkeeper; effective July 1, 1986, monthly salary increased to \$886
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Mrs. Jo Ann Thompson	1,112 per month	May 16, 1986; position reclassified from Administrative Secretary to Senior Secretary; effective July 1, 1986, monthly salary increased to \$1,168
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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/CLERICAL SALARY ADJUSTMENTS

Academic Affairs

Independent Study:

Mrs. Susan V. Crabtree	\$ 1,149 per month	May 16, 1986; Senior Processing Clerk; effective July 1, 1986, salary will increase to \$1,206
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Scholastic Development:

Ms. Michele Beth Swann	803 per month	July 1, 1986; Administrative Secretary
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Business Affairs

Personnel Servicers:

Ms. Laura H. Faith	886 per month	July 1, 1986; Payroll Clerk
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Graduate College

Western Kentucky University Educational Program--Owensboro:

Mrs. Onda Renee Calhoun	804 per month	July 1, 1986; Administrative Secretary
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SECRETARIAL/CLERICAL RESIGNATIONS

Academic Affairs

Library Services:

Ms. Anne McKee		July 31, 1986; Serials Assistant IV in Library Automation and Technical Services
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Educational Television:

Ms. Gaye J. Bullington		May 16, 1986; Senior Secretary
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Business Affairs

Ticket Office:

Ms. Linda Sue Dillard		July 31, 1986; Ticket Sales Clerk
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College Heights Foundation

Mrs. Marsha R. Kline		August 5, 1986; Senior Administrative Secretary
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Mrs. Nancy J. Snyder		June 13, 1986; Principal Secretary
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Student Affairs

Student Financial Aid:

Mrs. Kelly Campbell		July 31, 1986; Financial Aid Clerk
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Student Life:

Ms. Denise M. Muir		August 7, 1986; Senior Administrative Secretary
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Ms. Wendy Wilder Peters		July 21, 1986; Principal 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/CLERICAL RESIGNATIONS
(continued)

Ogden College of Science,
Technology, and Health

Allied Health:

Ms. Rhonda L. Ratliff

July 21, 1986;
Departmental Secretary

Health and Safety:

Ms. Pamela Taylor Rone

September 25, 1986;
Senior Departmental
Secretary

Potter College of Arts,
Humanities, and Social Sciences

English:

Mrs. Patience L. C. Nave

July 31, 1986; Senior
Secretary

SECRETARIAL/CLERICAL RETIREMENT

Student Affairs

Office of Career Planning
and Placement:

Mrs. Helen M. Moore

August 29, 1986;
Administrative Secretary

Mr. Cook moved approval of the recommended personnel actions since May 1, 1986, and the approval of a resolution related to the contract of President Kern Alexander which follows:

RESOLUTION

WHEREAS, The provisions of KRS 164.360 and KRS 164.365 vest in the Board of Regents responsibility and authority to appoint a President of Western Kentucky University; and,

WHEREAS, Dr. Kern Alexander has been selected as the seventh President of the University by a unanimous vote of the Board of Regents on December 14, 1985, for a period of three years and forty-five days duration beginning May 15, 1986, and ending June 30, 1989; and,

WHEREAS, The Board of Regents, by resolution adopted on January 25, 1986, made the appointment effective immediately upon that date; and,

WHEREAS, The Board of Regents desires to continue the employment of Dr. Alexander, and Dr. Alexander desires to continue in the employment of the University; and,

WHEREAS, Dr. Alexander and the Board of Regents desire to terminate the prior arrangements and enter into the Agreement contained herein to establish the terms and conditions of the continued employment relationship between Dr. Alexander and Western Kentucky University.

NOW, THEREFORE, in consideration of the mutual promises herein, the parties hereto agree as follows:

1. Dr. Samuel Kern Alexander is hereby appointed to the position of President of Western Kentucky University with assignment to faculty rank of full professor in the College of Education.
2. The period of employment is of four-year duration, beginning January 25, 1986, and ending January 24, 1990.
3. Dr. Samuel Kern Alexander is designated the Chief Executive and Educational or Academic Officer of the University; and, in that capacity, he is officially accountable and responsible solely to the corporate Board of Regents for the discharge of the duties and responsibilities of the office. Reporting and accounting to the corporate board will be in a manner and means and on a schedule determined by law and the Governing Statutes, Rules, and Policies of the Board of Regents.
4. The President, by virtue of his office, is a member of all faculties and faculty bodies at the University and may call upon the members of any faculty or faculty body to convene for any purpose at any time.
5. Effective immediately, the President shall receive as compensation a minimum salary of \$79,900 per year, subject to adjustment upon the annual review of all University salaries.
 - a. Life, health, accident, and disability insurance; sick leave; and retirement benefits shall be provided according to the plan established by the Board of Regents for University employees. In addition to the contribution to his account in the defined benefit plan administered by the Kentucky Teachers' Retirement System, effective immediately the Board

of Regents will contribute to a tax-deferred annuity program as specified by the President an amount equal to ten (10) percent of his annual compensation. Payment shall be made by the Treasurer at quarterly intervals or as specified by procedures of the specified tax-deferred annuity plan.

- b. Annual paid vacation shall be a minimum of thirty days. Additional vacation may be taken on a schedule mutually agreeable to the President and the Board of Regents.
6. Not as compensation, but for the benefit and convenience of the University:
 - a. The President is required to occupy the official residence provided by the University for the President. The residence is located near the campus and is provided at no cost to the President for rent, utilities, one University business telephone, building and grounds maintenance, upkeep and care, and housekeeping services. The University shall expend from a specially budgeted fund from the annual operating budget for expenses incidental to official University functions held at the residence, including those accompanied by social amenities and activities. These funds shall be expended directly by the University for such purposes and shall not flow to or through the President personally. Decoration and furnishing of the residence will be provided to the personal taste of the President, subject to cost approval and periodic review by the Finance Committee of the Board of Regents.
 - b. Subject to provisions of applicable law and regulations of the Commonwealth, an automobile will be furnished for the discretionary use of the President and/or members of his family in transportation connected in whole or in substantial part with job-related University business purposes. Privately owned vehicles will be used for travel that is entirely for personal and family purposes that are not job related.
7. Dr. Alexander's appointment and employment as President of the University under this Agreement shall be for a period of time commencing on January 25, 1986, and ending on January 24, 1990, unless sooner terminated as hereinafter provided. On January 25, 1987, and on the 25th of January of each year through and including 1990, the period of Dr. Alexander's appointment and employment as President of the University shall be automatically extended one year (January 25 through January 24 of the successive year) unless either party provides the other with written notice prior to any December 1 that the notifying party desires to cease the automatic extensions of the appointment and employment period, effective January 25 next following the delivery of the notice.
8. If Dr. Alexander ceases to serve as the University's president by reason of his agreeing to resign the position at the request of the Board of Regents, then, for the unexpired portion of the duration of the period of employment, the remaining and unpaid compensation as provided herein shall be paid to him in equal annual installments from endowment, trust, or other nonstate funds in the University's possession which are not subject to restrictions, if any, which may be imposed by Section 3 of the Constitution of the Commonwealth of Kentucky, or other applicable law, if any.

9. Dr. Alexander shall devote his full time and attention and best efforts to the performance of his duties as President of the University and shall not engage in any outside activity which, in his judgment, after he has consulted with the Chairman of the Board of Regents of the University and has given due regard to the views of the Chairman, is competitive with or not in the best interests of the University, or which may prevent or interfere with his performance of his duties as President. It is understood that Dr. Alexander, after such consultation, may from time to time hold outside directorships or consultancies with respect to which he shall be entitled to retain the compensation or fees, if any, and that Dr. Alexander may participate from time to time in public and private commissions, councils, committees and groups, and activities dealing with educational, scholarly, academic, civic, and public issues and problems.
10. As President, Dr. Alexander shall also perform such duties as are or hereafter may be imposed upon him by (1) the laws of the Commonwealth of Kentucky, as amended, (ii) the Governing Rules and Regulations of the University, as amended, and, the Board of Regents.
11. This document constitutes the entire agreement between Western Kentucky University and Dr. Alexander.

Prior resolutions, dated December 14, 1985, and January 25, 1986, shall be superceded in full at the time this agreement becomes effective.

The parties have executed this agreement, and it shall be deemed effective as of this date and shall remain effective until Dr. Alexander ceases to be appointed and employed as President of the University. Dr. Alexander has signed it in person, and it has been executed on behalf of the university, acting by and through its Board of Regents by the Chairman of that Board and attested by the Secretary thereof pursuant to the authority which the Board hereby grants them.

IN WITNESS WHEREOF, the parties have executed the original of this agreement on the dates set forth below:

**Western Kentucky University
acting by and through its
Board of Regents**

Joe Iracane, Chairman
Board of Regents
Western Kentucky University

Date: _____

Attest:

Elizabeth W. Esters, Secretary
Board of Regents
Western Kentucky University

Samuel Kern Alexander, Jr.

Date: _____

The motion was seconded by Mrs. Wilson, and the roll call vote follows:

Aye: Butler, Clark, Cook, Iracane, Judd, Miller (pass on compensation), Page, Palmore, Todd, Wilson

Nay: None

AGENDA ITEM 8 - Report by the President

Dr. Alexander called attention to several accomplishments by the faculty, staff, and students. Among those noted in the **College of Education and Behavioral Sciences** were:

- College of Education and Behavioral Sciences obtained a significant number of grants. A total of thirty-two grants were funded in that college since January 1, 1986—for a dollar amount of \$850,000. Since July 1, 1986, the College of Education has received an additional 5 grants totaling \$564,000 for a grand total of \$1.4 million dollars.
- The College of Education received the "Showcase for Excellence Award" by the American Association of State Colleges and Universities. The award, based on work with local school districts, is a very important award in educational circles.
- Western Kentucky University hosted the state and regional Special Olympics coordinated by Dr. JoAnn Verner.
- Dr. Vernon Lee Sheeley in the College of Education and Behavioral Sciences became the National President of the Association of Counselor Education and Supervision.

In the **Potter College of Arts, Humanities, and Social Sciences**, the following accomplishments were noted:

- The Department of Journalism was reaccredited this year by the Accrediting Council of Education and Journalism and Mass Communication. The accrediting team said that they strongly endorsed our program in journalism. They noted that the program at Western was on the verge of being one of the most outstanding programs in the country and is already the of the outstanding programs in photojournalism. Dr. Alexander stated, "Not only was our program reaccredited, it was accredited with accolade."
- The University Choir, directed by Kenneth Davis, performed at the American Symphony Orchestra in Carnegie Hall in New York City, giving Western Kentucky University national publicity.
- David Whitaker was inducted into the Kentucky Journalism Hall of Fame.
- Terry VanderHeyden won the "College Media Advisors Distinguished Advisor Award."
- Christine Hobbs received the award for "Outstanding Teacher of the Kentucky Music Education Association."
- The faculty in the Potter College of Arts, Humanities, and Social Sciences have written six books and numerous articles since January, 1986.
- Leo Fernandez completed five new water colors in the past few months.

In the Ogden College of Science, Technology, and Health, the following accomplishments were noted:

- Val Dunham, Head of the Department of Biology, visited twenty-five high schools while working as department head.
- Luther Hughes, Head of the Agriculture Department, visited sixteen high schools to recruit students.
- The Dean, associate dean, and department heads of the Ogden College of Science, Technology, and Health visited 101 high schools in Kentucky in the past few months.
- Of the seventeen students applying to medical schools, thirteen were admitted. This is a 76 percent admissions rate.
- Five of the six undergraduates applying for admission to dental schools were admitted.
- The Department of Agriculture graduated more students certified to teach high school vocational agriculture than all of the other Kentucky universities combined. In addition, Western's graduates scored higher on the examination for certification, on the average, than all of the other universities.
- Western had the highest percentage of acceptances to veterinary schools of any other university in Kentucky.
- Dr. Albert Petersen, Department of Geography and Geology, was appointed by the Governor to be the Kentucky State Geographer, effective July 15, 1986.

Accomplishments of the Bowling Green College of Business Administration were noted as follows:

- A number of outstanding journals have been published such as the one by Roy Howsen and Steve Jarrell on "Deteriment's of Personal Crimes."
- Dr. Robert Pulsinelli has authored two textbooks recently, Modern Money and Banking, McGraw-Hill and Macroeconomics, Harper & Row. Both books are widely used among the universities throughout the country.

President Alexander reported that Dr. Elmer Gray, Dean of the Graduate College, has devised a plan to work with the local school districts whereby outstanding teachers in the high schools are made adjunct members of the Western faculty. When they teach a class and approve a student and grade that student, Western will accept that grade at Western Kentucky University. Through a pilot project now operational called SPAN, English, History, and Chemistry courses may be approved and transferred by high school students.

Other important issues before Western Kentucky University were pointed out by President Alexander as follows:

- Declining enrollment - Dr. Alexander reported that the University continues to work on this area and a more extensive report will be given later in the afternoon by Dr. Jerry Wilder, Vice President for Student Affairs. President Alexander felt that the administrative changes which the Board approved at the last meeting were important to the thrust to handle the declining enrollment issue. Two objectives, he pointed out were (1) to do more administratively and (2) to do it for lower costs.

Dr. Alexander said, "We've made administrative changes, and we think we have a management team in place now by which we can move on these questions, address them, and do a good job in addressing them." Dr. Alexander told the Board that administrators had been asked to zero base all the positions. Each time an administrative position becomes available, rejustification of the position is required so money will not be wasted on administration. Responsibilities of the administrators have expanded and

they have been charged with more duties. President Alexander reported a savings of \$153,000 from the administrative changes approved at the last meeting.

- Evening Division - President Alexander told the Board of his plan to create an evening division whereby more opportunities would be available for individuals to go to school part time. Dr. Ronnie Sutton, Dean of Scholastic Development, is coordinating the development of the evening division schedule with the cooperation and assistance of the deans, directors, and department heads.
- Reentry Program - Dr. Alice Rowe continues work to bring into the University those adults who have not been involved in the University in recent years.
- Articulation with Community Colleges - Dr. Alexander stated, "We're very much concerned and are attempting to analyze our program with regard to articulation with community colleges. We know that in the future as we look at Western's role, we're going to have to address the community college issue. We must make the transition from community college, that second to third year, go as smoothly as possible. We're looking at our articulation arrangements with the community colleges, and we hope to improve those so we can work closely with them."
- Community College - Plans are being developed for the Community College, and it should be open by January 1. The Community College will be a part of Western but will have separate admissions, separate curriculum and would operate to complement Western.
- Extended Campus Programs - Dr. Alexander pointed out that the Council on Higher Education in trying to address and coordinate higher education in Kentucky established regions. Western Kentucky University is placed in one of those regions. Community colleges have a responsibility. Western Kentucky University has a responsibility, and the other universities have responsibilities. "Western, in addressing its responsibility, must go off campus—to Ft. Knox, to eastern Kentucky or as far east as our boundary there, and work our region with extended campus programs."

Dr. Alexander asked Dr. Elmer Gray, Dean of the Graduate College, to report to the Board on the plan for extended campus programs. Dr. Gray gave a very thorough report on the coordinated plan. Secretary's Note: An outline of Dr. Gray's presentation is filed with the Board's official records.

8.1 - Report on Plan for Recruitment/Enrollment

Dr. Alexander stated "The university today that doesn't manage its enrollment is not up to date on the way it recruits and handles enrollment; will have neither a quality nor a quantity of students. The quality of students will decline and so will the enrollment." President Alexander reported that Western Kentucky University has a five-year plan for enrollment which has been developed by Dr. Jerry Wilder, Vice President for Student Affairs, which has short- and long-range objectives that will be a guide for enrollment management program for Western.

Dr. Alexander noted, that as a result of many efforts, enrollment for the summer increased. The 1986 summer enrollment increased over 12 percent. In an effort to enhance this effort, the deans and the vice president for academic affairs have recommended a new summer school schedule for 1987. Rather than having one eight-week program, there will be a twelve-week program with breaks at three or four weeks which will allow more options for the students enrolling in summer school.

Dr. Alexander asked Dr. Jerry Wilder, Vice President for Student Affairs, to highlight the Proposal for Enrollment Management at Western Kentucky University.

Secretary's Note: Board members were provided copies of the report, and a copy is filed in the Board's official records.

Dr. Wilder discussed the Proposal for Enrollment Management which was outlined as follows:

- Enrollment at Western, 1960-75
- Enrollment at Western, 1976-85
- Factors in Declining Enrollment
 - External Variables
 - Internal Variables
- Enrollment Forecasts
- Enrollment Management
- Enrollment Management Characteristics
- Enrollment Management Goal at Western Kentucky University
- Recommended Steps to Implementation of a 5-Year Enrollment Master Plan at Western Kentucky University
- Enrollment Driven Strategies
- Marketing Strategies
- Recruitment Strategies
- Retention Strategies
- Research and Evaluation Strategies
- Departmental Enrollment-Driven Actions Proposed for the 1986-87 Academic Year:
 - . Office of Student Financial Aid
 - . Office of Admissions
 - . Office of Institutional Research
 - . Office of Athletics
 - . Office of Development
 - . Office of Alumni Affairs
 - . Office of Public Information
 - . Office of the Dean of the Graduate College
 - . Student Life
 - . Academic Affairs

Dr. Alexander pointed out, "Our objective is not just to increase enrollment, our objective is to increase the percentage of high school students who go on to college and to spread opportunity and to increase educational opportunity in our region of the state and throughout Kentucky. If we achieve these enrollment increases with a declining rate of high school graduations, Western will be performing its function as the legislature and the people of Kentucky see that role. The bottom line in this pursuit is to increase opportunity to higher education."

8.2 - **Report on Unrestricted Development Funds** - A report on the use of unrestricted development funds was provided the board members on page 38 of the agenda.

AGENDA ITEM 9 - Other Business

9.1 **Resolution of appreciation for Mitchell McKinney.** The following resolution was introduced by Mrs. Miller, seconded by Mrs. Wilson and passed unanimously.

RESOLUTION

WHEREAS, Mitchell S. McKinney served as the student member of the Board of Regents of Western Kentucky University from August 19, 1985, to August 8, 1986; and

WHEREAS, this was a historical period in the life of Western Kentucky University; and

WHEREAS, his term of office was characterized by able representation, faithful service, and dedication to his responsibility; and

WHEREAS, such service and dedication are deserving of fitting tribute; Therefore, be it

RESOLVED, That the Board of Regents of Western Kentucky University in a meeting on August 8, 1986, does hereby express appreciation to Mr. McKinney for his significant contributions and extends best personal wishes for his continued success; be it

FURTHER RESOLVED, That this resolution be recorded in the minutes of the Board of Regents and that a copy thereof be presented to Mr. McKinney as further testimony of the appreciation and esteem in which he is held by members of the Board.

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

Joseph Iracane, Chairman
Board of Regents

Kern Alexander, President

9.2 - Resolution honoring the memory of Miss Georgia Bates

The following resolution was introduced by Mr. Cook, seconded by Mr. Clark and passed unanimously:

RESOLUTION

WHEREAS, the Western Kentucky University Board of Regents is saddened by the death of a valued friend, a loyal Westerner, and a gracious lady, Miss Georgia Bates, who died on July 20, 1986; and

WHEREAS, Miss Bates served Western Kentucky University with remarkable dedication, competence, effectiveness, and devotion throughout the years she was Secretary to the President, Assistant to the President, and Secretary to the Board of Regents; and

WHEREAS, Miss Bates continued later to make important and distinctive contributions to Western Kentucky University in the position of Executive Secretary and Treasurer of the College Heights Foundation; and

WHEREAS, The Board of Regents recognized the example she set, the many contributions she made, and the devotion with which she served; and

WHEREAS, the Board is grateful to Miss Bates for such unselfish service and the lasting contributions she made to the University and to the Foundation.

BE IT THEREFORE RESOLVED, that the Board of Regents, assembled at Western Kentucky University on August 8, 1986, does hereby express by this resolution deep appreciation for her life and her service.

BE IT FURTHER RESOLVED, that this resolution be placed in the official records of the Board of Regents as testimony of a bond of friendship and of the manner in which we honor her memory and that a copy be presented to the family of Miss Bates to convey the personal concern, sincere sympathy, and genuine condolences of all who are associated with Western Kentucky University.

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

Joseph Iracane, Chairman
Board of Regents

Kern Alexander, President

Mr. Clark introduced the following resolution which was seconded by Mrs. Wilson and passed unanimously:

RESOLUTION

WHEREAS, Dr. John D. Minton has served Western Kentucky University for the period from 1958 until the present; and,

WHEREAS, he has served as Professor of History, Dean of the Graduate College, Vice President for Student Affairs, and President; and

WHEREAS, he has represented Western Kentucky University on numerous committees, projects, and boards; and

WHEREAS, he has served in each of these capacities with distinction and dedication and has given so generously of his time, energy, and talents; and

WHEREAS, his loyal service and leadership have made a significant and lasting contribution to the University; therefore, be it

RESOLVED, That the Board of Regents of Western Kentucky University does hereby offer this resolution as an expression of gratitude and appreciation to Dr. Minton for his distinguished service and extends best wishes for his continued success in all future endeavors; be it

FURTHER RESOLVED, That this resolution be spread upon the minutes and that a copy thereof be presented to Dr. Minton as an expression of the esteem in which he is held by the members of the Board.

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

Joseph Iracane, Chairman
Board of Regents

Kern Alexander, President

Expressing appreciation to the Board for the resolution, Dr. Minton stated, "I've had many ties with the Board through the years, and this finishes my twenty-ninth year at Western; I also have seven years in public schools and five years in the Navy—which totals up to over forty years in the system."

"Also, I would have to say that next to myself and my family, I guess I've prayed for this body more than any other group that I've ever prayed for! Over the last twenty-nine years, it's been my experience to work with a lot of outstanding faculty members, a lot of outstanding administrators, a lot of outstanding secretarial staff that's made me look better than I've deserved to look, and also it's been my privilege to work with a lot of outstanding students. That's the main thing that has encouraged me over the twenty-nine years.

"I thank the Board for that resolution, and I'm just grateful for this privilege that I've had."

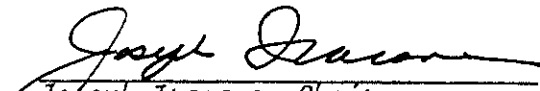
There being no further business, a motion for adjournment was made

by Mr. Cook, seconded by Mrs. Miller. The meeting adjourned at approximately 4:25 p.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 August 8, 1986, in the Regents Conference Room of Wetherby Administration Building on the Western campus and further certify that the meeting was held in compliance with KRS 61.810, 61.820, and 51.825 (enacted as Sections 2, 3, 4, and 5 of House Bill 100, 1974 Regular Sessions, General Assembly).


Elizabeth W. Esters, Secretary


Joseph Iracane, Chairman


Elizabeth W. Esters, Secretary