

MINUTES OF MEETING OF BOARD OF REGENTS

WESTERN KENTUCKY UNIVERSITY

September 10, 1987

Required statutory notice having been given, the third quarterly meeting of the Board of Regents of Western Kentucky University was held on Thursday, September 10, 1987, in the Regents Conference Room of the Wetherby Administration Building on the Western campus. The meeting was called to order at 9:45 a.m., CDT, by Mr. Joseph Iracane, Chairman.

**AGENDA ITEM 1** - The meeting opened with a prayer of invocation by Mr. Howard Bailey, Dean of Student Life.

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

Mr. Danny Butler  
Mr. Ronald W. Clark  
Mr. Joseph A. Cook II  
Dr. Eugene E. Evans  
Mr. Joseph Iracane  
Mrs. Patsy Judd  
Mr. J. Anthony Page  
Judge John S. Palmore  
Mr. Timothy S. Todd  
Mr. Denny Wedge  
Mrs. Hughlyne P. Wilson

Also present were Dr. Kern Alexander, President; Dr. Paul B. 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 R. Wilder, Vice President for Student Affairs; Dr. Stephen House, Executive Assistant to the President; Mrs. Liz Esters, Staff Assistant for Special Projects and Secretary to the Board; 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 3** - Disposition of minutes of regular meeting of April 30, 1987, and the minutes of the Executive Committee meeting held June 29, 1987. The minutes were presented by Chairman Iracane. Motion was made by Mr. Cook and seconded by Mrs. Wilson to approve the minutes as submitted inasmuch as copies had been mailed to members prior to the meeting. The motion carried by voice vote.

AGENDA ITEM 4 - Committee reports.

4.1 - Academics Committee - Mrs. Judd, Chairman; Mr. Cook; Dr. Evans; Mrs. Wilson; Judge Palmore - Mrs. Judd reported that the committee had discussed and approved the following resolution:

- **RECOMMENDATION:**

President Alexander recommends that the Department of Communication and Theatre be divided into two departments: the Department of Theatre and Dance\*; and the Department of Communication and Broadcasting—Potter College of Arts, Humanities, and Social Sciences. \*(Note: The words "and Dance" were inadvertently omitted in the recommendation submitted to the President. This note corrects that error.)

Background:

The recommendation to divide the department has the strong support of the faculty in each area and is the result of considerable discussion. In the past, the faculty in the Department of Communication and Theatre has failed to act as a cohesive entity; instead they have functioned as small units. This division will enhance the efforts of both groups and encourage faculty to devote more time and energy to programmatic and curricular issues and will better serve the interest of both faculty and students.

The division of the department can be accomplished with little cost. Theatre and Dance will continue under the leadership of Dr. William Leonard, now acting head of Communication and Theatre, until a permanent head is named. The new Department of Communication and Broadcasting will recommend internal candidates from whom a head of that Department will be selected. The secretarial support staff will be divided between the two areas. Arrangements have been made to provide departmental office space for both departments. The only additional cost will be a twelve-month contract in place of a current nine-month contract for whichever internal candidate is selected as head of Communication and Broadcasting.

With approval of the Academics Committee, Mrs. Judd moved and Mr. Todd seconded the adoption of the recommendation as submitted. The motion carried by voice vote.

In addition, Mrs. Judd reported that the committee discussed (1) University Research and Service Professorships and (2) expressed great pride in the accreditation of the Engineering Technology Programs.

Commenting on the professorships, Dr. Alexander stated that a faculty committee worked to consider awards and rewards for faculty. A part of the recommendation of the task force was to have a "super" type professorship as many universities today have—a distinguished professorship, service professorship, and a university-wide, academic-research type of professorship.

Board members were provided descriptions of a Distinguished Service Professorship and a University Distinguished Professorship for their review and consideration with the possibility of adoption at a future meeting.

Dr. Alexander described the **Distinguished Service Professorship** as "one that universities generally award on a very limited basis to persons who have been in the university community for many years; who have worked with the state, possibly nation, but certainly internally with the institution; who have worked with the students and the alumni; and who have devoted their lives to the service of the institution. The faculty believes, and I believe, that we should have a designation of those persons and recognize them. There would be a very limited number, possibly six or eight, for the entire university."

"The other type of professorship would be a university-wide professorship—a **University Distinguished Professor** who would presumably be

an outstanding scholar. In fact, we would not have this professorship if the person was not a nationally-known or even internationally-known scholar. If there is a person among our ranks, then a person internally could be designated. Generally, though, we would like to use this type of position to go out and attract the outstanding person to bring in as a centerpiece for the university; to pay them more; to have them stand out and be the type of professorship that would gather other scholars around them."

"Should the Board create those types of professorships, the university would then attempt to budget those positions in the next few years, possibly one a year or two a year until the full complement is reached."

4.2 Finance and Investment Committee - Mr. Cook, Chairman; Mrs. Judd; Judge Palmore; and Mr. Wedge - Mr. Cook reported that the committee met earlier in the day with the following three items on their agenda:

4.2.1 - Recommendation for approval of the 1988-90 Biennial Budget Request

SECRETARY'S NOTE: Board members were provided a copy of the 1988-90 Biennial Budget Request, and a copy is attached to the minutes as Exhibit I.

Background:

Western's request for state support for the 1988-90 biennium follows the required format prescribed by the Council on Higher Education and includes three phases. The central feature of the first phase includes the formula and the capital budget request which Western staff members calculated and submitted in July, 1987. The formula format requires the averaging of enrollment for a three-year period, and Western requested and was granted permission by the Council to use projected enrollments for 1987-88, 1988-89, and 1989-90 rather than actual enrollments for 1984-85, 1985-86, and 1986-87. Projecting for three years rather than using previous actual enrollments increased the amount of money that the formula will generate for Western.

If the formula is fully funded for Western, the state appropriation for 1988-89 will increase by \$7,935,000 or 19.0 percent. An additional \$5,545,600 will be realized in 1989-90 for a 11.2 percent increase. The total increase for the two-year period will be 32.3 percent.

The second phase of the prescribed Council format for requesting state support requires institutions to complete and submit Budget Request forms. In these documents each institution must indicate in priority order the use that it will make of the additional funds generated by the formula and the request. Forms BR-2 show the projected use of the additional funds for Western. Top priority is given to fixed costs (utilities and fringe benefits) and a five percent salary increase for faculty and staff members.

Actual enrollment increases in 1986-87 and 1987-88 and projected enrollment increases for the 1988-90 biennium make essential the employment of additional faculty members. Western plans to use a portion of the funds generated by the formula to add 195 faculty positions over the biennium as the impact of enrollment increases becomes immediately evident in the faculty-student ratio. Addition of faculty positions will strengthen the instructional program and maintain faculty-student ratios of less than 17 to 1. Lesser amounts of funds will be used to add a limited number of staff positions.

Western also proposes to strengthen programs in instruction and research by adding funds for graduate assistantships, library holdings, and equipment. In the first year of the biennium some funds will be utilized for deferred maintenance and improvement of physical conditions of the campus. The request also includes the debt service on the bond issues proposed to fund the capital projects approved by the Executive Committee of Western's Board of Regents.

In addition to the funds generated by the formula, Western proposes to request funds in the category the Council identified as "above/outside" the formula. These requests appear in section B of forms BR-2.

The total request includes the amounts generated by the formula and the amounts requested outside the formula. Western requests additional state appropriation of \$11,013,300 in 1988-89 and \$14,541,400 in 1989-90.

The third phase of the budget request will take place in November after the Council has determined what it will recommend for Western. At that time, the University will submit its budget request through the Council to the Governor's Office of Policy and Management for inclusion in the Executive Budget.

Commenting on the biennial budget request, Dr. Alexander stated, "The most important items in the request concern our faculty positions. We are asking for a total of 195 new faculty positions. This is a substantial increase, but we think it is necessary to maintain the quality of the university and, indeed, increase the quality of the university. We consider these faculty positions growth impact faculty positions, and we want very much to have them approved by the Council on Higher Education."

Upon the approval of the Finance and Investment Committee, Mr. Cook moved approval of the biennial budget request. The motion was seconded by Judge Palmore. The motion carried by voice vote.

**4.2.2 - Recommendation to reduce the 1987-88 Operating Budget by \$581,400.**

**RECOMMENDATION:**

President Alexander recommends that the 1987-88 Operating Budget be reduced by \$581,400. The proposed reductions are shown in the revised 1987-88 Operating Budget.

**SECRETARY'S NOTE:**

Each board member was provided a copy of the revised budget, and a copy is filed in the official files of the Board of Regents.

**Background:**

The Executive Branch of state government reported to the Legislative Branch that revised revenue projections for 1987-88 are less than the projections included in the appropriations bill. Under such circumstances, the Governor is obligated to present a plan to deal with the projected shortfall. The plan presented by Governor Collins requires reductions in state appropriation for most state agencies. In addition, agencies are required to maintain a reserve through October, 1987, in case additional shortfalls occur.

The Council on Higher Education used the Formula Use Policy to determine the portion of the higher education reduction assigned to each institution. Based on this approach, the reduction in Western's state appropriation is \$581,400.

The budget approved for 1987-88 by the Board of Regents included a contingency of \$300,000 in case a reduction in state appropriation occurred. This \$300,000 will be used to meet the reduction, and the balance of \$281,400 was prorated among the four vice presidential areas. The vice presidents worked with deans and unit heads in their areas in determining how the reductions would be accomplished. In some cases, proposed reductions were achieved by not filling vacant positions. In other cases, units will reduce operating costs. The reductions are shown in the revised 1987-88 Operating Budget.

The required reserve for Western is \$240,000. We must retain this reserve until October, 1987. At that time, the Governor and her staff will evaluate the revenue received for the first quarter of 1987-88. If revenue projections are not realized for the first quarter, the required reserve may also be deducted from our state appropriation. If this is the case, a plan will be presented to the Board to adjust the budget by \$240,000.

The reduction of \$581,400 is the second reduction required of us in the current biennium. The reductions in state support are occurring when we are trying to educate more students, provide more services to those enrolled, maintain facilities that are in need of repair, and retain faculty when salaries have fallen below the median of the benchmark institutions.

Dr. Alexander stated, "We, unfortunately, will have to reduce the 1987-88 Operating Budget which you approved last April. Everything you do in a budget of this sort tends to reduce the quality of the University and the academic programs; but we have, we believe, been able to do this with as little harm as possible. It will not affect the 6.4 percent salary increase that you had approved. We preserved that, and we believe that, by moving some faculty positions back, not spending some monies here and there that we had hoped we would be able to expend the first term, we are able to take this \$281,400 out of the budget in addition to the contingency of \$300,000. We are able to handle this, but further shortfalls would be extremely detrimental to Western's programs, this year as well as next year, because next year, of course, has to build on this year. In addition, Western is required to reserve another \$240,000 just in case there is another shortfall at the state level for this operating year, and that is a part of this recommendation for approval. So, through October, 1987, we are required to hold an additional \$240,000."

Upon the approval of the Finance and Investment Committee, Mr. Cook moved approval of the reductions in the 1987-88 Operating Budget. The motion was seconded by Mr. Wedge, and the roll call vote follows:

Aye: Butler, Clark, Cook, Evans, Iracane, Judd, Page, Palmore, Todd, Wedge, Wilson

Nay: None

#### 4.2.3 - Recommendation to raze the Goal Post

##### RECOMMENDATION:

President Kern Alexander recommends that the Goal Post building be razed.

##### Background:

The Goal Post building is in the area designated for development of Greek housing; and it is scheduled, along with other buildings on 15th Street, to be razed when funding is available for the project.

Due to collapse of a portion of the roof resulting in a weakening of exterior walls, the city building inspector recommends that the building be razed.

The estimated cost to raze the building and clear the site is \$10,000.

President Alexander stated, "While the Goal Post is an institution, it is an institution that is badly deteriorated. The ceiling has fallen in; the City Building Inspector has indicated that it is a hazard. We had hoped that it would not be necessary to tear down the Goal Post until we were able to start construction on that entire block there for new student housing, but it becomes necessary at this point to take the Goal Post out separately. It will cost us \$10,000 to do that, but we don't have any alternative."

With approval of the Finance and Investment Committee, Mrs. Judd moved and Mrs. Wilson seconded the recommendation to raze the Goal Post. The roll call vote follows:

Aye: Evans, Iracane, Judd, Palmore, Todd, Wilson

Nay: Butler

Abstention: Clark,

Pass: Cook, Page, Wedge

**AGENDA ITEM 5** - Ratification and authorization of the items approved by the Executive Committee at a meeting on June 29, 1987:

**RECOMMENDATION:**

President Alexander recommends ratification and authorization of items approved by the Executive Committee at a meeting on June 29, 1987, as follows:

- Recommendation to authorize the exchange of real property.

**RESOLUTION**

WHEREAS, the Board of Regents in a meeting on August 20, 1983, adopted a resolution authorizing the sale of seven parcels of real property at 1558, 1566, 1572, 1574, 1576, 1580, and 1582 Normal Drive to sorority organizations for development of sorority housing, and

WHEREAS, property at 1566 Normal Drive was purchased by the Alpha Omicron Pi Housing Corporation, and property at 1580 and 1582 Normal Drive was purchased by the Chi Omega Housing Corporation, and

WHEREAS, the Kentucky Baptist Convention has an interest in university property at 1572, 1574, and 1576 Normal Drive for location of a new student center building, to replace a student center building at 1586 Normal Drive, and

WHEREAS, the University has an interest in property at 450 Fifteenth Street which is suitable for student housing or office space, and

WHEREAS, the exchange of university property at 1572, 1574, and 1576 Normal Drive for Kentucky Baptist Convention property at 450 Fifteenth Street serves the public and university interest,

NOW, THEREFORE, be it resolved that: (1) the Executive Committee of the Board of Regents authorized President Alexander and his designated representatives to request the Council on Higher Education staff to approve the property exchange; request the Finance and Administration Cabinet, Division of Real Property, to secure an appraisal of the property at 450 Fifteenth Street and to update the appraisal of property at 1572, 1574, and 1576 Normal Drive; and request the Finance and Administration Cabinet to negotiate an exchange of the properties based on appraised values in the manner prescribed by KRS 45.360(7) and (2) this resolution be placed on the agenda at the next meeting of the Board of Regents with a recommendation that it be ratified and approved.

Background:

Representatives of the Kentucky Baptist Convention have proposed the exchange of property at 450 Fifteenth Street for university property at 1572, 1574, and 1576 Normal Drive. The Board of

Regents designated the Normal Drive property for development of sorority housing. This resolution modifies previous Board action by permitting the Kentucky Baptist Convention to purchase three of the seven designated parcels of property. The Kentucky Baptist Convention property at 450 Fifteenth Street can be immediately used for university programs and activities.

The small size and general condition of the houses at 1572 and 1576 Normal Drive make them unattractive for purchase by sororities.

- Recommendation to approve the 1988/90 Capital Construction and Capital Equipment Request.

**RECOMMENDATION:**

President Alexander recommends approval of the 1988/90 Capital Construction and Capital Equipment Request per the following list:

Western Kentucky University  
1988/90 Capital Construction and Capital Equipment Request

	<u>1988/89</u>	<u>1989/90</u>
1. Student Health and Activities Center	\$16,000,000	
2. Coal Boilers Nos. 1 and 2 Replacement	1,272,000 (1)	
3. Life Safety Improvements	800,000 (2)	
4. Asbestos Abatement	579,000 (3)	
5. Hazardous Materials Storage	197,000 (4)	
6. Center for Computing and Telecommunications		\$11,271,000
7. Remodel and Renovate Various Buildings	3,550,000	
8. Kentucky Building Addition		3,718,000
9. New Main Library and Cravens Renovation		19,100,000
10. Band Rehearsal Annex		850,000
11. Various Buildings/Treat Exterior Surfaces	485,000	
12. Alteration of Dairy Barn	210,000 (5)	
13. Snell Hall Renovation	1,263,000 (6)	
14. Continuing Education/Hotel Facility		10,193,000
15. Residence Hall Improvements	5,000,000	
16. New Residence Halls	13,500,000	
17. Student Housing Development, 15th Street	3,380,000	
18. Television Cameras	110,000	
19. Cluster Controller (Academic Computing)	54,600	
20. Central Processor (Reauth. Admin. Comp.)	540,000	
Controller and Disk Drives	239,000	
21. Upgrade VAX 8650 (Acad. Comp.)	400,000	
22. Central Processor (Acad. Comp.)	721,000	
23. Disk Drives (Admin./Acad. Comp.)	89,000	
24. Tape Controller (Admin./Acad. Comp.)	51,500	
25. Electron Microscope	70,000	
26. Garbage Truck	60,000	

The fund source for all capital construction projects is bond financing except the Continuing Education/Hotel Facility which is private development. The fund source for all capital equipment is the University Operating Budget.

- (1) The amount of bond fund support is in addition to \$978,000 available from Series I bond proceeds.
- (2) The amount of bond fund support is in addition to \$500,000 available from Series I bond proceeds.

- (3) The amount of bond fund support is in addition to \$360,000 available from Series I bond proceeds and \$40,000 from fund balances for asbestos abatement.
- (4,5,6) These projects are currently authorized with University funds as the financing source.

Background:

Capital construction projects with an estimated cost of \$200,000 or more and any piece of equipment costing \$50,000 or more must be submitted to the Council on Higher Education as a part of Western's 1988/90 budget request. The projects and equipment are listed in priority order.

Judge Palmore moved ratification and authorization of the above recommendations that were approved by the Executive Committee on June 29, 1987. The motion was seconded by Mrs. Wilson and passed by voice vote.

AGENDA ITEM 6 - Approval of the personnel changes since April 30, 1987.

RECOMMENDATION:

President Kern Alexander recommends that the Board of Regents approve the recommended personnel changes which have transpired since the meeting of the Board on April 30, 1987.

(The recommended changes are contained in the next thirty pages.)



PERSONNEL CHANGES  
(Subsequent to Meeting of Board of Regents on April 30, 1987)

Part I. Faculty Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
ADJUNCT FACULTY		
<u>Academic Affairs</u>		
International Education: Ms. E. Ann Robson	n/a	1987-88 school year; Adjunct Professor
<u>Ogden College of Science, Technology, and Health</u>		
Nursing: Mrs. Carol Kersting	n/a	reappointed as Adjunct Professor of Nursing for the 1987-88 school year
<u>Potter College of Arts, Humanities, and Social Sciences</u>		
English: Mrs. Joy Bale Boone	n/a	reappointed as Adjunct Professor of English for the 1987-88 school year

FACULTY APPOINTMENTS

<u>Academic Affairs</u>		
Library Services: (Library Special Collections) Ms. Sue Lynn Stone	\$ 19,000	August 16, 1987; Assistant Professor; Manuscripts Librarian; 12-month basis; replace Mrs. Elaine Harrison
<u>Bowling Green College of Business Administration</u>		
Accounting: Mrs. Sharon Campbell	24,000	1987-88 school year; Instructor; replace Mr. Michael C. Toerner
Dr. Walter M. Campbell	43,000	August 16, 1987; Assistant Professor; budgeted position
Administrative Office Systems: Mrs. Donna Otto	19,500	1987-88 school year; Instructor; budgeted position
Economics: Mr. Daniel A. Myers	28,980	1987-88 school year; Visiting Assistant Professor; budgeted position
Finance and Management Information Systems: Mr. Ray Blankenship	22,000	1987-88 school year; Instructor; budgeted position
Mr. Samanta Thapa	39,000	January 1, 1988; Assistant Professor; replace Dr. Robert E. Nelson

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY APPOINTMENTS (continued)		
<u>Bowling Green College of Business Administration (continued)</u>		
Management and Marketing: Dr. Phillip J. Decker	\$ 42,000	August 16, 1987; Associate Professor; replace Dr. Robert Pethia
Mr. Mark Flener	24,000	1987-88 school year; Visiting Assistant Professor; replace Mr. John Wilson
<u>College of Education and Behavioral Sciences</u>		
Educational Leadership: Dr. Jose Gene Gallegos	39,650	July 1, 1987; Associate Professor and Director of Administrative Service Center; 12-month basis; replace Dr. Jerry John Herman
Dr. Michael D. Richardson	27,000	August 16, 1987; Assistant Professor; budgeted position
Ms. Cynthia Lynn Taylor	24,400 25,000 w/d	August 16, 1987; Assistant Professor; budgeted position
Mr. Jianliang Wang	30,000	August 1, 1987; Assistant Professor and Executive Director of the USA/China Teacher Education Consortium; 12-month basis; Western will be reimbursed \$15,000 by USA/China Teacher Education Consortium
Home Economics and Family Living: Ms. Deborah H. Sutherlin	20,160	1987-88 school year; Instructor; budgeted position
Psychology: Dr. John Bruni, Jr.	27,900	August 16, 1987; Assistant Professor; replace Dr. Danny K. Axsom
Ms. Connie Tilse	9,000	1987 fall semester; Instructor; budgeted position
Teacher Education: Dr. Ann W. Cline	22,500	August 16, 1987; Assistant Professor; replace Ms. Imogene Simpson

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY APPOINTMENTS (continued)		
<u>Ogden College of Science, Technology, and Health</u>		
Health and Safety: Dr. Thomas Syre	\$ 26,000	August 16, 1987; Assistant Professor; replace Dr. Paul M. Tanner
Mathematics: Dr. Nezam Iraniparast	26,700	August 16, 1987; Assistant Professor; budgeted position
Nursing: Ms. Martha Houchin	25,000	August 16, 1987; Assistant Professor; replace Ms. Carolyn Long
Mrs. Katherine Keene	21,500	August 16, 1987; Assistant Professor; budgeted position
Physics and Astronomy: Dr. Don E. Wrede	24,000	1987-88 school year; Visiting Assistant Professor; replace Dr. Kumar H. Bhatt
<u>Potter College of Arts, Humanities, and Social Sciences</u>		
Art: Ms. Mara O'Connell	19,000	1987-88 school year; Visiting Instructor; budgeted position
Communication and Theatre: Mr. Jeffrey Mildenstein	23,500	August 16, 1987; Artist in Residence; replace Mrs. Barbara R. Johnson
Dr. Kay Payne	21,000	1987-88 school year; Visiting Assistant Professor; budgeted position
English: Dr. Lesa Dill	22,500	August 16, 1987; Assistant Professor; replace Dr. Charles F. Meyer
Ms. Elizabeth Thompson Oakes	21,500	August 16, 1987; Instructor; Assistant Professor upon completion of doctorate; replace Dr. Hoyt Edwin Bowen
Journalism: Mr. Ronald David Cantera	35,000	August 16, 1987; Associate Professor; replace Mr. Thomas Bartley Hagerman
Mr. Gilbert Stengel	31,000	August 16, 1987; Advertising Professor- in-Residence; budgeted position

Part I. Faculty Personnel Changes (continued)

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

Potter College of Arts,  
Humanities, and Social Sciences  
(continued)

Modern Languages and  
Intercultural Studies:

Dr. Eric Wayne Pennington	\$ 25,000	August 16, 1987; Assistant Professor; replace Dr. Paul G. Hatcher
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Music:

Mr. Barry Johnson	24,000	1987-88 school year; Instructor; employed under the Junior Black Faculty Program
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Dr. Michael J. Kallstrom	26,900	August 16, 1987; Assistant Professor; replace Mr. Steven M. Bruns
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Ms. Mary Lazarus	25,900	August 16, 1987; Assistant Professor; replace Mr. Gary Duane Dilworth
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Mr. Joseph Stites	25,900	August 16, 1987; Assistant Professor of Music and Assistant Director of Bands; re- place Mr. Stephen Grugin
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Sociology, Anthropology,  
and Social Work:

Dr. Stephen B. Groce	23,500	August 16, 1987; Assistant Professor; replace Mr. Harold Hepler
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Dr. Joe M. Schriver	30,000	August 16, 1987; Associate Professor and Coordinator of Social Work Program; budgeted position
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Ms. Karen Tice	22,500	August 16, 1987; Assistant Professor; replace Ms. Patricia Lockett
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ADDITIONAL RESPONSIBILITIES

Academic Affairs

Community College:

Dr. Jerry Boles	250 per month administrative stipend	June 1, 1987; Interim Director
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Part I. Faculty Personnel Changes (continued)

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

Bowling Green College of  
Business Administration

Dr. John Wassom	\$ 350 per month administrative stipend	June 1, 1987; Interim Dean
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Economics:

Dr. William W. Davis	250 per month administrative stipend	August 16, 1987; Interim Head
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Finance and Management  
Information Systems:

Dr. Robert W. Bretz	250 per month administrative stipend	May 16 - August 15, 1987; Interim Head; also a summer stipend of \$5,000; will also continue in this position effective August 16, 1987, with an administrative stipend of \$250 per month
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Administrative Office Systems:

Dr. Charles Ray	250 per month administrative stipend	July 1, 1987; Interim Head
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Ogden College of Science,  
Technology, and Health

Industrial and Engineering  
Technology (Center for  
Manufacturing Technology):

Dr. H. Terry Leeper	150 per month administrative stipend	July 1, 1987; 13-1/2 months' period; will also receive 1/2-time summer stipend for 1987 summer session and a full summer stipend for 1988 summer session, making a total of \$9,525
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Potter College of Arts,  
Humanities, and Social Sciences

Art:

Dr. James Stanley Flynn	250 per month administrative stipend	August 16, 1987; Interim Head of Department of Art in addition to teaching responsibilities in Department of English
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FACULTY CHANGE OF TITLE

Academic Affairs

Library Services (Library  
Special Collections):

Ms. Helen Knight	n/a	July 1, 1987; change title from Archival Cataloger to University Archivist
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Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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LEAVE OF ABSENCE

College of Education  
and Behavioral Sciences

Psychology:

Dr. Doris Redfield

September 15, 1987;  
requests that previously  
approved sabbatical leave  
be cancelled; requests  
one-year leave of absence  
to work with U. S.  
Department of Education's  
Office of Educational  
Research and Improvement

Ogden College of Science,  
Technology, and Health

Computer Science:

Dr. Franklin D. Cheatham

1987-88 academic year;  
Associate Professor; to  
return to Campbellsville  
College for one year

FACULTY PROMOTION

College of Education  
and Behavioral Sciences

Dr. Roger Pankratz

n/a

August 16, 1987; promote  
from Assistant Dean for  
Instruction to Associate  
Dean for Instruction

FACULTY REAPPOINTMENTS

Bowling Green College of  
Business Administration

Accounting:

Mrs. Sandra Smith Abell

\$ 27,252

1987-88 school year;  
Instructor; budgeted  
position

Administrative Office Systems:

Mr. Momolu Dorley

18,000

1987-88 school year;  
Instructor in the Center  
for Associate Degree  
Studies; budgeted position

College of Education  
and Behavioral Sciences

Psychology:

Mr. David Ball

18,120

1987-88 school year;  
Instructor; budgeted  
position

Mr. David S. Griggs

8,700

1987 fall semester;  
Instructor; budgeted  
position

Mr. Clifton Mitchell

9,000

1987 fall semester;  
Instructor; budgeted  
position

Mrs. Virginia Pfohl

17,820

1987-88 school year;  
Instructor; budgeted  
position

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY REAPPOINTMENTS (continued)		
<u>College of Education and Behavioral Sciences (continued)</u>		
Psychology: (continued) Dr. Retta Poe	30,200	1987-88 school year; Associate Professor; budgeted position
<u>Ogden College of Science, Technology, and Health</u>		
Mathematics: Mrs. Jean Griffing	18,416	1987-88 school year; Instructor; replace Mrs. Mary Barr Humphrey
Nursing: Ms. Donna Blackburn	20,000	August 16, 1987; Instructor; budgeted position
Physics and Astronomy: Dr. Kumar Bhatt	23,100	1987-88 school year; Visiting Assistant Professor; replace Dr. Douglas Humphrey

FACULTY REAPPOINTMENTS WITHOUT TENURE  
UNLESS REAPPOINTED FOR ONE ADDITIONAL YEAR UNDER PROVISION II, B-2,  
OF THE TENURE POLICY

Bowling Green College of Business Administration

Accounting:  
Dr. Jerry Rust

reappointed without  
tenure for 1987-88  
academic year

Ogden College of Science, Technology, and Health

Agriculture:  
Mr. Charles Anderson

reappointed without  
tenure for 1987-88  
academic year

FACULTY REASSIGNMENT

Potter College of Arts, Humanities, and Social Sciences

Communication and Theatre:  
Mr. Charles English

7,700

August 16, 1987; position  
in Management and  
Marketing in  
Bowling Green College of  
Business Administration  
transferred to  
Communication and  
Theatre; part-time basis

FACULTY RESIGNATIONS

Bowling Green College of Business Administration

Dr. Marvin Albin

August 15, 1987; Interim  
Assistant Dean; also  
Associate Professor in  
Finance and Management  
Information Systems

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)

Bowling Green College of  
Business Administration (continued)

Administrative Office Systems:  
Dr. Janet J. Palmer

August 15, 1987;  
Assistant Professor

College of Education  
and Behavioral Sciences

Psychology:  
Dr. Danny K. Axsom

August 15, 1987;  
Assistant Professor

Potter College of Arts,  
Humanities, and Social Sciences

Art:  
Dr. Joseph W. Gluhman

August 15, 1987; Head of  
Department of Art

Communication and Theatre:  
Ms. DeLores Honold

July 15, 1987; Instructor

Music:  
Mr. Gary Dilworth

August 15, 1987;  
Assistant Professor

Dr. Christine Hobbs

August 15, 1987;  
Associate Professor

Dr. Wayne Hobbs

August 15, 1987; Head of  
the Department of Music

Mr. Stephen D. Grugin

June 30, 1987; Assistant  
Professor/Associate  
Director of Bands

EARLY RETIREMENT  
SPECIAL TENURE STATUS  
SALARY CORRECTIONS

Bowling Green College of  
Business Administration

Finance and Management  
Information Systems:  
Mr. Myrl C. Brashear

\$ 7,524

August 16, 1987; nine-  
hour teaching load

College of Education  
and Behavioral Sciences

Educational Leadership:  
Dr. David W. Shannon

6,000

August 16, 1987; requests  
that he be paid \$6,000  
instead of \$7,044 quoted  
previously

Dr. J. Wayne Ashley

14,364

August 16, 1987; teaching  
nine hours instead of six

Psychology:  
Dr. Elsie Dotson

8,100

August 16, 1987; \$8,100  
instead of \$7,128 quoted  
previously; mathematical  
error



Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
EARLY RETIREMENT SPECIAL TENURE STATUS SALARY CORRECTIONS (continued)		
<u>Ogden College of Science, Technology, and Health</u>		
Biology: Dr. Hugh Puckett	\$ 15,432	August 16, 1987; twelve-hour teaching load
Mathematics: Mr. Robert Krenzin	9,492	August 16, 1987; \$9,492 instead of \$9,408 quoted previously; mathematical error
FACULTY RETIREMENTS		
<u>Academic Affairs</u>		
Library Services: (Library Special Collections) Mrs. Nancy Solley		December 31, 1987; Special Collections Librarian; Associate Professor
<u>Bowling Green College of Business Administration</u>		
Administrative Office Systems: Dr. Hollie W. Sharpe		June 30, 1987; Professor and Department Head
<u>Ogden College of Science, Technology, and Health</u>		
Allied Health: Dr. William E. Neel		December 31, 1987; Professor
<u>Potter College of Arts, Humanities, and Social Sciences</u>		
Music: Dr. Thomas Watson		June 30, 1987; Professor
SABBATICAL LEAVE		
<u>College of Education and Behavioral Sciences</u>		
Psychology: Dr. Sam McFarland		August 16, 1987; will not participate in sabbatical leave approved by Board on January 29, 1987; was not recommended for Fulbright
<u>Ogden College of Science, Technology and Health</u>		
Industrial and Engineering Technology: Dr. Terry Leeper		August 16, 1987; requests that the sabbatical leave previously approved by the Board be changed from 1987 fall semester to 1989 spring semester; will serve as Interim Director of Center of Manufacturing Technology

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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SALARY ADJUSTMENT

Academic Affairs

Library Services (Library Public Services):

Mrs. Rebecca S. Leavy	\$ 18,712	May 1, 1986; salary adjusted upward by \$1,000 retroactive to May 1, 1986, in recognition of additional responsibilities assumed when title was changed from Reference Librarian to Educational Resources Center Supervisor; 1987-88 salary, \$21,604
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Bowling Green College of Business Administration

Economics:

Dr. Stephen B. Jarrell	36,000	August 16, 1987; adjusted upward from \$34,344
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Finance and Management

Information Systems:

Dr. Mohsen Hassan	36,700	August 16, 1987; adjusted upward from \$36,120
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Ogden College of Science, Technology, and Health

Mathematics:

Dr. Bertha P. Lowman	29,235	August 16, 1987; adjusted upward from \$28,710
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Potter College of Arts, Humanities, and Social Sciences

Dr. David Lee	40,452	August 16, 1987; adjusted upward from \$37,452
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Journalism:

Mr. Michael L. Morse	34,000	August 16, 1987; adjusted upward from \$27,936
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Dr. Terry J. Vander Heyden	24,940	August 16, 1987; adjusted upward from \$23,940
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FACULTY SUMMER ASSIGNMENT

Potter College of Arts, Humanities, and Social Sciences

English:

Mr. Carole Baum	4,000	June 22 - August 7, 1987; Bi-weekly -- Summer Intensive English Institute
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DECEASED

College of Education and Behavioral Sciences

Teacher Education:

Dr. James W. Hicks		April 26, 1987; Professor
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Part II. Other Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED		
<u>Academic Affairs</u>		
Cooperative Education: Ms. Neva B. Gielow	\$ 16,308	July 1, 1987 - June 30, 1988; reappointed as Coordinator with KHEAA-Commonwealth Work Study Program; effective August 16, 1987, annual salary increased to \$17,376
Library Special Collections: Mrs. Nancy E. Gher	18,000 annually	May 1 - August 28, 1987; position extended as Project Director of the Philip Morris Tobacco Company Grant in order to finalize the project
<u>College of Education and Behavioral Sciences</u>		
Diagnostic Network Coordination Center: Ms. Ann Y. Botula	11,232	July 1, 1987 - June 30, 1988; reappointed as Educational Assessment Coordinator; part-time basis
Ms. Ann Esterle	14,256	July 1, 1987 - June 30, 1988; reappointed as Family Coordinator; part-time basis
Mr. Douglas R. Mings	21,732	July 1 - July 3, 1987; continued until July 3 as Psychologist
Ms. Debbie Lynn Parsley	19,080	July 1, 1987 - June 30, 1988; reappointed as Speech/Language Pathologist
Ms. Phyllis Schnacke	12,660	July 1, 1987 - June 30, 1988; reappointed as Assessment Coordinator/Clinical Services Director; part-time basis
Ms. Michelle Toler	788 per month	May 11, 1987; Administrative Secretary; reappointed for period July 1, 1987 - June 30, 1988; monthly salary increased to \$816
Dr. John F. Vokurka, Jr.	825 administrative stipend	July 1, 1987 - June 30, 1988; reappointed as Project Director in addition to responsibilities as Associate Professor in Department of Teacher Education

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>		
Distance Learning/Basic Skills:		
Ms. Libby Garner	\$ 945 per month	June 1, 1987; reappointed as Staff Assistant; monthly salary increased to \$1,000 for period July 1, 1987, through May 31, 1988
Center for Math, Science, and Environmental Education		
Ms. Peggy B. Marcum	832 per month	July 1, 1987; reappointed as Administrative Secretary with Distance Learning/Basic Skills program
Ms. Joan Martin	20,137	July 1, 1987 - June 30, 1988; reappointed as Research Assistant
Special Services Project:		
Ms. Betty Jean Little Levis		May 15, 1987; Administrative Secretary; resignation
Student Support Services:		
Mr. Kenneth Alan Dyrsen	1,796 per month	July 16 - August 31, 1987; position as Counselor extended for one and one-half months
Ms. Janice Litchfield	899 per month	August 1, 1987; Senior Administrative Secretary
Talent Search:		
Ms. Susan B. Adams	23,628	September 1, 1987 - August 31, 1988; reappointed as Project Director
Ms. Cheryl Huber	450 per month	September 1, 1987; reappointed as Administrative Secretary; half-time basis
Ms. R. Kathleen Raisor	19,476	September 1, 1987 - August 31, 1988; reappointed as Counselor
Mr. Harry E. Williams	20,028	September 1, 1987 - August 31, 1988; reappointed as Counselor
Training and Technical Assistance Services:		
Ms. Rita C. Cashion	816 per month	July 1, 1987; reappointed as Administrative Secretary with Head Start program

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>		
<u>Training and Technical Assistance Services: (continued)</u>		
Ms. Teresa Christmas	\$ 1,144 per month	May 18 - August 7, 1987, reappointed as Teacher with Day Care program;
	1,075 per month	August 8 - October 31, 1987, reappointed as Teacher with Head Start program
Ms. Lisa Embry	689 per month	August 10, 1987 - May 15, 1988; Teacher with Head Start program
Ms. Kimberly Lillie	1,104 per month	May 18 - August 7, 1987, reappointed as Teacher with Day Care program;
	992 per month	August 8 - October 31, 1987, reappointed as Teacher with Head Start program
Mr. Johnny E. Magee	1,540 per month	May 15, 1987 - January 31, 1988; Computer Services Specialist with Resource Center
Ms. Vivian R. Millam	622.22 per month	August 10, 1987 - May 15, 1988; Handicap Assistant with Day Care Program
Ms. Betty Watts Robertson	816 per month	July 1, 1987; reappointed as Administrative Secretary
Ms. Karla Roth	622.22 per month	August 10, 1987 - May 15, 1988; Teacher with Day Care program
Ms. Susan Sawyers	688.88 per month	August 10, 1987 - May 15, 1988; Teacher with Head Start program
Psychology:		
Ms. Bettina L. Beard	19,400	August 16, 1987 - August 15, 1988; reappointed as Visiting Assistant Professor
Ms. Desiree' A. Carter	788 per month	July 1 - December 31, 1987; reappointed as Administrative Secretary
(Career Ladder Research and Evaluation Project)		
Dr. James R. Craig	300 per month stipend	July 1 - December 31, 1987; reappointed as Director; this assignment in addition to responsibilities as Professor in Department of Psychology

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)		
Psychology: (Career Ladder Research and Evaluation Project) (continued)		
Ms. Cathy Crousore Lewis	\$ 816 per month	August 24, 1987; Administrative Secretary with Career Ladder program
Ms. Vicki L. Slocum	788 per month	July 1 - August 15, 1987; position as Administrative Secretary continued
Teacher Education:		
Mrs. Teresa Kaye Moore	848 per month	July 1 - December 31, 1987; reappointed as Administrative Secretary with Florida Performance Measurement System program
Upward Bound:		
Mr. Daniel Botula	19,308	August 1, 1987 - July 31, 1988; reappointed as Counselor/Coordinator
Ms. Linda Gaines	22,500	August 1, 1987 - July 31, 1988; reappointed as Director
Ms. Cheryl Huber	450 per month	August 1, 1987; Administrative Secretary; half-time basis
<u>Ogden College of Science, Technology, and Health</u>		
Geography and Geology:		
Mr. James Webster	17,004	August 16, 1987 - May 22, 1988; reappointed as Assistant Research Hydrologist
<u>Student Affairs</u>		
Office of Minority Recruitment:		
Ms. Glenna L. Mercer	816 per month	July 1, 1987; Administrative Secretary; monthly salary rate increased from \$788
STAFF APPOINTMENTS		
<u>Office of the President</u>		
Dr. Richard G. Salmon	6,699	June 1 - August 31, 1987; Consultant
<u>Ogden College of Science, Technology, and Health</u>		
Industrial and Engineering Technology:		
Mr. Mark A. Howard	15,000	July 1, 1987 - April 30, 1988; reappointed as Computer Integrated Manufacturing Technology Technician; budgeted position

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
STAFF APPOINTMENTS (continued)		
<u>Academic Affairs</u>		
Community College: Ms. Doris White Moody	\$ 6,960 ( 3,000 funded by a Real Estate grant)	August 1, 1987, through June 30, 1988; part-time, temporary position as Part-Time Coordinator of Banking and Real Estate in the Business Division of the Community College
Media Services: Mr. Hoyt Carpenter	19,188	August 16, 1987; Media Retrieval Supervisor; replace Dr. Jung Sun Hahn
<u>Administrative Affairs</u>		
Athletics: Mr. David T. Watkins	17,000	May 6, 1987; Assistant Football Coach; replace Mr. Ronald J. Reardon
Hilltopper Athletic Foundation: Mr. Felix Delane Simpson	28,000	July 1, 1987; Assistant Director; Hilltopper Athletic Foundation will reimburse Western Kentucky University for 100 percent of the salary and 24 percent of the benefits; Western Kentucky University will pay 76 percent of the benefits
<u>Business Affairs</u>		
Accounts and Budgetary Control: Mr. Barry D. Woosley	27,504	June 22, 1987; Accounts Payable Supervisor; replace Mr. Tom Harmon
Physical Plant and Facilities Management: Mr. Stephen Eric Newton	15,000	July 1, 1987; Drafter; replace Mr. Brendan Bowman
<u>Student Affairs</u>		
Downing University Center: Mr. Jerry Lee Johnson	16,500	July 1, 1987; Night Manager; budgeted position
Residence Life: Ms. Theresa C. Abel	8,004	August 1, 1987 - May 31, 1988; Director of South Hall; replace Ms. Cynthia Roelke
Ms. Rachel A. Brunner	8,004	August 1, 1987; Director of Bates-Runner Hall; replace Ms. Debra Schuler
Mr. Alvin Davis	11,600	August 1, 1987 - May 31, 1988; Residence Hall Director, Senior Level, of Hugh Poland Hall; replace Ms. Cindy Spencer

Part II. Other Personnel Changes (continued)

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

Student Affairs (continued)

Residence Life: (continued)

Ms. Ann Elizabeth Eaton	\$ 6,300	August 1, 1987 - May 31, 1988; Assistant Director of Bemis Lawrence Hall; budgeted position
Mr. Neal Thomas Jaco	6,300	August 1, 1987 - May 31, 1988; Assistant Director of Douglas Keen Hall; replace Mr. James Steven Brinner
Ms. Kelly Koehler	6,300	August 1, 1987 - May 31, 1988; Assistant Director of Central Hall; replace Ms. Jill Sellers
Ms. Karen R. Manion	6,300	August 1, 1987 - May 31, 1988; Assistant Director of Rodes-Harlin Hall; replace Ms. Charlotte Williams
Ms. Sarah Nagy	6,300	August 1, 1987 - May 31, 1988; Assistant Director of W. R. McCormack Hall; replace Ms. Phyllis Millspaugh
Mr. Raymond Eugene Peters	6,300	August 1, 1987; Assistant Director of Barnes-Campbell Hall; replace Mr. Kenneth Dupee
University Counseling Services: Ms. Diane Beeckler	21,000	August 16, 1987 - August 15, 1988; Staff Counselor; budgeted position
University Health Services: Dr. William J. Travis	64,000	October 1, 1987; Chief Physician; replace Dr. Howard V. Zeigel

STAFF ADDITIONAL RESPONSIBILITIES

Academic Affairs

University Publications:

Mr. Robert Adams	150 per month administrative stipend	August 16, 1987; Interim Director of University Publications in addition to responsibilities in Department of Journalism
Cooperative Education Center: Mrs. Carol White	250 per month administrative stipend	June 1, 1987; Acting Director



Part II. Other Personnel Changes (continued)

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

Student Affairs

University Health Services:  
Mrs. Lucy Ritter

\$ 250  
per month  
administrative  
stipend

May 1, 1987; additional  
responsibilities in  
absence of a Director of  
Health Services

Student Life/Housing:  
Ms. Katherine L. Tolbert

16,320

August 1, 1987; in  
addition to responsibil-  
ities as Residence Hall  
Director, also appointed  
as Summer Special Groups  
Coordinator

STAFF CHANGE OF TITLE

Academic Affairs

Library Services (Library  
Special Collections):  
Ms. Patricia M. Hodges

22,968

July 1, 1987; title  
changed from Manuscripts  
Librarian to Manuscripts  
and Archives Supervisor;  
effective August 16,  
1987, salary will be  
increased to \$24,444

Ms. Constance A. Mills

20,196

July 1, 1987; title  
changed from Reference  
Librarian to Kentucky  
Library Supervisor;  
effective August 16,  
1987, salary will be  
increased to \$21,528

STAFF PROMOTIONS

Business Affairs

Ms. Elizabeth Jo Downs

15,000

May 14, 1987; transferred  
from Senior Personnel  
Clerk in Department of  
Personnel Services and  
promoted to Word  
Processing Manager in  
Office of Vice President  
for Business Affairs

Western Kentucky University  
Credit Union, Inc.  
(salary and benefit costs to be  
reimbursed 100 percent to University  
by W.K.U. Credit Union, Inc.)

Ms. Elaine Britt Harper

13,000

August 1, 1987; promoted  
from Loan Assistant to  
Loan Officer

Mrs. Linda Keplinger

12,000

August 1, 1987; promoted  
from Teller II to Head  
Teller

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
STAFF PROMOTIONS (continued)		
<u>Business Affairs (continued)</u>		
Physical Plant and Facilities Management:		
Mr. Brendan Bowen	\$ 22,008	July 1, 1987; promoted from Drafter to Coordinator
Purchasing:		
Ms. Sheila Ann Raines	983 per month	July 6, 1987; transferred from Building Services Attendant in Department of Physical Plant and Facilities Management and promoted to Duplicating Machine Operator in area of Duplicating Services
<u>Student Affairs</u>		
Residence Life:		
Mr. Timothy Bray	8,616	August 1, 1987; promoted from Assistant Director of Pearce-Ford Tower to Director of North Hall; ten months' basis
Ms. Sheila Raye Curry	12,132	August 1, 1987; promoted from Director of Potter Hall to Director of West Hall; ten months' basis
Mr. James Stephen Brinner	8,484	August 1, 1987; promoted from Assistant Director of Douglas Keen Hall to Director of Pearce-Ford Tower; ten months' basis
Mr. Gregory H. Gaynor	8,304	August 1, 1987; promoted from Assistant Director of Barnes-Campbell Hall to Director of Pearce- Ford Tower; ten months' basis
Ms. Pamela J. Reno	8,376	August 1, 1987; promoted from Acting Director to Director of East Hall; ten months' basis
Mr. Barry Rutledge	8,484	August 1, 1987; promoted from Assistant Director of Hugh Poland Hall to Director of Pearce-Ford Tower; ten months' basis
Ms. Debra Schuler	11,976	August 1, 1987; promoted from Acting Director of Bates-Runner Hall to Residence Hall Director, Senior Level, of J. T. Gilbert Hall; ten months' basis

Part II. Other Personnel Changes (continued)

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

Student Affairs (continued)

Residence Life: (continued)

Ms. Jill Ann Sellers	\$ 8,304	August 1, 1987; promoted from Assistant Residence Hall Director of Hugh Poland Hall to Director of Potter Hall; ten months' basis
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Ms. Charlotte L. Williams	8,304	August 1, 1987; promoted from Assistant Director of Rodes-Harlin Hall to Director of McLean Hall; ten months' basis
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STAFF REAPPOINTMENT

Graduate College

Continuing Education:

Mr. Leonard T. Schira	23,625 annually	August 16 - December 31, 1987; reappointed for 4-1/2-month period as Program Developer
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STAFF REASSIGNMENTS

Academic Affairs

University Academic Advising Center:

Mr. James D. Garner	n/a	August 10, 1987; transferred from Reentry Center to University Academic Advising Center as Assistant Director as a result of the merge of the Reentry Center and University Academic Advising Center
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Student Affairs

Residence Life:

Ms. Deanna L. Duvall	6,300	August 1, 1987; reassigned from Assistant Residence Hall Director of Rodes-Harlin Hall to Assistant Residence Hall Director of Hugh Poland Hall; ten months' basis
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Mr. Gregory H. Gaynor	11,508	August 1, 1987; reassigned from Residence Hall Director of Pearce-Ford Tower to Residence Hall Director, Senior Level, of Douglas Keen Hall; ten months' basis
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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 REASSIGNMENTS  
(continued)

Student Affairs (continued)

Residence Life: (continued)

Mr. Scott E. Hoenshel

\$ 6,444

August 1, 1987;  
reassigned from Assistant  
Director of Pearce-Ford  
Tower to Assistant  
Director of Barnes-  
Campbell Hall; ten  
months' basis

Ms. Janice A. Nantz

12,432

August 1, 1987;  
reassigned from Residence  
Hall Director, Senior  
Level, of J. T. Gilbert  
Hall to Residence Hall  
Director, Senior Level,  
of Bemis Lawrence Hall;  
ten months' basis

STAFF RECLASSIFICATIONS

College of Education  
and Behavioral Sciences

Physical Education and Recreation:

Mr. Walter S. Richards

1,268  
per month

July 1, 1987; position  
reclassified from  
Athletic Equipment  
Attendant to Physical  
Education Equipment  
Attendant

Student Affairs

Residence Life:

Ms. Mary Dee Boemker

13,080

August 1, 1987; position  
reclassified from  
Residence Hall Director  
to Residence Hall  
Director Senior Level;  
Rodes-Harlin Hall; ten  
months' basis

Ms. Beth Ann Bolin

12,276

August 1, 1987; position  
reclassified from  
Residence Hall Director  
to Residence Hall  
Director, Senior Level;  
W. R. McCormack Hall; ten  
months' basis

Ms. Sheila R. Curry

12,132

August 1, 1987; position  
reclassified from  
Residence Hall Director  
to Residence Hall  
Director, Senior Level;  
West Hall; ten months'  
basis

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
STAFF RECLASSIFICATIONS (continued)		
<u>Student Affairs (continued)</u>		
Residence Life: (continued)		
Mr. Michael Hughes	\$ 12,282	August 1, 1987; position reclassified from Residence Hall Director to Residence Hall Director, Senior Level; reassigned from North Hall to Barnes-Campbell Hall; ten months' basis
Mr. Brian Kuster	14,784	August 1, 1987; position reclassified from Residence Hall Director to Complex Director; reassigned from Douglas Keen Hall to Pearce-Ford Tower; ten months' basis
Ms. Mary Anne Loftus	16,956	August 1, 1987; position reclassified from Residence Hall Director to Residence Hall Director, Senior Level; Bemis Lawrence Hall; ten months' basis
Ms. Janice A. Nantz	12,432	August 1, 1987; position reclassified from Residence Hall Director to Residence Hall Director, Senior Level; J. T. Gilbert Hall; ten months' basis
Ms. Katherine Taylor-Tolbert	13,212	August 1, 1987; position reclassified from Residence Hall Director to Residence Hall Director, Senior Level; Central Hall; ten months' basis
Mr. Gregory T. Vincent	11,928	August 1, 1987; position reclassified from Residence Hall Director to Residence Hall Director, Senior Level; reassigned from Barnes-Campbell Hall to Florence Schneider Hall; ten months' basis

Part II. Other Personnel Changes (continued)

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

Academic Affairs

Cooperative Education: Mrs. Tammy M. Rice		July 31, 1987; Coordinator
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Scholastic Development: Ms. Shirley Malone		September 17, 1987; Director of Scholastic Activities for Minority Students
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Administrative Affairs

Athletics: Mr. Ronald J. Reardon		May 6, 1987; Assistant Football Coach
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Ogden College of Science,  
Technology, and Health

Ogden Environmental Laboratory: Ms. Benita Young		August 28, 1987; Laboratory Aide in Water Quality Laboratory
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Student Affairs

Residence Life: Scott E. Hoenshel		July 31, 1987; Assistant Director of Barnes-Campbell Hall
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Ms. Catanna King		July 31, 1987; Director of McLean Hall
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Ms. Mary Anne Loftus		July 31, 1987; Residence Hall Director, Senior Level, of Bemis Lawrence Hall
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Ms. Phyllis Helen Millspaugh		July 31, 1987; Assistant Director of W. R. McCormack Hall
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Ms. Cynthia Jean Roelke		July 31, 1987; Director of South Hall
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Ms. Pat Sorcic		July 31, 1987; Director of West Hall
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Ms. Cindy Spencer		July 31, 1987; Director of Hugh Poland Hall
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Mr. Thomas C. Young, Jr.		June 30, 1987; Director of Pearce-Ford Tower
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STAFF RETIREMENT

Business Affairs

Physical Plant and Facilities: Management: Mr. William J. Harrison		June 30, 1987; Superintendent of Mechanical Services
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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 ADJUSTMENTS

Administrative Affairs:

Athletics:

Mr. Darryl Drake	\$ 17,500	May 6, 1987; Assistant Football Coach; annual salary increased from \$14,808
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Mr. James Anthony Tinius	17,550	May 6, 1987; Assistant Football Coach; annual salary increased from \$14,556
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Business Affairs

Accounts and Budgetary Control:

Ms. Kimberly Kay Hardcastle	21,156	August 16, 1987; Staff Accountant; annual salary increased from \$20,004
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Western Kentucky University  
Credit Union, Inc.  
(salary and benefit costs to be  
reimbursed 100 percent to University  
by W.K.U. Credit Union, Inc.)

Mrs. Valerie C. Kinder	42,504	July 1, 1987; President; annual salary increased from \$33,000
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Student Affairs

Residence Life:

Mr. Gregory T. Vincent	12,108	August 1, 1987; Residence Hall Director of Florence Schneider Hall; annual salary increased from \$11,928
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SECRETARIAL/CLERICAL APPOINTMENTS

Bowling Green College of  
Business Administration

Finance and Management  
Information Systems:

Ms. Carla Jo Bell	852 per month	May 4, 1987; Senior Departmental Secretary; replace Mrs. Kimberly Jordan
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College of Education  
and Behavioral Sciences

Educational Leadership:

Ms. Debbie Jo Bean	882 per month	August 10, 1987; Departmental Secretary; replace Ms. Melina Ann Bizer
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Ms. Susan Kay Krisher	864 per month	July 1, 1987; transferring from grant position in Center of Excellence to regular position as Departmental Secretary; budgeted position
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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 APPOINTMENTS  
(continued)

Ogden College of Science,  
Technology, and Health

Health and Safety:

Mrs. Linda B. Baali	\$ 904 per month	June 29, 1987; Senior Departmental Secretary; replace Ms. Cynthia Ray; effective July 1, 1987, monthly salary increased to \$934
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Potter College of Arts,  
Humanities, and Social Sciences

Communication and Theatre:

Mrs. Rebecca R. Hornal	1,012 per month	August 21, 1987; Senior Departmental Secretary; replace Mrs. Rita Finley
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Graduate College

Continuing Education:

Ms. Lois Jean Peay	852 per month	May 19, 1987; Senior Administrative Secretary; replace Mrs. Judy Marks; effective July 1, 1987, monthly salary increased to \$881
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Academic Affairs

Library Services (Library  
Public Services):

Ms. Marjorie Deller	881 per month	August 24, 1987; Library Assistant IV; replace Ms. Vicki Slocum
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Ms. Pam Jarboe	816 per month	August 17, 1987; Library Assistant III; replace Ms. Vickie Jackson
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Ms. Elizabeth Jensen	788 per month	June 15, 1987; Library Assistant III; replace Ms. Deanna Peters; effective July 1, 1987, monthly salary increased to \$816
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Office of the Registrar:

Ms. Jacquelyn Marie Meredith	775 per month	August 20, 1987; Registration Clerk; replace Ms. LaDonna Sue Harris
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Business Affairs

Accounts and Budgetary Control:

Ms. Patricia Ann Cumbee	788 per month	May 18, 1987; Accounts Clerk; replace Mrs. Elizabeth Vick; effective July 1, 1987, monthly salary increased to \$816
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College Heights Bookstore:

Ms. Suzi Wolfe Faulkner	4.77 per hour	August 31, 1987; Bookstore Clerk; replace Mr. John W. Gregory
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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 APPOINTMENTS  
(continued)

Business Affairs (continued)

Personnel Services:

Ms. Pamela Sue Hamm	\$ 852 per month	June 8, 1987; Senior Personnel Clerk; replace Miss Libby Downs; effective July 1, 1987, monthly salary increased to \$881
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University Credit Union, Inc.  
(salary and benefit costs to be reimbursed 100 percent to University by W.K.U. Credit Union, Inc.)

Ms. V. Lynne Holland	800 per month	June 15, 1987; Teller
Ms. Sandra Carol Keown	935 per month	July 1, 1987; Teller
Ms. Wanda Renee Scott	650 per month	May 18, 1987; Teller

Student Affairs

Admissions:

Ms. Paulette F. Mullins	887 per month	June 22, 1987; Administrative Secretary; replace Ms. Antonia Federico; effective July 1, 1987, monthly salary increased to \$918
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Ms. Anna Kathryn Willard	788 per month	June 15, 1987; Administrative Secretary; replace Ms. Elizabeth Paris; effective July 1, 1987, monthly salary increased to \$816
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Student Financial Aid:

Ms. Carol Lynn Cherry	816 per month	July 1, 1987; Scholarship Clerk; budgeted position
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Ms. Patricia Sue Jenkins	788 per month	May 18, 1987; Financial Aid Assistant; replace Ms. Linda Taylor; effective July 1, 1987, monthly salary increased to \$816
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Ms. Judy Canary Lee	881 per month	July 13, 1987; Financial Aid Assistant; replace Ms. Tammy Gore
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
SECRETARIAL/CLERICAL REASSIGNMENT, RECLASSIFICATION, AND/OR PROMOTION		
<u>Bowling Green College of Business Administration</u>		
Administrative Office Systems: Mrs. Nancy Madison Brand	\$ 991 per month	July 1, 1987; position reclassified from Departmental Secretary to Senior Departmental Secretary
<u>Academic Affairs</u>		
Library Services (Library Automation and Technical Services) Mrs. Ann E. Brown	1,139 per month	July 1, 1987; position reclassified from Catalog Assistant III to Catalog Assistant IV
Ms. Vanessa G. Turner	899 per month	July 1, 1987; position reclassified from Catalog Assistant II to Catalog Assistant IV
Ms. Linda Gail White	1,074 per month	July 1, 1987; position reclassified from Catalog Assistant III to Catalog Assistant IV
Office of the Registrar: Ms. LaDonna Harris	848 per month	July 27, 1987; promoted from Registration Clerk to Administrative Secretary
Scholastic Development: Mrs. Leanne C. Lockhart	917 per month	July 1, 1987; position reclassified from Administrative Secretary to Senior Administrative Secretary
<u>Administrative Affairs</u>		
Mrs. Torie T. Cockriel	1,258 per month	May 18, 1987; transferred from position of Principal Secretary in Office of Development and promoted to Executive Secretary; effective July 1, 1987, monthly salary increased to \$1,355
Budget and Planning: Ms. Cynthia J. Ray	921 per month	June 22, 1987; transferred from position of Senior Departmental Secretary in Health and Safety and promoted to position of Senior Secretary; effective July 1, 1987, monthly salary increased to \$973
Office of Public Information: Ms. Melinda M. Kelly	1,032 per month	August 10, 1987; promoted from Senior Administrative Secretary to Senior Secretary

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
SECRETARIAL/CLERICAL REASSIGNMENT, RECLASSIFICATION, AND/OR PROMOTION (continued)		
<u>Business Affairs</u>		
Mrs. Denise E. Huffman	\$ 1,209 per month	May 1, 1987; promoted from Senior Secretary in Accounts and Budgetary Control to Executive Secretary in Office of the Vice President for Business Affairs; effective July 1, 1987, monthly salary increased to \$1,302
Accounts and Budgetary Control: Ms. Diana A. Jones	1,216 per month	May 1, 1987; position reclassified from Senior Accounts Clerk to Principal Accounts Clerk; effective July 1, 1987, monthly salary increased to \$1,284
Ms. Gilda Lee	1,076 per month	July 1, 1987; transferred from position of Duplicating Machine Operator in Print Shop in Department of Purchasing and promoted to Accounts Clerk in the Cashier's Office
Mrs. Elizabeth Paris	1,079 per month	May 26, 1987; transferred from position of Administrative Secretary in Office of Admissions and promoted to Senior Secretary in Accounts and Budgetary Control; effective July 1, 1987, monthly salary increased to \$1,141
Personnel Services: Ms. Linda K. Taylor	852 per month	May 11, 1987; transferred from position of Financial Aid Assistant in Student Financial Aid and promoted to Payroll Clerk in Personnel Services; effective July 1, 1987, monthly salary increased to \$899
Purchasing: Ms. Seroba B. Miller	1,014 per month	July 1, 1987; position reclassified from Bookkeeper to Purchasing Clerk
Ms. Barbara L. Pennycuff	900 per month	July 1, 1987; position reclassified from General Clerk I to Purchasing Clerk

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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SECRETARIAL/CLERICAL REASSIGNMENT, RECLASSIFICATION, AND/OR PROMOTION  
(continued)

Business Affairs (continued)

University Credit Union, Inc.  
(salary and benefit costs to be  
reimbursed 100 percent to University  
by W.K.U. Credit Union, Inc.)  
Ms. Kimberly A. Nuckles

\$ 971  
per month

May 1, 1987; promoted  
from Loan Assistant to  
Collections Coordinator

Ms. JoAnn Kearns

865  
per month

September 1, 1987;  
promoted from Teller to  
Loan Assistant

Student Affairs

Student Financial Aid:  
Mrs. Tina S. El-Amouri

934  
per month

July 1, 1987; position as  
Financial Aid Assistant  
reclassified from Grade 8  
to Grade 9

Ms. Holly G. Ferguson

899  
per month

July 1, 1987; position as  
Financial Aid Assistant  
reclassified from Grade 8  
to Grade 9

Mrs. Patricia Sue Jenkins

881  
per month

July 1, 1987; position as  
Financial Aid Assistant  
reclassified from Grade 8  
to Grade 9

Student Life:

Mrs. Tammy Lynn Gore

852  
per month

June 22, 1987; trans-  
ferred from Position of  
Financial Aid Assistant  
in Student Financial Aid  
and promoted to Senior  
Administrative Secretary  
in Student Activities and  
Organizations; effective  
July 1, 1987, monthly  
salary increased to \$899

SECRETARIAL/CLERICAL SALARY ADJUSTMENTS

Academic Affairs

Cooperative Education:  
Ms. Teresa Lynn Swetmon

879  
per month

July 1, 1987;  
Administrative Secretary;  
monthly salary adjusted  
upward from \$837 to \$879

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

Academic Affairs

Library Services (Library  
Public Services:  
Ms. Vickie Jackson

July 17, 1987; Library  
Assistant III

Ms. Deanna Peters

June 12, 1987; Library  
Assistant III

University Publications:  
Ms. Tracy Darlene Newton

September 9, 1987; Senior  
Administrative  
Secretary/Bookkeeper

Office of the Registrar:  
Ms. Terri L. McBrayer

August 10, 1987;  
Administrative Secretary

Graduate College

Continuing Education:  
Mrs. Judy A. Marks

July 6, 1987; Senior  
Administrative Secretary

Ms. Lois Jean Peay

August 14, 1987; Senior  
Administrative Secretary

College of Education  
and Behavioral Sciences

Educational Leadership:  
Ms. Melina Ann Bizer

August 10, 1987;  
Departmental Secretary

Military Science:  
Ms. Lecia M. Priddy

September 4, 1987;  
Departmental Secretary

Ogden College of Science,  
Technology, and Health

Physics and Astronomy:  
Ms. Jane M. King

September 18, 1987;  
Administrative Secretary

Potter College of Arts,  
Humanities, and Social Sciences

Communication and Theatre:  
Mrs. Rita J. Finley

August 24, 1987; Senior  
Secretary

Mrs. Joyce Fay Phillips

August 28, 1987;  
Departmental Secretary

Business Affairs

Accounts and Budgetary Control:  
Ms. Elizabeth H. Vick

May 20, 1987; Accounts  
Clerk

College Heights Bookstore:  
Mr. John W. Gregory

July 23, 1987; Bookstore  
Clerk; terminated

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)

Student Affairs

Academic Counseling and Retention:

Ms. Brenda Ann Jewell

August 26, 1987; Senior  
Administrative Secretary

Admissions:

Ms. Antonia M. Federico

July 2, 1987;  
Administrative Secretary

Student Activities  
and Organizations:

Ms. Rebecca Ruth Hornal

June 8, 1987; Senior  
Secretary

SECRETARIAL/CLERICAL RETIREMENTS

Academic Affairs

Library Services (Library Public Services)

Ms. Blanche Parrent

May 31, 1987; Library  
Assistant IV

Business Affairs

Mrs. Elizabeth Madison Howard

May 31, 1987; Word  
Processing Manager

Motion for adoption of the recommended personnel changes was made by Mr. Clark, seconded by Mr. Cook, and the roll call vote follows:

Aye: Butler, Clark, Cook, Evans (on appointments), Iracane, Judd, Page, Palmore, Todd, Wedge, Wilson

Nay: None

Pass: Evans (on faculty salaries)

Commending President Alexander for his stand on funding for elementary and secondary education, Chairman Iracane stated, "Let the record show that education is a unit of one. We are all in the educational business together, not divided, as far as elementary, secondary, and higher education are concerned. As a Board, we appreciate Dr. Alexander's stand on education in Kentucky. We have received numerous letters stating that many people throughout Kentucky, especially the superintendents organization appreciate his stand. It took a lot of courage. As a Board, we are behind his efforts as a witness or an expert in this particular field, and we appreciate his efforts in that regard."

Judge Palmore added, "As I understand it, there is at the present time, a number of lawsuits throughout the United States which have as their purpose securing better support for education in the common schools. The suits in Kentucky are being handled by former Governor Bert Combs, and he used Dr. Alexander as one of his expert witnesses. Dr. Alexander's statement that I read in the paper was that if it came down to which was the more important, higher education or education in the elementary and secondary schools, then it's the education in the common schools that comes first. It really is just a matter of putting first things first. Of course, we all have to compete for money; and in higher education, we compete with everybody else in looking for state funds. We find ourselves really, unwittingly sometimes, in competition with the needs of education in the common schools. I sometimes feel guilty myself, sitting on this board and exercising what influence I can to help get all the money we can, and I wonder if we sometimes overlook what we really need in the common schools.

"I've just been reading the book by Professor Harrison about the history of Western, and it brought this home to me that back in the old Normal School days, so many students came here who really weren't ready for college, that the College itself had to lower the level of its instruction to take care of the deficiencies in education in the people who came to the school. We've come a long way since then. We don't have to give college students a high school education so that they can go on and get a college education, but to the extent that the primary schools and secondary schools, the common schools, don't produce students who are really ready for higher education, then we have to lower what we call higher education to take care of them, which is tragic. Of course, if we had our choice—to have higher education or lower education—if we could only have one, we would have to give up higher education because first things come first. Even though that's obvious to us, a lot of people wouldn't understand that. Particularly, some people in the field of higher education might have resented the example of a university president taking this stand. I thought it was absolutely right, and I think it is something that a lot of people need to be reminded of. After all, we can only begin where they leave off.

"I thought President Alexander's stand was in order, and if it is order, I would be happy to offer a motion that the Board commend him for his stand."

Mrs. Judd stated, "I agree wholeheartedly with what the Judge has said and what Chairman Iracane has said. For those of us who support and try to promote education in Kentucky, it cannot be segmented into various interest groups; it's all one interest from elementary, secondary, to higher education. It all works together, and we all need to support it. I would also add I appreciate the effort to strive toward more equality in education in our state. Children born in certain counties in Kentucky have much less an opportunity for education than some of the other counties, and I especially appreciate the effort toward more equal opportunities for all of our children."

Judge Palmore's motion to commend Dr. Alexander for his stand on elementary and secondary education was seconded by Mr. Cook and passed by voice vote.

Chairman Iracane noted that letters of appreciation have been received from the Western Kentucky Educational Cooperative, several superintendents, and others. Mr. Iracane stated, "President Alexander, it is a feeling of unity as far as education is concerned. I think that you took a great step in providing this unity between the elementary and secondary schools and higher education by your comments and your stand on this particular issue, and we commend you for it."

Board members were given informational material that Dr. Robert Haynes, Vice President for Academic Affairs forwarded to President Alexander. The following is a list of those informational items which were approved by the Academic Council:

- Change in degree requirements for the Associate of Science degrees in Dental Hygiene and Medical records—Department of Allied Health
- Change in degree requirements for the major in Speech—Department of Communication and Theatre
- Revision in the Master of Arts in Communication Program—Department of Communication and Theatre
- Curricular Revision in the B.S. Degree in Biology—Department of Biology
- Proposed Student Handbook—Department of Biology
- Change in the program title, "Master of Public Service (City and Regional Planning Option)," to Master of Science in City and Regional Planning—Department of Geography and Geology
- Revision in the requirements for the Bachelor of Science Degree in Civil Engineering—Department of Industrial and Engineering Technology
- Revision in the requirements for the Bachelor of Science Degree in Mechanical Engineering Technology—Department of Industrial and Engineering Technology
- Revision in the requirements for the Associate of Science Degree programs in Technical Illustration
- Revision in the B. A. Degree Program in Mass Communication—Department of Communication and Theatre

AGENDA ITEM 7 - Report by the President.

President Alexander called on Dr. Jerry Wilder, Vice President for Student Affairs, for an update on the enrollment pattern. Dr. Wilder reported that Western's enrollment continues to increase. Reflecting on information provided to the Board in August, 1986, he noted that headcount projections for the 1986 and 1987 fall semesters were as follows:

	<u>Headcount Projections</u>	
	<u>1986 Fall</u>	<u>1987 Fall</u>
w/status quo recruitment effort	10,500	9,750



Headcount Projections  
(Continued)

w/vigorous recruitment effort	11,400	11,600
enrollment	12,257	13,357 (preliminary)

It was noted that in the fall of 1986, Western Kentucky University experienced an 8.5 percent increase in headcount while the fall of 1987 brought a 9.1 percent increase in headcount. The fall of 1986 brought about a dramatic increase of 17 percent enrollment of new students. Another increase of 17 percent is being experienced for the 1987 fall semester.

Dr. Wilder attributed Western's success in reversing the enrollment trend to the effective and creative leadership of President Alexander and his establishment of enrollment as the top institutional priority. He noted that the University faculty, staff, students, and alumni had banded together to out hustle the other competing institutions for enrollment.

Commenting on the progress the University made during the past twelve months in implementing its Enrollment Management Plan, Dr. Wilder reported on the following seven accomplishments :

- Creation of a separate Office of Enrollment Management Functions out of the Office of the Vice President for Student Affairs, which is headed by Mrs. Anne Murray.
- Creation of a separate budget for the Enrollment Management Unit enabling the University to carry on an ambitious program of enrollment management activities.
- Creation of nine separate enrollment management committees and task forces.
- Hosted several receptions for prospective students throughout the state during the past eight months.
- Hosted the first annual student leadership conference which attracted approximately 130 outstanding sophomore and junior students throughout selected high schools from Kentucky and Tennessee.
- Creation of a separate Office of Minority Student Recruitment; functions out of the Office of the Dean of Student Life and is dedicated to the recruitment of more and better black students throughout the service region.
- Creation of a separate Office of Academic Counseling and Retention; functions out of the Office of the Dean of Student Life and is dedicated to retaining more of Western's students.

In addition to the above items, Dr. Wilder credited the creation of the Community College, the significant expansion of off-campus academic offerings, the academic programming, the significant increase in academic scholarships, added to the ongoing activities that take place in the Office of Admissions as great contributors to the enrollment successes of Western.

Dr. Wilder also reported that the average ACT scores for the 1986 fall semester reflected an increase of three-tenths of a point, noting that it is still too early to determine the rate of increase for the 1987 fall semester. It is predicted that there will be an increase in the range from two tenths of a point to five tenths of a point.

Dr. Evans asked, "Do you have hard demographic information that shows there are sufficient people out there who are educable and will be out there in the next five or ten years? You've given a very optimistic sales forecast, and I think that the budget we just passed here was based on that forecast. It looks like Kentucky is not doing too well in producing taxpayers. I just wonder (you talk about the other institutions are going to have to get more assertive and do what we've been doing), how firm are those figures for the next five years?"

Responding to Dr. Evans, President Alexander stated: (1) "This Board of Regents made the decision to increase Western's enrollment and to make Western more competitive in the student market place. We have been working to do that; that is certainly something that I didn't discover. It was a mandate of the Board of Regents, and it was a mandate long before I got here, several months before I arrived. The staff here, Cheryl Chambless, Jerry Wilder, Anne Murray, and others have just carried through what the Board required. That is showing here in some tangible results, and I think the Board should be commended for being farsighted and knowing that there was certainly a group of students out there who were not being educated who should be going to college, whether it's Western or some other university. Our staff is carrying that through as best we can. It has resulted in this picture right here. This picture, though, while showing an increase, certainly has to come along with several caveats. One caveat that is very important is that since the Board adopted this position and moved in this direction, the other institutions, about a year or fifteen months later, decided that they were going to do this as well. The other state universities and the private schools of Kentucky have been working vigorously in this area, so we cannot expect or believe that Western is the only institution that is out there trying to get students who graduated from high school to go on to college. It is becoming intensely competitive to get good students. That is one caveat that we must all be aware of. The other institutions are getting started, they're putting the pieces in place for student management, and we were just a very short time ahead of them. The second caveat is that if the state of Kentucky decides that it cannot afford these additional students, then this Board will have to take that into consideration. We will certainly not be able to increase our enrollment at Western if the state does not fund the program that we've asked them to fund. We're not asking for an excessive amount of positions, we're asking to maintain our present student-faculty ratio in those 195 positions. If that is not funded by the state, then I believe the Board will be forced to back up and look at our position to maintain quality at Western and what we will be able to do with the funds that are available to us. So, there are two limitations on growth—other institutions, a very important limitation, and what the state is willing to finance. If the state chooses not to, then we simply cannot increase our enrollment. Thirdly, I would say that Western has positioned itself in a reasonably appropriate way to not only bring in the students but to get those who are very, very knowledgeable and who score above 25 on the ACT (by the way, we got 517 of those students who scored above the 25 on the ACT, which is more than some of our very prominent private schools in their entire enrollment). We believe that this Community College can be used to calibrate and to advise students to take an alternative route of higher education. It will allow us to have an educational opportunity here at Western for all of the students, but some of them might not be college/university students. They might not be those students who can profit or benefit from the University. So, we're positioned, next year, to handle an increased enrollment; not deny educational opportunity if the program is funded and if Western's position stays the same relative to other universities. Those are major, major caveats."

In further discussion, Dr. Evans asked if Western was under a limit on the number of out-of-state students admitted to the University. The response from Dr. Alexander was, "We are under a very practical limit; that is, if we have out-of-state students to come in under Western's incentive program, we must take into consideration the trade off between the quality of that student and the amount of money that we lose by not having the out-of-state tuition. So, there's a practical limitation as far as financing is concerned for those students. I personally believe that the broader we spread our net and the more students we can bring in, not only from Tennessee, from Indiana, but from Ohio and across as many states as we can possibly reach, that the better and the more cosmopolitan our student body is and the more it will enrich the State of Kentucky. Many students will come to Kentucky and stay; they'll come to this region of Kentucky and stay if they go to higher education here. That's the way a state, or that's the way, indeed, a nation builds its economy and builds its civilization is to bring in persons and to attract them to a site and to educate them. A truly great university does reach across the boundaries, and we want to reach across the boundaries of the states as much as possible and give as much incentive as possible to do that."

Chairman Iracane stated, "When we, as a Board, met prior to the hiring of the President, we had some goals and objectives that we wanted to

reach. We felt that we wanted to put the destiny of Western in Western's hands—in our family's hands—in the hands of our faculty, staff, the new President, and the leadership. I think that this is the beginning of phase one. Without the enrollment increase, we would have been in a very, very negative position at this particular time. The increased enrollment has allowed us to maintain certain things that we would not be able to maintain financially, and it's a great effort. It's an exciting time, and we hope we can look to the state of Kentucky for additional funding, and we hope that we can continually call on our faculty to do the job that they've been doing and that our administrative staff will work even harder to maintain the enrollment numbers that we need to continue to grow. We hope that our destiny remains in our hands. All that we are asking for is financial support from the state and innovative ways to develop new financial support from various areas, which I'm sure we will talk about later. We are at phase one, and we have several phases to go. We're going to have innovative opportunities for additional revenue. We're working on and hope that the state will look favorably upon what our efforts have been as far as recruitment is concerned. Basically what we are trying to do is to serve the region; we are going out there to do what they mandated us to do—to educate a particular populous in our region. We're trying to do that the best we can. We're offering whatever we possibly can to our region to make them successful, to upgrade the educational level in our area. It is a very exciting time; we commend all of the people who've worked so diligently on increasing our opportunity for enrollment."

Dr. Alexander: "I would be remiss if I did not say that the faculty and other persons—alumni, who've helped to work with their communities, their high schools, the public schools in their areas to help bring good students to Western. The alumni have been helping us and doing a wonderful job. The faculty across the University in departments have been recruiting students that they've identified as outstanding scholars in their areas, bringing them in. I think the Physics Department is one example of going out recruiting strong students; and that work and the way the faculty has put together their programs with the high schools, I believe, has been exemplary. I do think that this extends to the Board, and when the Board decided that they were going to do this, several Board members kicked in personally and individually to work on these projects. It has been a team effort, and I think that when the Board initiated this effort, it knew that there were students out there to bring in, and now they are coming in."

- Report on Asian Studies. Reports on world affairs and international affairs have indicated that the world will look increasingly eastward—to the Orient in the next fifty to one hundred years, with the immergence of the far eastern countries as important economic partners with the west, and that the future of the west will be largely dependent upon the far east President Alexander told the Board. Dr. Alexander stated, "We believe that an educational institution should have the capacity and the ability to deal with the emergence of the east and the relationships between east and west. In that regard, Western has had several programs under way. Our international educational program recruits students from China, Japan, Indonesia, and other countries around the world. I want to give you some additional information on where we would like to go with our Asian Studies Program and what direction I feel the institution should take. We have presently under way three major initiatives, two in China and one in Japan. We hope that, after our faculty have had an opportunity to meet, deliberate, and pull together the cadre of expertise that we have at Western, we will be able to recommend to the Board at the next Board meeting a Center for Asian Studies. We'd like to progress with this as rapidly as possible."

"I, along with three Board members, had an opportunity to visit China this summer. Dr. Sandefur, Dean of the College of Education and Behavioral Sciences, working with other institutions set this trip up. We visited several institutions of higher education in China and learned a lot; we learned about the needs, their needs, and certainly our needs. I would like to have Dr. Sandefur to tell you about our consortium with other educational institutions in the United States and how we plan to work with the government of China in providing educational services, and then I would then ask Jainlaing Wang to comment about our cooperative relationship or sister status with other institutions."

Dr. Sandefur reported that a number of people were in China this year including twenty seven from the USA-China Teacher Education Consortium who were there on a Fulbright-Hays Group Projects Abroad. An additional five members of the Consortium were there providing an administrative institute for 140 Chinese administrators. In all, eighteen institutions were represented in China this summer. These institutions were members of the USA-China Teacher Education Consortium. That consortium was organized to work with China teacher education. The consortium will meet in Philadelphia on September 30; one of the agenda items will be the expansion of that consortium to thirty universities. The reason for the expansion is that there is now in China a China-USA Teacher Education Consortium that is a counterpart to the USA-China Teacher Education Consortium. That consortium will have members from four provinces of China with a total population of more than seventy-five million people.

Dr. Sandefur, stated, "The very simple explanation or reason for doing this is that China has truly opened its doors to the United States; is looking to us for special expertise in education, particularly teacher education. They are concerned because they are now attempting to educate all of their children, at least through nine years of education, compulsory education. That's never happened before in China. We have been told by Chinese officials that they are looking to the United States for educational leadership. Western is attempting to fulfill our portion of that. It was evident very early that we could not solve the educational problems of China, which caused us to establish the consortium, and the fact that we have now expanded it—or going in the process of expanding it to thirty universities. (Incidentally, each of those universities is invited to bring into it with them from one to four public school systems to form satellites around each of the universities enabling us to work more effectively with China.) In Bowling Green, we are inviting the Bowling Green City Schools and the Warren County Schools to join Western in trying to provide some of these services that China so desperately needs. I think I can report to you that the USA-China Teacher Education Consortium, when expanded to thirty universities and possibly up to 120 school districts working with four provinces in China who have literally hundreds of universities and thousands of students, has the opportunity to become the single, greatest educational consortium between two major countries that, I believe, has ever existed. I think our opportunities are tremendous, and Western is limited only by our desire and our will to work in China.

Noting that China has one billion people, Dr. Alexander stated, "As we look increasingly to the east, the institutions in this country that are able to speak the languages of the far east; those that are able to work with the business community to provide assistance to the business community; the cultural services; the historical values of working with those countries will be immeasurably profitable to the knowledge base of this country and certainly to the economic base as well. That will naturally tend to flow through institutions of higher education. If we can now get out in the forefront of those institutions that are able to provide those kinds of services, I believe there is truly an opportunity there for Western to distinguish itself in higher education in that area. As a first little step, Western is the lead institution among those thirty institutions providing teacher education services to China covering provinces there that are in excess of fifty million people. Western is the lead institution and brought in the other thirty schools." Dr. Alexander commended Dr. Sandefur for putting together the package that made Western the lead institution.

Dr. Alexander introduced Jainlaing Wang, an economist who worked with the World Bank, and who is currently a professor and coordinator of the USA-China Consortium at Western Kentucky University. He noted that, while at the World Bank, Mr. Wang's job was to review the educational plans of the institutions of higher education in China and then to recommend to the World Bank funding of those university programs in China.

Mr. Wang noted that the Chinese educational system, the largest in the world, is made up of one million primary schools and one thousand higher education institutions, making it a unique system. The ten-year-long cultural revolution, from 1966 to 1976, destroyed the whole educational system; therefore, China had to start from scratch in 1977. Mr. Wang said that China had opened its doors to the western world in the past decade and that more and more, world attention is being focused on the far east and on China, in particular.

Noting again that about a whole generation lost its education during the ten-year-long cultural revolution, Mr. Wang said he felt it was important that this part of the history of China be exposed to the world and particularly to the United States. The board members and consortium members who traveled to China this summer were given the opportunity to see, firsthand, the poor quality of the whole Chinese educational system and the need for retraining about fifty percent (or four hundred million) of the population to improve China's educational quality.

Mr. Wang stated that Asia, with half of the world's population, is playing an increasing role in the international affairs of the world. He noted that, since his arrival in the United States four years ago, he had seen an increasing interest in that part of the world and that many of the eastern coastal higher educational institutions have already set up Asian Studies Programs. The establishment of these programs, he felt, has occurred not just out of the interest and curiosity, but out of necessity and need. Mr. Wang stated, "I believe the students as well as faculty members should be prepared with a global perspective rather than a narrow, small perspective. In order to teach students with a global perspective, the faculties as well as administrators should be prepared with a global perspective. It is with this role that the USA Teacher Education Consortium is charged and will function to generate the exchanges between the faculties and students."

Mr. Wang reported that China's leadership has remarked that China's education should be geared to the future, should be geared to the modern science and technology, and should be geared to the world. Those remarks serve as China's educational policy; and in light of this policy, China made a resolution in mid-1985 to enter a nine-year basic, compulsory education system. This policy is the first ever in China's history to make the nine-year education compulsory for the population. Mr. Wang in concluding his report stated, "As you can see, the challenges in China are tremendous, and the needs are obvious."

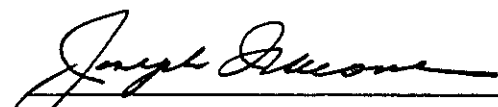
As a second part of the report on Asian Studies, Dr Kathy Kalab, Professor, Department of Sociology, Anthropology, and Social Work, reported on her sabbatical leave that was spent as a Visiting Professor at Kansai Gaidai University in Japan from January to June, 1987, where she taught "Aging in Asia" dealing with the aging process of the Chinese, Indian, and Japanese cultures.

There being no further business, motion for adjournment was made by Mr. Cook and seconded by Mrs. Wilson. The meeting adjourned at approximately 11:25 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 September 10, 1987, in the Regents Conference Room of the Wetherby Administration Building on the Western campus and further certify that the meeting was held in compliance with KRS 61.810, 61.820, and 61.825 (enacted as Sections 2,3,4, and 5 of House Bill 100, 1974 Regular Sessions, General Assembly).

  
Elizabeth W. Esters, Secretary

  
Joseph Iracane, Chairman

  
Elizabeth W. Esters, Secretary

December 2, 1987

December 2, 1987