

**MINUTES OF THE BOARD OF REGENTS  
WESTERN KENTUCKY UNIVERSITY**

**October 31, 1991**

Required statutory notice having been given, the fourth quarterly meeting of the Board of Regents of Western Kentucky University was held in Room 133 of the L. D. Brown Agricultural Exposition Center. The meeting was called to order at 12:45 p.m., CST, by Mr. Joseph Iracane, Chairman.

**AGENDA ITEM 1 - Invocation**

The meeting opened with a prayer of invocation by Mrs. Judy Byrd, Assistant Registrar, representing the Staff Advisory Council.

**AGENDA ITEM 2 - Roll call**

The following members were present:

Mr. Bobby R. Bartley  
Mr. Danny Butler  
Mr. Stephen B. Catron  
Mr. Robert L. Chambless, Jr.  
Dr. Eugene E. Evans  
Ms. Heather E. Falmlen  
Mr. Monnie L. Hankins  
Mr. Joseph Iracane  
Mrs. Patsy Judd  
Mr. Fred L. Travis

Also present were Dr. Thomas C. Meredith, President; Dr. Paul B. Cook, Executive Vice President for Administration and Technology; Dr. Robert Haynes, Vice President for Academic Affairs; Dr. Jerry Wilder, Vice President for Student Affairs; Dr. Jim Heck, Executive Assistant to the President; Mrs. Liz Esters, Staff Assistant for Special Projects and Secretary to the Board of Regents; Mr. Franklin Berry, University Attorney and Parliamentarian; and Mr. Fred Hensley, Director of University Relations.

**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.**

President Thomas Meredith read the following statement:

**"Shortly after October 1 of this year, I was notified that I had been nominated for the presidency of the University of Central Florida. I was invited to interview last Friday in Orlando. The interview was very positive, and the campus was impressive.**

**During this time, my family and I have been honored and humbled by the strong demonstration of support we have received from the people of Bowling Green and Warren County; Glasgow; the faculty, staff, and students at Western; and from people across our state.**

There have been many concerns expressed during recent times pertaining to the relationship between members of the Board of Regents and the President. It is time for these concerns to be put behind us and all of our energies directed toward making this University an even better place for our students to achieve their educational goals.

Through the efforts of our faculty and staff, our wonderful student body, and the countless supporters of this institution, much has been accomplished during the last three years. Yet, we have only begun to realize our potential. We are poised to move forward with great strides.

Because of my love for this University and because of the commitment my family and I made to come to Western and to the Commonwealth to make a difference, I have notified the University of Central Florida that I am withdrawing my name from consideration.

Perhaps an adaptation from St. Paul's first letter to the Corinthians would be appropriate for all of us now—all of us. It says, 'Now I appeal to you that all of you be in agreement and that there be no divisions among you, but that you be united in the same mind and in the same purpose.' That purpose is Western Kentucky University."

### **AGENDA ITEM 3 - Election of Chair and Vice Chair to serve for the calendar year 1992**

Chairman Iracane, in compliance with the Bylaws of the Board of Regents, declared that nominations were in order for the election of Chair and Vice Chair to serve for the 1992 calendar year. Board members were called upon alphabetically for the purpose of receiving nominations. Mr. Butler nominated Mr. Iracane for Chair. Upon completion of the roll call, no other names were placed in nomination, and Mr. Iracane was elected Chair by acclamation for the 1992 calendar year. In a separate call of the roll, Mr. Butler placed Mrs. Judd's name in nomination for the position of Vice Chair. No other nominations were received, and Mrs. Judd was elected by acclamation to serve as Vice Chair for the 1992 calendar year.

### **AGENDA ITEM 4 - Persons Granted Permission to address the Board in support of President Thomas C. Meredith**

The first individual to speak was Mr. Robert Aldridge, representing the Bowling Green Community. He made the following comments:

"Thank you very much. My name is Bob Aldridge, and I am Chairman of the Bowling Green-Warren County Chamber of Commerce. Mr. Chairman and members of the Board, on behalf of the more than twelve hundred members of the Bowling Green-Warren County Chamber of Commerce, please allow me to thank you for the opportunity to address you on a matter that the leadership of the Chamber feels is critical to the continual progress of our community and the southcentral Kentucky area. Let me preface my remarks by saying that this is in no way an effort to try to interfere in the business of the Board of Regents or the administration of the University.

This is a statement of support for Western Kentucky University and Dr. Thomas Meredith. Western Kentucky University, under the leadership of Dr. Meredith, has played a major role in our community's growth and tremendous success in economic development. Bowling Green-Warren County has consistently led the state in locating new industry, and in creating new manufacturing jobs through existing industry expansions. Although the University has always been a major player in our industrial recruitment and expansion efforts, Dr. Meredith has expanded Western's role in this critical area, and the community has enjoyed its greatest success in economic development during Dr. Meredith's administration. Having a cooperative major university in the area has made the difference in many an industry's decision to locate in Warren County or the adjoining counties, and no one sells the University and its pro-business and industry attitude better than Dr. Meredith.

But the University is so much more than just an economic development tool and an aide to business and industry, it is also one of our community's major employers, and the economic impact of having nearly 16,000 students enrolled at the University is well documented, plus what the University adds to our quality of life through cultural, athletic, and other activities is immeasurable. Western Kentucky University has also been instrumental in our becoming one of the fastest growing and most progressive communities in the Commonwealth, serving a ten-to-twelve county area, as its retail, wholesale, entertainment, service, health-care, and educational center. During the Meredith administration, enrollment has reached an all-time high, translating into millions of additional dollars for the area businesses. Admission test score averages have continued to rise. Private funding for the University has reached record levels, and capital construction expenditures are the highest we have seen in over twenty years, with projects under construction or being planned that represent a \$38 million investment in the University that is creating many jobs and generating millions of dollars of income for our region's businesses.

We feel Dr. Meredith has been directly responsible for much of what I have mentioned, and we believe his continued leadership is critical to the growth and development of the University. We believe the course that Dr. Meredith and many of you have set for Western Kentucky University is the correct one. Thank you for allowing me to articulate why the business community of Bowling Green-Warren County stands solidly behind Dr. Meredith and supports what this University is accomplishing under his leadership."

The next person to address the Board was David Cole, also representing concerned individuals in this area. His comments follow:

"I would begin by thanking each of you for your service on this Board. Some of you have been on here for a number of years. It is a difficult, and often times thankless job. You're here, and you're appointed or elected to exercise your own judgment and to vote as you believe is right based upon your perception of the issues and what is best for Western. It's difficult to meet when you have a room full of people, but I suggest to you that this room full of people show and reflect a deep concern and a great love for Western.

Many people in this room, some ten days ago, had an opportunity to attend an industrial appreciation dinner here at Western. This was a regional meeting; and throughout the meeting, there was a great sense of the importance of this University--the integrity of this University--to the continued growth of this region.

Now, we are at a point in time where within the next week, we'll have a new Governor. We're at a point in time, within two months, when the Legislature will convene. We're going to begin a

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new budget process, and I think it is very, very important that this Board come together--that there be a sense of unity--that there be a sense of solidarity. Each of you have your own concerns, and should have. Students and faculty have their concerns, but the one common concern that we all have is the integrity of this institution. I speak for the integrity of the institution, and I urge that you individually and collectively to avoid what took place at Murray, Morehead, and what has just recently concluded at Kentucky State. Let's don't polarize, let's don't fracture.

Tom Meredith has announced that he wants to stay here. I would urge this Board to come together, to strike a consensus for the good of Western and for the good of this community."

Mr. Robert Lessenberry represented the Glasgow community with the following comments:

"Thank you Mr. Chairman, members of the Board, and interested citizens in the audience. President Meredith, I applaud your statement, and I applaud you for your action at this meeting. I also congratulate the members of the Board in the election, and I pray that the outcome will be beneficial to not only you but to those who are interested in this Institution. From my Presbyterian background, I have hoped since the outset of this confusion that some good would come, and I think it may be in a conciliatory beginning on your part from the start this meeting.

In a world filled with distractions and pressure, it is often helpful to fix your eyes on a distant star; and then when you realize you are off the track, you can refocus and know where you want to go. Some three years ago, the Board of Regents, in a unified effort, stood tall. WKU-Glasgow was established. With your commitment, we could now seize the opportunity and make it the model of extended education throughout the state of Kentucky. For its founding and its continuing, I thank each of you from a grateful community.

Each year we have some classes cancelled because of a lack of instructors. In just two years, 1993, the available room on the Glasgow campus will double to accommodate 2,500 instead of the 1,000. Our future is in your hands, and I think you have an opportunity.

In the last few weeks, every time an article about Western appeared in the paper, someone would call and want a statement. My response then and now is that I would join no effort that could tend to further divide. My concerns are small compared to your responsibilities. I felt it my obligation, however, to address the subject and speak on behalf of Dr. Meredith. From our standpoint, he has been an attentive ear. We haven't always gotten what we wanted, but we've had consideration. It is our observation that he has the leadership skills to lead this Institution, faculty, and staff, in a positive way to a new, and better tomorrow. Unity is important. Continuity and cooperation are imperative. I believe everyone here is basically interested in the same thing--a better university offering quality education. In life there are always walls that pop up to separate us. Sometimes they get so big we can't overcome them. In this situation, let each of us be big enough that we step over, walk around, or knock down any barrier which divides and get back on course and head for that star.

I urge any decision on the part of each of you to be made only after prayerful consideration of its impact on its future of this institution. Thank you very much, God bless, and may you lead us proudly."

Judge Tom Emberton, representing the alumni of Western commented as follows:

"Mr. Chairman, members of the Board, President, ladies and gentlemen, my name is Tom Emberton. I am here as President of the Western Kentucky Alumni Association, and it is in that capacity that I requested a place on the agenda this afternoon. I appreciate the five minutes that I have been given. Fortunately, because of Dr. Meredith's wonderful announcement prior to the beginning of this series of remarks, I think my remarks, consequently, have been rendered somewhat moot. The purpose, at least, in my request to appear before the Board has been rendered somewhat moot. However, I would like to make one point, if I may; and that is to point out to this Board that I, on behalf of the Alumni Association, and I think I say this on behalf of the other groups or entities that have appeared before the Board this afternoon--we don't want you to view our request to appear before this Board as any effort on our part to dispossess this Board of any of its responsibility or to bring undue pressure on any matter that is the Board's responsibility. But, we, as alumni of Western, are committed to this institution. We dearly love it, and we feel that we have the prerogative and the right to appear before the Board at whatever the occasion may be. On an occasion such as the likelihood, prior to today, the likelihood that Dr. Meredith would be leaving Western, we wanted the opportunity to point out to this Board that the Alumni Association is indeed united in our purpose of bringing whatever consideration we can to reconsider Dr. Meredith. It was for that purpose that we asked to appear here.

I think my second point is this, that whatever has been said, I am sure will be repeated several times after this, but the underlying disharmony--the alleged underlying disharmony--between this Board and the administration, I think must be put behind us now. Whether it's real or perceived by the press or someone else--it must be put behind us. We must renew our focus now on the continued creation of excellence here at Western Kentucky University. We've seen through two-and-a-half or three years of the administration of Tom Meredith that it can become reality. We can become one of the superior and top universities in the south, and we must do that. We must rededicate ourselves, not just as a Board, not just as the President of this University, not just as an Alumni Association, or interested citizens, but everybody in this state who's interested in the well being of Western Kentucky University. I hope it will be a unified effort after this. I think it's critical to the excellence of this University that it be so. Thank you."

Mistianna Holcomb made the following comments in behalf of the students:

"President Meredith, members of the Board of Regents, distinguished members of the business community, fellow students, and ladies and gentlemen. My name is Mistianna Holcomb, I am currently a Junior pursuing a Government major at Western Kentucky University. Presently I am an officer in Kappa Delta Sorority, the Panhellenic Association, and the Associated Student Government. As a student involved in many leadership organizations on this campus, I come here today with great concern for the future growth and progress of Western Kentucky University. In talking to other Western students, I personally feel that there is great distress concerning the harmony between our President and this Board of Regents. As we review the great history of Western, it becomes very obvious that the greatest periods of achievement were made during those leadership positions of those presidents who enjoyed long tenure in their leadership, and in turn provided continuity in their programs for the University both in academics and in athletics.

Dr. Thomas Meredith in our minds stands out to be a President who is capable of continuing this great tradition. The students at Western feel that Dr. Meredith is a man with vision and purpose and is certainly capable of preparing this University and this student body for the twenty-first century.

As a current example, we are nearing the completion of the new Student Activities Center under Dr. Meredith's leadership. Dr. Meredith is a student president; he is a faculty and staff president; he is a community president, but most importantly, he is a valuable president.

Dr. Meredith, if you had gone to the presidency at the University of Central Florida, it would have been a great loss for this university and its student body. Therefore, I strongly encourage the mutual cooperation between this governing body and the administration—I strongly encourage you to ultimately produce the best possible result by cooperating for the students of Western Kentucky University and the rest of the community.

Today I would like to present to you a student petition that is in support of Dr. Meredith. Please note that this petition was only circulated for a few hours, and we have about 300 student signatures who have expressed their support for Dr. Meredith. Thank you very much."

Chairman Iracane thanked each of the speakers and the many outstanding community leaders in Bowling Green who attended the meeting. stating, "Let me assure you that this Board of Regents has a great desire to do the right thing for Western Kentucky University. ...I want to be a steward of the University and look at the issues. We want to unite. We will unite. We will do a good job, and we're trying very, very hard to do a good job. I assure you that all we want as a Board is the best for Western Kentucky University. I assure you that's all we have in mind when we take long hours to deliberate and come many miles, many times because we want to do the right thing for Western. I think Western has a unique history to have so many great leaders in Bowling Green to take such an active interest in what is happening at our campus. I assure you that we are going to try to do the very best. We're excited about Dr. Meredith withdrawing from the search at Central Florida. We hope that we get all of this behind us and we go ahead with the best interest of Western Kentucky University as our vision."

Regent Butler commented as follows: "I want to briefly say something on behalf of our student regent. We are very fond of our student regent and very blessed to have her. She takes an active part in all of our discussions, and she is a very worthy regent, very conscientious. She is doing an excellent job. Recently in an article of our College Heights Herald, particularly October 24, the headline of the paper attacked the credibility of our student regent. The article was based upon vicious rumors. Our paper, the College Heights Herald, has won national awards. It has been a paper that we, as regents, and other people such as students and alumni could be proud of--looked upon that paper with honor. The actions of this paper within the last two weeks are not things that will make you look

upon a paper with honor, but will make you look upon an entity with embarrassment and shamefulness. Certainly our student writers and their advisors must do a better job in letting this type of vicious fabrications into print.

Once you print something, the damage is done. The damage is done to this girl's credibility, and it has been based upon vicious rumor--unnamed sources. That type of material has no place in a the College Heights paper--it is not the National Inquirer. I would like to see the College Heights paper go on with the endeavors that it become famous for, publishing facts, and don't do anything to continue the erosion of its credibility."

**AGENDA ITEM 5 - Disposition of minutes of the regular meeting of July 29, 1991, and the special meeting of September 18, 1991**

The minutes of the regular meeting of July 29, 1991, and the special meeting of September 18, 1991, were presented by Chairman Iracane. Copies of the minutes had been mailed to members prior to the meeting.

Mrs. Judd offered the following:

- Minutes of July 29, 1991, should be corrected to reflect a change in the name of the Western Kentucky University Staff Advisory Committee to Western Kentucky University Staff Advisory Council.
- Minutes of September 18, 1991, relative to the resolution concerning the Western Kentucky University Credit Union don't incorporate and reflect the discussion. The second paragraph needs to be amended.

**SECRETARY'S NOTE:** For purposes of clarity, the original resolution is shown below in its entirety along with and the recommended amendment:

**RESOLUTION**

**BE IT RESOLVED** by the Board of Regents that:

- (1) The Western Kentucky University Credit Union be allowed to continue the use of the space at a fair market rental rate until the Secretary of Finance and Administration awards a lease for space to a financial institution for the furnishing of such services on the campus.
- (2) The President of Western Kentucky University is directed to request the Secretary of Finance and Administration to offer for bid, space located in the Garrett Conference Center for the location of a financial institution which will make available to the faculty, staff, and their families and the students of Western Kentucky University, the same services that are currently provided by the Western Kentucky University Credit Union.

**AMENDMENT:**

- (2) **The President of Western Kentucky University is directed to request the Secretary of Finance and Administration through the bidding process to offer for lease space location in the Garrett Conference Center for the location of a financial institution which will provide financial services using Western Kentucky University's Credit Union's financial**

services as a representation of the minimum financial services needed for the faculty, staff, and their families, and the students of Western Kentucky University.

- (3) The Board of Regents of Western Kentucky University request that, if the Secretary of Finance and Administration offers the space for lease bid, the lease for the space be made to the highest and most qualified bidder which will benefit Western Kentucky University's faculty, staff, their families and the students, and be awarded after advising with the President of Western Kentucky University and the Executive Committee of the Board of Regents.

Mrs. Judd noted that the amendment to the resolution was requested by the Financial Services Committee. Mrs. Judd moved approval of the two specified amendments. Ms. Falmlen seconded the motion, and the motion carried by voice vote.

Ms. Falmlen moved approval of the amended minutes of July 29, 1991, and September 18, 1991. The motion was seconded by Mr. Catron and carried by voice vote.

#### **AGENDA ITEM 6 - Committee Reports**

**6.1 - Academics Committee, Mrs. Patsy Judd, Chair; Dr. Eugene Evans; Mr. Monnie Hankins, Mr. Travis**

Mrs. Judd reported that the committee met earlier in the day to review the following recommendations:

#### **RECOMMENDATION:**

President Meredith recommends approval of the following items submitted through the Vice President for Academic Affairs from the Academic Council:

- **A proposal to initiate a Master of Professional Accountancy Degree program**

#### Background:

In Fall, 1990 the Board of Regents of the University adopted the Western XXI strategic planning document, thereby establishing priorities for action to advance the mission. High on the list of priorities was the resolve to provide support to the academic programs rated Prominent. The baccalaureate accounting program was among those programs rated Prominent; and a graduate program in accounting (at the master's level) was targeted as a graduate area to be developed in the future.

One of the primary reasons for developing a graduate program of study in accounting is the increased demand to provide accounting services to business, industry, government, individuals, and other clients competing in a worldwide market. The current undergraduate program of study in accounting can no longer provide adequate entry level skills and knowledge to meet the needs of such a diverse clientele. The proposed program would enable the Department of Accounting to provide highly capable accounting professionals to the world of work while remaining on the cutting edge of progress in the accounting profession.

The required accounting courses would include:

ACCT 500 Advanced Financial Accounting Theory and Practice



ACCT 510 Advanced Accounting Information Systems & Control  
 ACCT 520 Seminar in Advanced Managerial Accounting  
 or  
 ACCT 550 Seminar in Accounting for Nonprofit Organizations  
 ACCT 530 Seminar in Tax Research and Planning  
 ACCT 540 Advanced Auditing Standards & Applications.

Other Business and General Knowledge elective courses would complete the curriculum for a Master of Professional Accountancy Degree.

#### BUDGET IMPLICATIONS

The number of faculty positions currently available to the Department of Accounting are adequate to initiate the program. However, one of the existing positions is vacant. An effort is underway to fill the position with an individual possessing a doctoral degree. In the meantime, additional university resources will be needed to fund a new position to support the Masters Degree program in Accounting. A portion of the cost of the new position will be covered by the Meany-Holland Accounting Professorship Endowment.

Overall, the current library collections appear to be adequate to support a Master of Professional Accountancy program, although some minor additions to the periodicals list would be needed.

With the approval of the Academics Committee, Mrs. Judd moved approval of the recommended Master of Professional Accountancy Degree program. The motion was seconded by Mr. Catron and approved by voice vote.

Other recommendations considered by the Academics Committee were as follows:

#### - **A proposal to revise the Honors Program**

##### Background:

The University Honors Program manages currently two separate programs: The University Scholars Program and the regular Honors Program. Through these programs, the University endeavored to serve the needs of the many students who are honors-qualified. Unfortunately, such a division of services has produced a host of management and resource-allocation problems. The proposed revision of the Honors Program would replace the two programs with a single honors curriculum, and thereby reduce the problems attendant with maintaining two separate programs. The proposed curriculum is more flexible than the University Scholars Program and more demanding than the 12-hour Honors Program. The credit earned would be applicable either to general education or to satisfaction of requirements in the major.

The proposed program would consist of 21 hours. Included in the 21 hours would be 12 hours of general education honors courses, two 1.5-hour colloquia or seminars, and a senior honors thesis (usually 6 semester hours). The recommended date of implementation would be Fall Semester, 1992

#### BUDGET IMPLICATIONS

The proposed program has two implications for the University Budget. (1) The new colloquia and seminars in Category G will require some release time for faculty from their regular teaching responsibilities. In 1992-1993 eight colloquia and seminars will be needed each semester; approximately 14 should be needed by the third year of the program and thereafter. If faculty are offered appropriate equal release time from their regular teaching duties,

eight faculty members will merit a one-semester one course reduction next year and 14 will merit this reduction by the third year.

(2) The Honors Program has grown from 65 students in 1990-1991 to 202 students at the present time. The planned growth under the new program will require added secretarial help (now 1/2 time) and modest increases in the Honors Program operating budget.

- **A proposal to establish a Certificate in Canadian Studies**

Background:

The Canadian Studies Committee and Office of International Programs propose the establishment of a Certificate in Canadian Studies. The Certificate would permit official recognition for Canadian-content coursework taken by undergraduate students at Western. The courses which would count toward the Certificate would be drawn from the current offerings of several different departments. The Certificate would have no effect on the major-minor requirements now in place, but would supplement those requirements by giving a focus for those students who elect to take at least four Canadian-content courses.

BUDGET IMPLICATIONS

The Canadian Studies Committee and the Office of International Programs anticipate no budgetary impact from this action since The Certificate will draw upon existing courses.

- **A proposal to institute a mid-term break during the Fall semester**

Background:

During a July meeting, the Academic Requirements and Regulations Committee considered ASG Resolution 91-23-5, requesting that Western extend the Thanksgiving break to a full week. After considerable discussion, the Committee decided to recommend an alternative proposal. The alternative proposal was considered and approved by the Academic Council. The proposal follows:

The University will provide for a mid-term, four-day (Thursday, Friday, and the usual Saturday, Sunday) break at the end of the 7th week, with the Calendar Committee to work out the precise schedule. This change should take effect as quickly as possible.

BUDGET IMPLICATIONS

None

Mrs. Judd, with the approval of the Academics Committee, moved approval of the proposal to revise the Honors Program, the proposal to establish a Certificate in Canadian Studies, and a proposal to institute a mid-term break during the fall semester. The motion was seconded by Mr. Chambless and carried by voice vote.

**6.2 Finance and Investment Committee, Mr. Stephen Catron, Chair; Mr. Bobby Bartley; Mr. Danny Butler; Mrs. Patsy Judd, and Mr. Freddie Travis**

Mr. Catron reported that the Finance and Investment Committee met before the full Board meeting and considered the following recommendations:

- **RECOMMENDATION:**

President Meredith recommends approval of the following proposed priorities for the usage of increased resources requested for 1992/94.

Background:

As a part of the biennial funding request to the state, Western must submit a prioritized list of items with requested increases in resources for each year of the biennium. The following list indicates priorities and requested increase in resources for 1992-93 and 1993-94. Priorities for funding and requested resources will be revised several more times in the funding process before final appropriation is made by the legislature to the university. The appropriation for 1992-93 will be made in a total sum and actual distribution among priorities will take form in the 1992-93 annual operating budget adopted by the Board of Regents.

	<u>1991-93</u>	<u>1993-94</u>
Fixed Cost Increases		
Fringe Benefits	\$ 283,000	\$ 294,000
Utilities	\$ 100,000	\$ 50,000
Debt Service	\$ (163,900)	\$ 5,800
Compensation @ 5%	<u>\$ 2,567,900</u>	<u>\$ 2,696,300</u>
TOTAL	\$ 2,787,000	\$ 3,046,100
Compensation @ 5%	\$ 2,568,000	\$ 2,696,300
New Faculty 20 @ \$37,100	\$ 756,500	\$ 895,700
KERA	\$ 2,739,000	\$ 445,300
Operating Expenses	\$ 400,000	\$ 200,000
Library	\$ 575,000	\$ 776,000
Minority Faculty/Student Support	\$ 293,000	\$ 16,000
Part-time Faculty Stipends	\$ 350,000	\$ 200,000
New Staff	\$ 375,000	\$ 575,900
Graduate Assistant Stipends	\$ 600,000	\$ 200,000
Equipment	\$ 762,200	\$ 1,000,000
Telecommunications	\$ 603,900	\$ 514,100
Maintenance/Operations	\$ 400,000	\$ 700,000
Extraordinary Fixed Cost	\$ 422,100	\$ 19,900
Outcomes Assessment	\$ 111,900	\$ 115,400
Debt Service	<u>\$ 3,444,000</u>	<u>\$ 1,711,200</u>
	\$14,400,600	\$10,065,800

The capital projects requested for 1992-94 were approved by the Board of Regents on July 29, 1991. The request for debt service relates to these capital requests.

With the unanimous approval of the Finance and Investment Committee, Mr. Catron moved approval of the priorities for the usage of increased resources requested for 1992-94. The motion was seconded by Mr. Butler and carried by voice vote.

The Finance and Investment Committee also unanimously approved the following resolution related to the long-term lease of property where the Glasgow Campus is located. The recommendation and resolution follow:

- **RECOMMENDATION:**

**President Thomas C. Meredith recommends approval of the following resolution related to the long-term lease of property on which the Glasgow Campus is located.**

**RESOLUTION**

**BE IT RESOLVED**, that the Board of Regents of Western Kentucky University authorize the President of the University, or his delegate, to enter into negotiation for execution of the lease with IDEAL for the Glasgow Campus.

**BE IT FURTHER RESOLVED**, that the President of the University, or his delegate, is directed to contact the necessary Commonwealth agency for approval of lease for the Glasgow campus.

**BE IT FURTHER RESOLVED**, that the President of Western Kentucky University is to request the Commonwealth to execute a long-term lease for the Glasgow Campus with IDEAL, provided the approval of Secretary of Finance and Administration Cabinet has been obtained by Western Kentucky University to enter into such lease.

Background:

Industrial Development and Economic Authority (IDEAL), of Glasgow (Barren County) is acquiring title to property on which Western Kentucky University's Glasgow Campus is located. IDEAL proposed to enter into a long-term lease with Western Kentucky University on the property.

Mr. Catron moved approval of the resolution delegating to the President the authority to negotiate with the city of Glasgow and other appropriate instrumentatities in Glasgow for the leasing of space for the Glasgow Campus. The motion was seconded by Mr. Travis, and the roll call vote follows:

Aye: Bartley, Butler, Catron, Chambless, Evans, Falmlen, Hankins, Iracane, Judd, Travis

Nay: None

Mr. Chambless, Chairman of the ad hoc Committee on Financial Services, reported that the committee met initially to determine when the committee could meet again. All of the financial institutions having an office located in Warren County were invited to send representatives to the second meeting. Several representatives who attended the meeting explained to the committee what they could offer with an on-campus facility and how they hoped that the bid would be structured. The committee received a lot of information. The committee will meet again shortly to come up with a recommendation.

Mr. Travis, Chairman of the ad hoc Committee on Food Services Committee, reported that the Food Service Committee had met one time. Information had previously been gathered through a committee which Dr. Meredith appointed with John Osborne as Chairman. Information was

obtained from universities and institutions on how their food services were run--whether privately or in-house. The committee visited the University of Louisville to view the food services operation. The committee has recommended to Mr. Osborne that there be a few changes made in the bid type process, and the committee will meet again as soon as that has been accomplished. The committee is also looking at three other university food services. The committee will meet again within the next week and will pass the information gathered on to other members of the Board.

**6.3 Athletics Committee, Mr. Danny Butler, Chairman;  
Ms. Heather Falmlen; Mr. Monnie Hankins; Mr. Stephen Catron**

Mr. Butler reported that the committee met earlier in the day to consider an amendment to the budget that was approved in July, 1991. The amendment to the budget does not necessitate any additional funding but merely moves around the already allocated funds in the Athletics Department. Dr. Marciani has reviewed the amendment with all the head coaches who are in agreement with the proposal. A copy of the amended budget for Athletics is attached to the minutes as Exhibit A. With the unanimous approval of the Athletics Committee, Mr. Butler moved approval of the amended budget. The motion was seconded by Mr. Hankins, and the roll call follows:

Aye: Bartley, Butler, Catron, Chambless, Evans, Falmlen,  
Hankins, Iracane, Judd, Travis

Nay: None

**AGENDA ITEM 7 - Presentation of personnel actions since July 29,  
1991.**

**RECOMMENDATION:**

President Thomas C. Meredith recommends that the Board of Regents approve the recommended personnel changes which have transpired since the meeting of the Board on July 29, 1991.

[The recommendations are contained in the next thirty pages.]

**RECOMMENDATION:**

President Thomas C. Meredith recommends approval of the audited Annual Financial Report for the 1990-91 fiscal year and the audit of federally-funded programs.

[Financial documents included separately.]

**Background:**

Representatives of the firm of Baird, Kurtz and Dobson worked with the Western staff in preparing the financial report of 1990-91. Representatives from Baird, Kurtz and Dobson will be present at the meeting of the Board of Regents.

Presentation of personnel actions since July 29, 1991

RECOMMENDATION:

President Thomas C. Meredith recommends that the Board of Regents approve the recommended personnel changes which have transpired since the meeting of the Board on July 29, 1991.

## Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY APPOINTMENTS (continued)		
<u>College of Education and Behavioral Sciences (continued)</u>		
Teacher Education: Dr. Joseph Etienne	33,000	August 16, 1991; Assistant Professor; replaces Dr. Eugene Gray
Dr. Jacqueline Schliefer	31,008	August 16, 1991; Assistant Professor; replaces Dr. Charles Ray
<u>Ogden College of Science, Technology, and Health</u>		
Allied Health: Dr. Douglas Schutte	33,504	August 16, 1991; Assistant Professor; replaces Dr. Edwin Parks
Chemistry: Mr. Lester Pesterfield	24,000	August 16, 1991; Instructor; temporary, one-year appointment; replaces Dr. Robert Farina
Engineering Technology: Mr. Mark Wells	35,004	January 1, 1992; Assistant Professor; replaces Mr. Donald Mayer
Geography and Geology: Mr. Thomas P. Feeney	24,000	August 16, 1991; Instructor; temporary, one-year appointment; replaces Dr. Eugenie Rovai-Williams
Mathematics: Mr. Douglas S. Daniel	23,004	August 16, 1991; Instructor; temporary, one-year appointment; replaces Dr. George Downing
Mr. Walter Bruce Kessler	23,004	August 16, 1991; Instructor; temporary, one-year appointment; placed in vacant Glasgow position
Nursing: Ms. Marilyn Carter	26,508	August 16, 1991; Assistant Professor; replaces Ms. Rebecca Foster
Ms. Bonnie Williams	29,508	August 16, 1991; Visiting Assistant Professor; temporary, one-year appointment; replaces Ms. Ardrey Humm who is on leave of absence



Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY APPOINTMENTS (continued)		
<u>University Libraries</u>		
Library Public Services: Ms. Barbara Bishop	23,004	September 16, 1991; Assistant Professor and Glasgow Campus Librarian; twelve-month position; replaces Ms. Bonna Boettcher

## ADJUNCT FACULTY APPOINTMENTS

<u>Ogden College of Science, Technology, and Health</u>		
Chemistry: Dr. Arthur L. Draper	n/a	1991-92 academic year; Adjunct Professor of Chemistry

## FACULTY REAPPOINTMENTS

<u>Bowling Green College of Business Administration</u>		
Finance and Management Information Systems: Mr. Doug White	29,508	July 1, 1991; Instructor; temporary, one-year appointment; replaces Dr. Steven Hunt; salary increased \$2,208 from \$27,300
<u>College of Education and Behavioral Sciences</u>		
Psychology: Mr. David Ball	22,428	July 1, 1991; Instructor; temporary, one-year appointment; salary increased \$1,668 from \$20,760
Ms. Virginia Pfohl	22,428	July 1, 1991; Instructor; temporary, one-year appointment; salary increased \$1,668 from \$20,760
Ms. Patricia Randolph	22,428	July 1, 1991; Instructor; temporary, one-year appointment; salary increased \$1,668 from \$20,760
Teacher Education: Dr. John Kiraly	19,500	July 1, 1991; Instructor; temporary, one-year appointment; salary increased \$492 from \$19,008

## Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY - CHANGES/EARLY RETIREMENT WITH SPECIAL TENURE STATUS		
<u>Potter College of Arts, Humanities and Social Sciences</u>		
English: Mr. Robert Wurster	10,104	July 1, 1991; Teaching load increased from six to nine hours for 1991-92; salary increased \$3,372 from \$6,732

## FACULTY LEAVE OF ABSENCE

Ogden College of Science,  
Technology, and Health

Nursing:  
Ms. Ardrey Elaine Humm

1991-92 academic year;  
Assistant Professor;  
unpaid leave of absence

## FACULTY PROMOTIONS

University Libraries

Library Public Services:  
Ms. Elaine Moore

33,000

September 1, 1991;  
promoted from Associate Professor and Earth and Health Sciences Reference Librarian to Associate Professor and Reference Services Supervisor; salary increased \$7,116 from \$25,884; replaces Dr. Marvin Leavy

Ogden College of Science,  
Technology, and Health

Office of the Dean:  
Dr. Franklin Conley

58,008

July 1, 1991; promoted from Interim Department Head of Industrial Technology to Assistant Dean of Ogden College; salary increased \$11,796 from \$46,212; replaces Mr. Lynn Greeley; 12-months' position; discontinue monthly stipend of \$300 paid for serving as Interim Head of Industrial Technology effective June 30, 1991

## FACULTY RESIGNATIONS

Ogden College of Science,  
Technology, and Health

Engineering Technology:  
Dr. Thomas Currin

July 31, 1991; Assistant Professor and Department Head

## Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY SALARY ADJUSTMENTS		
<u>Bowling Green College of Business Administration</u>		
Office of the Dean: Dr. J. Michael Brown	73,608	July 1, 1991; Dean; annual salary adjusted upward by \$804
Accounting: Dr. C. Richard Aldridge	59,076	July 1, 1991; Associate Professor; annual salary adjusted upward \$1,992 due to error on salary worksheets
Finance and Management Information Systems: Dr. John Stallard	4,896	July 1, 1991; salary supplement for 1991-92 for services as Lessenberry Professor paid from Lessenberry Endowment Fund
<u>Ogden College of Science, Technology, and Health</u>		
Mathematics: Dr. Barry Brunson	35,592	July 1, 1991; Associate Professor; annual salary adjusted upward \$504
Dr. Bettina Richmond	34,008	July 1, 1991; Assistant Professor; annual salary adjusted upward \$36 due to error on salary worksheets
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Music: Dr. Charles Smith	42,012	July 1, 1991; Professor; annual salary adjusted upward by \$2,004

## FACULTY DECEASED

Ogden College of Science, Technology, and Health

Industrial Technology:  
Mr. Wandel L. Dye

September 29, 1991;  
Assistant Professor

Part II. Other Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
<u>College of Education and Behavioral Sciences (continued)</u>		
Center for Excellence: Ms. Gladys Patricia Jordan	918 per month	July 1, 1991; Administrative Secretary; As of September 1, 60 percent of salary paid from Center; 40 percent funded from Improving and Reforming Elementary Schools and Teaching in High Percentage At-Risk Rural School Districts grant; replaces Ms. Joy Vannoy
Center for Gifted Students: Ms. Mary Evans	28,000	September 1, 1991, through August 31, 1992; appointed Program Coordinator for Gifted Students program and University Facilitator in the Office of the Dean; grant portion funded by Improving and Reforming Elementary Schools and Teaching in High Percentage At-Risk Rural School Districts grant
Diagnostic Center: Ms. Joyce Al-Kishaly	26,820 per year	August 1, 1991, through June 30, 1992; appointed Area Program Consultant
Ms. Paula Borland	19,236	July 1, 1991, through June 30, 1992; reappointed as Educational/Family Specialist; salary increased \$1,260 from \$17,976; 9 1/2 months' employment paid over 12 months
Ms. Ann Y. Botula	23,076	July 1, 1991, through June 30, 1992; reappointed as Educational Assessment Coordinator; salary increased \$1,512 from \$21,564; 9 1/2 months' employment paid over 12 months
Ms. Ann Y. Botula		August 1, 1991; Resignation as Educational Assessment Coordinator

Part II. Other Personnel Changes

<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/Math Science:		
Ms. Hallie Coppedge	1,020 per month	July 1, 1991; reappointed Senior Administrative Secretary; salary increased \$76 from \$944
Ms. Libby Garner	15,288	July 1, 1991; reappointed Staff Assistant; salary increased \$1,140 from \$14,148
Javits Project:		
Ms. Sheila Ann Cruse	35,004	August 16, 1991 through August 15, 1992; reappointed as Staff Development Coordinator; salary increased \$2,004 from \$33,000; 10-months' employment paid over 12 months
Ms. Dreama Lee Phelps	1,045 per month	August 1, 1991; reappointed as Senior Administrative Secretary; salary increased \$63 from \$982
Student Support Services:		
Mr. Kenneth A. Dyrsen	29,184	September 1, 1991; reappointed Director; salary increased \$2,172 from \$27,012
Ms. Carolyn S. Hagaman	21,036	September 1, 1991; reappointed Counselor; salary increased \$1,560 from \$19,476; 10 1/2 months' employment paid over 12 months
Mr. Michael E. Johnson	24,048	September 1, 1991; reappointed Counselor; salary increased \$1,788 from \$22,260
Talent Search:		
Ms. Susan B. Adams		August 31, 1991; Disability Retirement; Director
Ms. Nancy H. Carwell	20,592	September 1, 1991; reappointed as Counselor; salary increased \$1,872 from \$18,720
Mr. Gary Edward Gray	23,268	September 1, 1991; reappointed as Senior Counselor; salary increased \$2,124 from \$21,144

Part II. Other Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
College of Education and Behavioral Sciences (continued)		
Training and Technical Assistance Services: (continued)		
Ms. Nancy Henry	1,380 per month	July 1, 1991; promoted from Administrative Secretary to Family Services Associate; salary increased \$290 from \$1,090
Ms. Janine Keirnan	23,688	July 1, 1991; reappointed as Project Management Specialist; salary increased \$1,752 from \$21,936
Ms. Donna Kaye Mason	22,044	July 1, 1991; reappointed as Training Coordinator/Administrative Assistant; salary increased \$1,632 from \$20,412
Mr. Robert Glenn Mason	29,364	July 1, 1991; reappointed as Family Services Specialist; salary increased \$2,172 from \$27,192
Ms. Colleen Mendel	47,196	July 1, 1991; reappointed as Project Director; salary increased \$3,492 from \$43,704
Ms. Betty Robertson	19,272	July 1, 1991; reappointed as Data Manager; salary increased \$1,428 from \$17,844
Ms. Connie Jo Smith	30,732	July 1, 1991; reappointed as Early Childhood Education Specialist; salary increased \$2,280 from \$28,452
Ms. Melissa Werner	29,364	July 1, 1991; reappointed as Early Childhood Education Specialist; salary increased \$2,172 from \$27,192

Part II. Other Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
<u>Ogden College of Science, Technology, and Health (continued)</u>		
Public Health:		
Ms. Linda Baalf	1,199 per month	October 1, 1991, through June 30, 1992; reappointed as Senior Administrative Secretary; South Central Kentucky Area Health Education Center; salary increased \$89 from \$1,110
Ms. Donna Bussey	32,364 per year	October 1, 1991, through June 30, 1992; reappointed as Nursing Coordinator; South Central Kentucky Area Health Education Center; salary increased \$2,400 from \$29,964
Ms. Cynthia Lee Burden	944 per month	September 1, 1991, through September 30, 1992; reappointed Administrative Secretary; funded by the Safeguarding Kentucky Youth Project grant; salary increased \$70 from \$874
Ms. Donita Cassady	19,668 per year	October 1, 1991, through June 30, 1992; reappointed as Coordinator of Health Education; South Central Kentucky Area Health Education Center; salary increased \$1,464 from \$18,204
Ms. Carlotta Halcomb	22,560 per year	July 1, 1991, through September 30, 1991; appointed Coordinator; funded by the Health Education Training Center grant; transferred from Talent Search Project
Ms. Carlotta Halcomb	23,916	October 1, 1991, through September 30, 1992; reappointed Coordinator of Health Education Training Center; salary increased \$1,356 from \$22,560

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
<u>Ogden College of Science, Technology, and Health (continued)</u>		
<u>Public Health: (continued)</u>		
Dr. Gilbert Woodall	6,228 per year	October 1, 1991, through June 30, 1992; reappointed as Medical Director; South Central Kentucky Area Health Education Center; salary increased \$468 from \$5,760
<u>Institute for Economic Development and Public Service</u>		
Ms. Lynn Minton	1,102 per month	October 1, 1991, through September 30, 1992; reappointed as Senior Secretary; salary increased \$82 from \$1,020
Mr. Larry Raybon	35,640	October 1, 1991, through September 30, 1992; reappointed as Associate Director; salary increased \$2,640 from \$33,000
<u>Kentucky Bank Management Institute:</u>		
Ms. Laura R. Tucker	1,294 per month	July 1, 1991; reappointed Senior Secretary; no change in salary
<u>Small Business Development Center:</u>		
Dr. Henrietta R. Davis	22,704	Previous contract extended through September 30, 1991; reappointed as Management Consultant October 1, 1991, through September 30, 1992; salary increased \$1,692 from \$21,012
Mr. Richard S. Horn	35,340	Previous contract extended through September 30, 1991; reappointed as Director October 1, 1991, through September 30, 1992; salary increased \$2,616 from \$32,724
Ms. Linda J. Neagle	1,029 per month	Previous contract extended through September 30, 1991; reappointed as Administrative Secretary October 1, 1991, through September 30, 1992; salary increased \$76 from \$953



Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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## EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

STAFF APPOINTMENTS  
(continued)Student Affairs (continued)

Residence Life: Mr. Darryl Bridges	7,404	August 8, 1991; Assistant Residence Hall Director of Douglas Keen Hall; based on 10-months' employment paid over 12 months
Ms. Kathy Kanz	19,500	July 1, 1991; Area Coordinator of Bemis Lawrence Hall; 12-months' position
Ms. Sandi Swift	7,404	July 16, 1991; Assistant Residence Hall Director at Central Hall; 10-months' employment paid over 12 months
Ms. Anne Mischelle Weedman	9,600	July 16, 1991; Residence Hall Director at West Hall; 10-months' employment paid over 12 months

Ogden College of Science,  
Technology, and Health

Nursing: Ms. Renee Kilgore	21,504	August 23, 1991; Coordinator; 11-months' employment paid over 12 months; replaces Ms. Rhonda Helm
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## ADDITIONAL RESPONSIBILITIES

Office of the President

Athletics: Mr. Don Yarano	11,712	August 16, 1991; Assistant Athletic Coach; part-time position; salary increased \$5,856 from \$5,856; assumed duties of Mr. Pete Swartz
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Student Affairs

Admissions: Ms. Debra W. Gray	300 per month	August 15, 1991; Associate Director of Admissions; monthly stipend of \$300 for serving as Acting Director of Admissions while Ms. Cheryl Chambless, Director, is on leave of absence
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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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## EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

## CHANGE OF RESPONSIBILITIES

Administration and Technology

## Computer and Informational Services:

Mr. Leon Krantz	43,332	August 1, 1991; reassigned from Lead Programmer in Student Records System to Senior Programmer/Analyst in Human Resources System; no change in salary
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College of Education  
and Behavioral Sciences

## Office of the Dean:

Dr. Roger Pankratz	8,091 per month	July 1, 1991, through December 31, 1991; Associate Dean; released for 80 percent to serve as Executive Director for the Council on School Performance Standards (\$7,000); will also be paid 20 percent (\$1,091) of time in the Dean's Office
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## CHANGE OF TITLE

Student Affairs

## Minority Student Support Services:

Ms. Phyllis E. Gatewood	28,944	July 1, 1991; changed from position of Coordinator of Black Student Retention to Director of Minority Student Support Services due to reorganization; no change in salary; discontinued \$300 monthly stipend received for serving as Interim Black Student Recruitment Specialist effective June 30, 1991
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## Residence Life:

Ms. Beth Bolin		July 16, 1991; change title from Senior Level Residence Hall Director to Complex Director (South Hall); no change in salary
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Mr. Mike Collins		July 16, 1991; change title from Senior Level Residence Hall Director to Complex Director (Barnes-Campbell Hall); no change in salary
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF		
STAFF PROMOTIONS (continued)		
<u>Administration and Technology</u>		
Accounts and Budgetary Control: Mr. Barry D. Woosley	41,508	October 1, 1991; promoted from Accounts Payable Supervisor to Supervisor of Accounts; salary increased \$7,296 from \$34,212.
<u>Office of the President:</u>		
Athletics: Ms. Pamela M. Herriford	26,796	July 1, 1991; promoted from Assistant Director to Associate Director of Athletics; position changed from part time to full time; salary increased \$9,432 from \$17,364.
<u>Student Affairs</u>		
Residence Life: Mr. Todd Duncan	8,676	August 8, 1991; promoted from Assistant Residence Hall Director of Douglas-Keen Hall to Associate Residence Hall Director of Rodes-Harlin Hall; salary increased \$1,272 from \$7,404; based on 10-months' employment paid over 12 months.
Mr. Mike Gillilan	21,000	July 1, 1991; promoted from Complex Director to Area Coordinator of Pearce-Ford Tower; salary increased \$2,088 from \$18,912; 12-months' employment.
Ms. Jacqueline Denise Johnson	9,600	July 31, 1991; promoted from Assistant Residence Hall Director of McCormack Hall to Residence Hall Director of Bates-Runner Hall; salary increased \$1,776 from \$7,824; based on 10-months' employment paid over 12 months.
Mr. Mike Pack	8,748	July 31, 1991; promoted from Assistant Residence Hall Director of Hugh Poland Hall to Associate Residence Hall Director of Bemis Lawrence Hall; salary increased \$996 from \$7,752; based on 10-months' employment paid over 12 months.

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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## EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

STAFF SALARY ADJUSTMENTS  
(continued)Student Affairs

## Student Activities

and University Centers:

Mr. Bennie P. Beach, Jr.

23,280

October 1, 1991; Program Coordinator; salary increased \$1,260 from \$22,020 for assuming additional duties due to reorganization within Student Life

## STAFF LEAVE OF ABSENCE

Office of the President

President's Office:

Ms. Geneva Garrison

September 1, 1991; Leave of absence extended through November 30, 1991

## STAFF RESIGNATIONS

Office of the President

Athletics:

Mr. Joseph Peter Swartz

April 30, 1991; Assistant Coach; part-time position

Administration and Technology

Computer and Informational Services:

Ms. Amy T. James

August 29, 1991;  
Programmer Analyst I

Personnel Services:

Ms. Michelle Wavering

August 23, 1991;  
Compensation CoordinatorOgden College of Science,  
Technology, and Health

Nursing:

Ms. Rhonda Helm

August 21, 1991;  
CoordinatorStudent Affairs

Residence Life:

Ms. Jill Sellers-Kelley

July 31, 1991; Complex Director at Bemis Lawrence Hall

## STAFF RETIREMENTS

Administration and Technology

Accounts and Budgetary Control:

Ms. Brenda Thompson

October 31, 1991;  
Accounting Supervisor

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
CLASSIFIED PERSONNEL		
APPOINTMENTS (continued)		
<u>Student Affairs</u>		
Admissions:		
Ms. Susan Mae Gomez	992 per month	August 27, 1991; Admissions Assistant; replaces Ms. Beverly Brown
Public Safety:		
Mr. Bobby R. Harlan	1,158 per month	September 3, 1991; Communications Officer; new position based upon reorganization of department
Mr. Terry A. Moore	1,158 per month	September 3, 1991; Police Officer (B); new position based upon reorganization of department
Mr. James Lee Napper	1,158 per month	September 16, 1991; Police Officer (B); new position based upon reorganization of department
Mr. W. Gordon Turner	1,158 per month	August 19, 1991; Police Officer (B); new position based upon reorganization of department
Student Health Service:		
Ms. Susan Renee Imel	918 per month	August 1, 1991; Bookkeeper; replaces Ms. Shirley Schoen; 12-months' position

## REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS

Office of the President

## Athletics:

Ms. Patricia Purcell	1,216 per month	October 1, 1991; Transferred from position of Senior Accounts Payable Clerk in Accounts and Budgetary Control to position of Senior Administrative Secretary in the Office of the Director of Athletics; new position; no change in salary
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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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## CLASSIFIED PERSONNEL

## RESIGNATIONS

Administration and Technology

Accounts and Budgetary Control:  
Ms. Pamela Johnson

November 15, 1991; Data  
Entry Operator

Purchasing:  
Mr. Stephen D. Rhoades

September 10, 1991;  
Shipping and Receiving  
Clerk

Bowling Green College of  
Business Administration

Marketing:  
Ms. Nancy M. Brand

September 16, 1991;  
Senior Departmental  
Secretary

College of Education  
and Behavioral Sciences

Teacher Education:  
Ms. Alicia C. Bitterling

August 8, 1991;  
Administrative Secretary

Ms. Elaine Smith

July 29, 1991;  
Departmental Secretary

Academic Services

Office of the Dean:  
Ms. Susan R. Courtney

August 7, 1991; Senior  
Administrative Secretary

Student Affairs

Admissions:  
Ms. Beverly Brown

August 27, 1991;  
Admissions Assistant

Student Activities  
and University Centers:  
Ms. Tammy L. Duke

13, 1991;  
Administrative

Student Health Ser-  
Ms. Mary McKn

; X-ray

M 7-29-91

**RESOLUTION**

**WHEREAS**, Mr. Wendell K. Strode, of Bowling Green, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from December 7, 1987, to July 12, 1991, and

**WHEREAS**, during his tenure he served as Chairman of the Finance and Investment Committee; and

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

**WHEREAS**, his term of office was characterized by able leadership, faithful service, and dedication to his responsibilities; and

**WHEREAS**, his loyal service and leadership have made significant and lasting contributions to the University; and

**WHEREAS**, such leadership and dedicated efforts are deserving of special recognition; Therefore, be it

**RESOLVED**, That the Board of Regents of Western Kentucky University in a meeting on July 29, 1991, does hereby express its appreciation to Mr. Wendell K. Strode for his contributions and extends best personal wishes for his continued success in all his endeavors; be it

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

Ordered at Bowling Green, Kentucky, this thirty-first day of October in the year of our Lord one thousand nine hundred and ninety-one.

Joseph Iracane  
Chairman  
Board of Regents

Thomas C. Meredith  
President

The recommended personnel actions were presented by Chairman Iracane. A motion to approve the actions as submitted was made by Mr. Catron and seconded by Mr. Bartley. The roll call vote follows:

Aye: Bartley, Catron, Hankins, Iracane, Travis

Pass: Butler, Chambless, Evans, Faimlen, Judd

Nay: None

#### **AGENDA ITEM 8 - Report by the President**

- Dr. Meredith recognized Lee McMillian and Tom English representing the Kentucky Beta Chapter of Sigma Alpha Epsilon who recently became the number one SAE Chapter in the nation. The John O. Mosely Award for Fraternity Zeal was given to Western's chapter during the SAE National Leadership School held in August. The John O. Mosely Award for Fraternity Zeal is given to chapters which exhibit great enthusiasm in their management and programming, chapters that are strong in all areas of fraternity life including membership, finances, reportings, scholarship, pledge education and chapter relations. SAE also received the award for chapter achievement and the John H. Ball, Jr. Award for Outstanding Pledge Programming. Kentucky Beta also received honorable mention for outstanding rush programming and best scrapbook at the 56th Leadership School. Lee McMillian is President, and Tom English is Vice President representing the SAE's.
- Janie Price, President, and Jennifer Greer, Vice President for Pledge Education, of Kappa Delta were recognized by Dr. Meredith. The Kappa Delta National Council Award is presented to the KD chapter that best exemplifies the ideas and standards of Kappa Delta. The criteria for the award includes high scholarship, outstanding philanthropic service, rush and member quotas, and campus involvement and prestige. Every semester chapters receive a grade for each area of the sorority such as scholarship, rush, pledge programming, and alumni involvement. The chapter receiving the highest grade for the biennium receives the Council Award. On July 10, 1991, the national Council of Kappa Delta awarded the Delta Gamma Chapter at Western this coveted award. This gives the WKU chapter the title of the best KD chapter in the nation. Other schools receiving high grades for the biennium included Penn State and LSU.
- President Meredith also recognized Amy Douglas, President, and Meagan Hoff, Vice President of Alpha Omicron Pi. The Jesse Wallace Huen Award is given to Alpha Omicron Pi's international chapter that best exhibits outstanding commitment to a fraternity, university, and community. These areas include scholarship programming, pledge program, philanthropic service, alumnae relations, panhellenic contribution, and timely reporting. Alpha Chi Chapter received the Jesse Wallace Huen Cup at the biennial convention in Dallas which took place June 25-June 30, 1991. Alpha Chi also received the Distinguished Service Award, the Rush Excellence Award, and the Quota Honor Roll Award.
- President Meredith reported that a budget cut will be officially given to Western Kentucky University Monday when the Council on Higher Education meets in Frankfort. It is estimated to be approximately \$2.5. Vacant positions have been frozen. In addition, capital expenditures of \$300 or more have been frozen. The Budget Committee has started to formulate a variety of postures to deal with the budget cut. That plan will be coming to the Board very shortly as Western XXI is followed as the primary guidepost for the reductions and also to protect the instructional areas of the institution.



**AGENDA ITEM 9 - Other Business****- Resolution of appreciation - Mr. Wendell K. Strode**

Mr. Catron read and moved adoption of the following resolution:

**RESOLUTION**

**WHEREAS**, Mr. Wendell K. Strode, of Bowling Green, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from December 7, 1987, to July 12, 1991, and

**WHEREAS**, during his tenure he served as Chairman of the Finance and Investment Committee; and

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

**WHEREAS**, his term of office was characterized by able leadership, faithful service, and dedication to his responsibilities; and

**WHEREAS**, his loyal service and leadership have made significant and lasting contributions to the University; and

**WHEREAS**, such leadership and dedicated efforts are deserving of special recognition; Therefore, be it

**RESOLVED**, That the Board of Regents of Western Kentucky University in a meeting on October 31, 1991, does hereby express its appreciation to Mr. Wendell K. Strode for his contributions and extends best personal wishes for his continued success in all his endeavors; be it

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

Ordered at Bowling Green, Kentucky, this thirty-first day of October in the year of our Lord one thousand nine hundred and ninety-one.

Joseph Iracane  
Chairman  
Board of Regents

Thomas C. Meredith  
President

The motion was seconded by Mr. Butler and carried by voice vote.

Miss Falmlen presented to each Board member a copy a resolution entitled Proposal-Plan for Action for Student Health Services which was passed by all of the major student organizations on campus. The resolution was referred to the Committee on Student Health Service. (A copy is filed with the Board's official records.)

Ms. Falmlen inquired about the procedures for student fees--the shuttle service fee and increase in the graduation fee for seniors. Mr. Catron, as Chair of the Finance and Investment Committee, was requested to address the fee issue.

Ms. Falmlen introduced the following resolution with the request for a motion to suspend the bylaws and vote on the resolution.

The resolution follows:

#### RESOLUTION FOR GENDER BIAS COMMITTEE

WHEREAS, Western Kentucky University strives to be a model employer with policies of hiring, classifying, promotion, pay, discharge and employment conditions based on merit and without discrimination; and

WHEREAS, the Board of Regents is the governing board of Western Kentucky University, charged by statute with exclusive jurisdiction, power, and control over appointments, qualifications, salaries, and compensation of all employees of Western Kentucky University; and

WHEREAS, it has come to the attention of the Board of Regents that there may exist at Western Kentucky University certain inequities between men and women with regard to employment practices, particularly pay, promotions and other benefits of employment; and

WHEREAS, even a hint of impropriety in this regard is a matter of serious concern to the Regents of Western Kentucky University; and

NOW, THEREFORE BE IT RESOLVED THAT:

1. The Board of Regents shall immediately appoint a "Gender Bias Committee" which shall review employment practices with regard to all full-time female employees of Western Kentucky University, focusing on salaries, promotions and fringe benefits, and compare these with employment practices regarding pay, fringe benefits and promotions for males of comparable experience, skill, productivity, and responsibility; and shall report its findings to the Board of Regents within 60 days of the adoption of this Resolution. The Gender Bias Committee shall recommend to the Board a plan of affirmative action to bring the salaries, fringe benefits and access to promotions of female employees into parity with those of male employees with similar skills, qualifications and job responsibilities.
2. Western Kentucky University shall equalize employment practices between men and women employees; to this end, the pay, fringe benefits and access to promotions of current female employees shall be made comparable to those of male employees prior to the granting of any employee-wide pay and/or benefit increases.
3. Western Kentucky University shall not discriminate on the basis of sex in hiring, classifying, payment, awarding of fringe benefits, promotions, or firing of its employees.

Ms. Falmlen made a motion to suspend with the bylaws and vote on the above resolution. The motion was seconded by Mr. Chambless and carried by voice vote.

#### **AGENDA ITEM 10 - Recommendation for adoption of the quarterly meeting schedule for 1991**

##### **RECOMMENDATION:**

President Thomas C. Meredith recommends adoption of the quarterly meeting schedule for 1992 as follows:

- First Quarterly Meeting      January 30, 1992

- Second Quarterly Meeting    April 30, 1992
- Third Quarterly Meeting      July 30, 1992
- Fourth Quarterly Meeting    October 29, 1992

Motion for adoption of the above schedule was made by Mr. Travis, seconded by Ms. Falmlen and carried by voice vote.

**AGENDA ITEM 11 - Election of the Executive Committee to serve concurrently with the Chair and Vice Chair**

In compliance with the Bylaws of the Board, nominations were received by alphabetical roll call for two slots on the Executive Committee for 1992. Mr. Bartley nominated Mr. Hankins and Mr. Travis. No other names were placed in nomination. Mr. Hankins and Mr. Travis were elected to serve on the Executive Committee with Mr. Iracane and Mrs. Judd.

**AGENDA ITEM 11 - Reorganization of the Board applying to the offices of Secretary and Treasurer.**


Mr. Bartley nominated Mrs. Esters for Secretary. No other nominations were received, and Mrs. Esters was reelected Secretary. Dr. Paul Cook was reappointed Treasurer for 1992.

**AGENDA ITEM 12 - Adjournment**


There being no further business, motion for adjournment was made by Ms. Falmlen, seconded by Mr. Butler. The meeting was adjourned at approximately 2:15 p.m.

**CERTIFICATION OF SECRETARY**

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in a regular meeting held on October 31, 1991, in the L. D. Brown Agricultural Exposition Center, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).

  
Elizabeth W. Esters  
Secretary

  
Joseph Iracane  
Chairman

  
Elizabeth W. Esters  
Secretary

January 30, 1992

January 30, 1992

OCT 31 1991



Office of the President


Bowling Green, KY 42101  
502-745-4346  
FAX: 502-745-4492

October 23, 1991

MEMORANDUM

TO: Members of the Board of Regents

Mr. Joseph Iracane, Chair  
Mrs. Patsy Judd, Vice Chair  
Mr. Bobby R. Bartley  
Mr. Danny Butler  
Mr. Stephen B. Catron  
Mr. Robert L. Chambless, Jr.  
Dr. Eugene E. Evans  
Ms. Heather E. Falmlen  
Mr. Monnie L. Hankins  
Mr. Fred L. Travis

FROM: Thomas C. Meredith, President 

SUBJECT: Athletics

We have completed the move of Sports Information to Diddle Arena. The W Club was kind enough to give up the W Club room to serve as temporary housing for this office. Mr. Just is under the day-to-day supervision of Dr. Marciani. I am not quite sure how we are going to handle the budget situation for this office yet.

Dr. Marciani has restructured all of the athletic budgets after he and Barry Brickman, Associate Athletics Director for Business, went over every budget in detail with each coach. Coach Willard has had his budget reworked in accordance with that sport's priority standing. The Hilltoppers now have charter flights on two trips which eliminates a lot of their bus travel and gets our students back in class sooner. I am enclosing a copy of these budgets for your consideration at the October 31 meeting as an amendment to the budget we passed on July 29, 1991. It is my understanding from Dr. Marciani that all the coaches have now signed off on these new budgets for this year. I have discussed this process with Regent Butler, Chairman of the Athletics Committee. An Athletics Committee meeting is being scheduled for the day of the Board meeting, and members will be shown a revised agenda which will be mailed shortly.

Please let me know if I can provide clarification on any item.

TCM:cel

Enclosure

*The Spirit Makes the Master*

OCT 31 1991



Office of Athletics

Bowling Green KY 42101  
502-745-3542

MEMORANDUM

TO: Dr. Thomas Meredith  
President

FROM: Lou Marciani *L.M.*  
Athletics Director

DATE: October 8, 1991

RE: FY 91-92 Budget

Attached is the FY 91-92 budget for your approval. The budget is based on the \$2,336,263 funds provided. We kept in mind the Western XXI guidelines and provided men's and women's basketball a financial foundation.

acm

*The Spirit Makes the Master*

OCT 3 1 1991

WESTERN KENTUCKY UNIVERSITY

ATHLETICS BUDGET

- FY 1991-92

10/8/91

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WESTERN KENTUCKY UNIVERSITY

ATHLETICS DEPARTMENT

BUDGET SUMMARY FY 91/92

DEPARTMENT *****	ACCOUNT NUMBER *****	BUDGET FY 91/92 *****
ATHLETIC OFFICE	2-45501	\$348,685
ATHLETIC TRAINER	2-45502	\$238,919
FOOTBALL	2-45504	\$530,397
MEN'S BASKETBALL	2-45505	\$472,869
BASEBALL	2-45506	\$110,306
MEN'S TRACK & FIELD	2-45507	\$41,507
MEN'S TENNIS	2-45508	\$13,296
MEN'S GOLF	2-45509	\$19,266
MEN'S SWIMMING	2-45510	\$35,773
MEN'S SOCCER	2-45511	\$64,744
WOMEN'S BASKETBALL	2-45522	\$335,854
WOMEN'S GOLF	2-45523	\$21,157
WOMEN'S TENNIS	2-45524	\$12,711
WOMEN'S TRACK & FIELD	2-45525	\$34,647
WOMEN'S VOLLEYBALL	2-45526	\$56,152
T O T A L B U D G E T E D E X P E N S E S		\$2,336,263 *****



WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
 BUDGET  
 91/92

ACCOUNT NAME	NUMBER	
*****		
ATHLETIC OFFICE ( 01 )		
Personnel Services:		
Salaries-Regular	1111	202,926
Occ-Salaries-Wages (ushers etc.)	1130	4,500
Salaries-Student-Institutional	1600	8,600
Salaries-Graduate-Assistants	1700	0
Employer's F.I.C.A.	2120	14,870
Employer's Retirement-KERS	2122	3,490
Employer's Retirement-KTRS	2123	20,901
Employer's Health Insurance	2223	10,272
Employer's Life Insurance	2224	273
University Disability Insurance	2227	487
Workmen's Compensation	2232	1,907
Unemployment Compensation	2233	0
Faculty/Staff Scholarship	2235	0
		-----
Total Personnel Services Expenses		268,226
Current Operating Expenses:		
Office Director of Athletics	3000	12,640
Office Supplies	3101	600
Data Processing Supplies	3122	80
Post & Post Meters	3251	4,816
Freight & Other Delivery	3252	60
Food Services	3268	400
Fees	3282	2,150
Subscriptions	3283	480
Miscellaneous	3293	250
Telephone-Vend-Local	3302	2,376
Telephone-Vend-Long Distance	3303	2,449
Printing	3951	1,000
In-State Travel	4100	4,880
Sun Belt Championship Team Travel	4502	47,028
		-----
Total Current Operating Expenses		79,209
		-----
TOTAL ATHLETIC OFFICE EXPENSES		347,435
		-----

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
 BUDGET  
 91/92

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
ATHLETIC TRAINER ( 02 )		
Personnel Services:		
Salaries-Regular	1111	66,114
Salaries-Student-Institutional	1600	2,724
Employer's F.I.C.A.	2120	5,058
Employer's Retirement-KTRS	2123	9,150
Employer's Health Insurance	2223	3,852
Employer's Life Insurance	2224	103
University Disability Insurance	2227	159
Workmen's Compensation	2232	608
Medical-Dental	2400	105,000
		-----
Total Personnel Services Expenses		192,768
Current Operating Expenses:		
Office Supplies	3101	120
Medical Supplies	3106	24,500
Ins-Not Employee Related	3256	15,704
Telephone-Vend-Local	3302	990
Telephone-Vend-Long Distance	3303	1,127
Maintenance-Equipment	3632	320
Carpool Rental	3726	1,800
Printing	3951	80
In-State Travel	4100	1,200
		-----
Total Current Operating Expenses		45,841
Capital Outlay:	5207	310
		-----
TOTAL ATHLETIC TRAINER EXPENSES		238,919
		=====

WESTERN KENTUCKY UNIVERSITY  
ATHLETIC DEPARTMENT  
BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
BUDGET  
91/92

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
FOOTBALL ( 04 )		
Personnel Services:		
Salaries-Regular	1111	266,148
Salaries-Student-Institutional	1600	3,744
Ed /er's F.I.C.A.	2120	19,627
Employer's Retirement-KERS	2122	1,333
Employer's Retirement-KTRS	2123	32,802
Employer's Health Insurance	2223	10,272
Employer's Life Insurance	2224	274
University Disability Insurance	2227	611
Workmen's Compensation	2232	2,449
Uniforms, Rent, Purchases	2236	750
Total Personnel Services Expenses		338,010
Current Operating Expenses:		
Office Supplies	3101	2,400
Rec-Ath-The-Mus Supplies	3112	48,000
Photo & Related Supplies	3120	6,400
Post & Post Meters	3251	2,688
Freight & Other Deliveries	3252	1,480
Laundry & Cleaning	3254	1,600
Food Services	3268	6,000
Subscriptions	3283	120
Te /one-Vend-Local	3302	2,376
Telephone-Vend-Long Distance	3303	13,383
Maintenance-Equipment	3632	400
Office Equipment U-CST<300	3750	240
Printing	3951	800
Athletic Expense-Team Travel	4502	60,500
Athletic Expense-Game Guarantee	4503	30,000
Athletic Expense-Game Officials	4504	11,000
Total Current Operating Expenses		187,387
Capital Outlay:		
Office Equipment \$300 Or >	5200	2,000
Men's Football	5207	3,000
Total Capital Outlay Expenses		5,000
TOTAL FOOTBALL EXPENSES		530,397

WESTERN KENTUCKY UNIVERSITY  
ATHLETIC DEPARTMENT  
BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
BUDGET  
91/92

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
MEN'S BASKETBALL ( 05 )		
Personnel Services:		
Salaries-Regular	1111	160,416
Original Budget 90-91	1117	5,000
Salaries-Student-Institutional	1600	3,560
Employer's F.I.C.A.	2120	11,565
Employer's Retirement-KERS	2122	1,041
Employer's Retirement-KTRS	2123	20,318
Employer's Health Insurance	2223	5,136
Employer's Life Insurance	2224	137
University Disability Insurance	2227	385
Workmen's Compensation	2232	1,476
		-----
Total Personnel Services Expenses		209,034
Current Operating Expenses:		
Office Supplies	3101	600
Rec-Ath-The-Mus Supplies	3112	9,000
Photo & Related Supplies	3120	1,600
Books for Departmental Use	3140	72
Post & Post Meters	3251	2,508
Freight & Other Deliveries	3252	1,280
Laundry & Cleaning	3254	160
Food Services	3268	10,000
Pro Expenses & Prize	3274	240
Subscriptions	3283	2,020
Telephone-Vend-Local	3302	1,386
Telephone-Vend-Long Distance	3303	11,609
Office Equipment U-CST<300LH	3751	360
Athletic Expenses-Coaches Travel	4501	10,000
Athletic Expenses-Team Travel	4502	148,000
Athletic Expenses-Game Guarantees	4503	29,000
Athletic Expenses-Game Officials	4504	36,000
		-----
Total Current Operating Expenses		263,835
TOTAL MEN'S BASKETBALL EXPENSES		472,869
		-----

WESTERN KENTUCKY UNIVERSITY  
ATHLETIC DEPARTMENT  
BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED

BUDGET

91/92

ACCOUNT NAME	NUMBER	
*****	*****	*****
BASEBALL ( 06 )		
Personnel Services:		
Salaries-Regular	1111	36,996
Employer's F.I.C.A.	2120	2,830
Employer's Retirement-KTRS	2123	5,120
Employer's Health Insurance	2223	2,568
Employer's Life Insurance	2224	68
University Disability Insurance	2227	89
Workmen's Compensation	2232	340
		-----
Total Personnel Services Expenses		48,011
Current Operating Expenses:		
Office Supplies	3101	120
Household-Kitchen Supplies	3110	173
Rec-Ath-The-Mus Supplies	3112	10,350
Post & Post Meters	3251	32
Laundry & Cleaning	3254	400
Food Services	3268	5,000
Telephone-Vend-Local	3302	396
Telephone-Vend-Long Distance	3303	2,104
Maintenance-Equipment	3632	40
Printing	3951	80
Athletic Expenses-Coaches Travel	4501	850
Athletic Expenses-Team Travel	4502	35,000
Athletic Expenses-Game Guarantees	4503	900
Athletic Expenses-Game Officials	4504	6,850
		-----
Total Current Operating Expenses		62,295
TOTAL BASEBALL EXPENSES		110,306
		*****

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
MEN'S TRACK & FIELD ( 07 )		
Personnel Services:		
Salaries-Regular	1111	14,988
Employer's F.I.C.A.	2120	1,147
Employer's Retirement-KTRS	2123	1,360
Employer's Health Insurance	2223	1,284
Employer's Life Insurance	2224	34
University Disability Insurance	2227	24
Workmen's Compensation	2232	138
Total Personnel Services Expenses		18,975
Current Operating Expenses:		
Office Supplies	3101	80
Rec-Ath-The-Mus Supplies	3112	5,000
Post & Post Meters	3251	5
Food Services	3268	0
Telephone-Vend-Local	3302	396
Telephone-Vend-Long Distance	3303	2,551
Athletic Expenses-Coaches Travel	4501	0
Athletic Expenses-Team Travel	4502	14,500
Total Current Operating Expenses		22,532
TOTAL MEN'S TRACK & FIELD EXPENSES		41,507

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
MEN'S TENNIS ( 08 )		
Personnel Services:		
Salaries-Regular	1111	5,796
Employer's F.I.C.A.	2120	443
Workmen's Compensation	2232	53
Total Personnel Services Expenses		6,292
Current Operating Expenses:		
Rec-Ath-The-Mus Supplies	3112	400
Telephone-Vend-Local	3302	198
Telephone-Vend-Long Distance	3303	1,406
Athletic Expenses-Team Travel	4502	5,000
Total Current Operating Expenses		7,004
TOTAL MEN'S TENNIS EXPENSES		13,296

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
 BUDGET  
 91/92

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
MEN'S GOLF ( 09 )		
Personnel Services:		
Salaries-Regular	1111	8,064
Employer's F.I.C.A.	2120	617
Workmen's Compensation	2232	74
		-----
Total Personnel Services Expenses		8,755
Current Operating Expenses:		
Rec-Ath-The-Mus Supplies	3112	640
Miscellaneous	3293	1,000
Telephone-Vend-Local	3302	198
Telephone-Vend-Long Distance	3303	653
Athletic Expenses-Team Travel	4502	8,000
		-----
Total Current Operating Expenses		10,491
TOTAL MEN'S GOLF EXPENSES		19,246
		*****



WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
MEN'S SWIMMING ( 10 )		
Personnel Services:		
Salaries-Regular	1111	16,830
Salaries-Student-Institutional	1600	1,655
Employer's F.I.C.A.	2120	1,288
Employer's Retirement-KTRS	2123	2,329
Employer's Health Insurance	2223	1,284
Employer's Life Insurance	2224	34
University Disability Insurance	2227	40
Workmen's Compensation	2232	155
		-----
Total Personnel Services Expenses		23,615
Current Operating Expenses:		
Office Supplies	3101	25
Rec-Ath-The-Mus Supplies	3112	400
Post & Post Meters	3251	5
Food Services	3268	50
Telephone-Vend-Local	3302	198
Telephone-Vend-Long Distance	3303	400
Printing	3951	80
Athletic Expenses-Team Travel	4502	11,000
		-----
Total Current Operating Expenses		12,158
		-----
TOTAL MEN'S SWIMMING EXPENSES		35,773
		-----

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
 BUDGET  
 91/92

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
MEN'S SOCCER ( 11 )		
Personnel Services:		
Salaries-Regular	1111	29,388
Employer's F.I.C.A.	2120	2,248
Employer's Retirement-KTRS	2123	4,067
Employer's Health Insurance	2223	1,284
Employer's Life Insurance	2224	34
University Disability Insurance	2227	71
Workmen's Compensation	2232	270
Total Personnel Services Expenses		37,362
Current Operating Expenses:		
Office Supplies	3101	160
Rec-Ath-The-Mus Supplies	3112	3,193
Laundry and Cleaning	3254	100
Food Services	3268	250
Dues	3282	125
Telephone-Vend-Local	3302	198
Telephone-Vend-Long Distance	3303	1,799
Printing	3951	400
Athletic Expenses-Coaches Travel	4501	500
Athletic Expenses-Team Travel	4502	18,609
Athletic Expenses-Game Officials	4504	2,048
Total Current Operating Expenses		27,382
TOTAL MEN'S SOCCER EXPENSES		64,744

WESTERN KENTUCKY UNIVERSITY  
ATHLETIC DEPARTMENT  
BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
BUDGET  
91/92

ACCOUNT NAME	NUMBER	
*****		
WOMEN'S BASKETBALL ( 22 )		
Personnel Services:		
Salaries-Regular	1111	128,700
Salaries-Graduate-Assistants	1117	3,000
Salaries-Student-Institutional	1600	4,050
Employer's F.I.C.A.	2120	9,808
Employer's Retirement-KERS	2122	1,169
Employer's Retirement-KTRS	2123	15,698
Employer's Health Insurance	2223	5,136
Employer's Life Insurance	2224	137
University Disability Insurance	2227	309
Workmen's Compensation	2232	1,184
Total Personnel Services Expenses		169,191
Current Operating Expenses:		
Office Supplies	3101	1,500
Janitor and Maintenance Supplies	3104	80
Rec-Ath-The-Hus Supplies	3112	7,800
Photo and Related Supplies	3120	1,000
Books for Departmental Use	3140	300
Post and Post Meters	3251	3,500
Freight and Other Delivery	3252	2,000
Laundry and Cleaning	3254	1,800
Food Services	3268	7,500
Subscriptions	3283	1,920
Telephone-Vend-Local	3302	995
Telephone-Vend-Long Distance	3303	7,968
Printing	3951	800
Athletic Expenses-Coaches Travel	4501	10,000
Athletic Expenses-Team Travel	4502	103,000
Athletic Expenses-Game Guarantee	4503	2,500
Athletic Expenses-Game Officials	4504	13,400
Total Current Operating Expenses		166,063
Capital Outlay:		
Office Equipment \$ 300 >	5200	600
TOTAL WOMEN'S BASKETBALL EXPENSES		335,854
*****		

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
 BUDGET  
 91/92

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
WOMEN'S GOLF ( 23 )		
Personnel Services:		
Salaries-Regular	1111	5,639
Employer's F.I.C.A.	2120	431
Employer's Retirement-KTRS	2123	780
Employer's Health Insurance	2223	1,284
Employer's Life Insurance	2224	34
University Disability Insurance	2227	14
Workmen's Compensation	2232	52
		-----
Total Personnel Services Expenses		8,234
Current Operating Expenses:		
Rec-Ath-The-Mus Supplies	3112	670
Miscellaneous	3293	1,000
Telephone-Vend-Local	3302	198
Telephone-Vend-Long Distance	3303	1,055
Athletic Expenses-Team Travel	4502	10,000
		-----
Total Current Operating Expenses		12,923
		-----
TOTAL WOMEN'S GOLF EXPENSES		21,157
		-----

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
WOMEN'S TENNIS ( 24 )		
Personnel Services:		
Salaries-Regular	1111	6,132
Employer's F.I.C.A.	2120	469
Workmen's Compensation	2232	56
Total Personnel Services Expenses		6,657
Current Operating Expenses:		
Rec-Ath-The-Mus Supplies	3112	400
Miscellaneous	3293	368
Telephone-Vend-Long Distance	3303	276
Printing	3951	10
Athletic Expenses-Team Travel	4502	5,000
Total Current Operating Expenses		6,054
TOTAL WOMEN'S TENNIS EXPENSES		12,711
*****		

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
WOMEN'S TRACK & FIELD ( 25 )		
Personnel Services:		
Salaries-Regular	1111	9,828
Salaries-Student-Institutional	1600	1,755
Employer's F.I.C.A.	2120	752
Employer's Ret-KTRS	2123	1,360
Employer's Health Insurance	2223	1,284
Employer's Life Insurance	2224	34
University Disability Insurance	2227	24
Workmen's Compensation	2232	90
Total Personnel Services Expenses		15,127
Current Operating Expenses:		
Office Supplies	3101	60
Rec-Ath-The-Mus Supplies	3112	4,960
Food Services	3268	0
Athletic Expenses-Coaches Travel	4501	0
Athletic Expenses-Team Travel	4502	14,500
Total Current Operating Expenses		19,520
TOTAL WOMEN'S TRACK & FIELD EXPENSES		34,647

WESTERN KENTUCKY UNIVERSITY  
 ATHLETIC DEPARTMENT  
 BUDGET FY 91/92

ATHLETIC ACCOUNT NUMBER: 2-455xx

REVISED  
 BUDGET  
 91/92

ACCOUNT NAME	NUMBER	REVISED BUDGET 91/92
*****		
WOMEN'S VOLLEYBALL ( 26 )		
Personnel Services:		
Salaries-Regular	1111	19,500
Employer's F.I.C.A.	2120	1,492
Employer's Ret-KTRS	2123	2,699
Employer's Health Insurance	2223	1,284
Employer's Life Insurance	2224	34
University Disability Insurance	2227	47
Workmen's Compensation	2232	179
Total Personnel Services Expenses		25,235
Current Operating Expenses:		
Rec-Ath-The-Mus Supplies	3112	3,510
Laundry and Cleaning	3254	80
Food Services	3268	400
Telephone-Vend-Local	3302	198
Telephone-Vend-Long Distance	3303	1,434
Athletic Expenses-Team Travel	4502	23,100
Athletic Expenses-Game Officials	4504	2,195
Total Current Operating Expenses		30,917
Capital Outlay:		
Equipment Pool	5000	1,250
TOTAL WOMEN'S VOLLEYBALL EXPENSES		57,402
*****		
TOTAL BUDGETED EXPENSES		2,336,263
*****		

SUNBELT

WESTERN KENTUCKY UNIVERSITY  
ATHLETIC DEPARTMENT COST

SUN BELT CONFERENCE CHAMPIONSHIPS  
FY 91/92

SPORT	ESTIMATED COST	SITE OF COMPETITION
FOOTBALL	\$0	
MEN'S BASKETBALL	\$11,600	BILOXI, MS.
WOMEN'S BASKETBALL	\$0	HOME
BASEBALL	\$9,950	ORLANDO, FL. *
MEN'S & WOMEN'S CROSS COUNTRY, INDOOR & OUTDOOR TRACK & FIELD	\$32,100	ORLANDO, JONESBORO, NEW ORLEANS, RESPECTIVELY
MEN'S TENNIS	\$1,575	LITTLE ROCK, AR.
MEN'S GOLF	\$2,150	NEW ORLEANS, LA.
SWIMMING	\$3,000	RUTGERS UNIVERSITY **
SOCCER	\$5,545	MOBILE, AL.
WOMEN'S TENNIS	\$1,375	LITTLE ROCK, AR.
VOLLEYBALL	\$6,630	NEW ORLEANS OR JONESBORO ***
WOMEN'S GOLF	\$2,510	GULF SHORES, AL. ****
TOTAL ESTIMATED COST	<u>\$76,435</u>	

N O T E S:

- \* - Only the top three teams in each division go to the home of the eastern champion which could be Western. Orlando would be the longest possible trip.
- \*\* - Total estimated cost of the trip is \$12,752; however, Coach Powell has been planning for a couple of years for this trip by saving money in his HAF account.
- \*\*\* - Site will be at home of the western half champion.
- \*\*\*\* - Must fly since final exams start the next day after the tournament.



WESTERN KENTUCKY UNIVERSITY  
DEPARTMENT OF ATHLETICS

COMPARISON OF EXPENDITURE BUDGET

LINE ITEM	OBJECT CODE	FY 89/90	FY 90/91	FY 91/92
*****				
MEN'S BASKETBALL				
-----				
Salaries,Wages,Other	1000	169,700.58	166,398.87	168,976.00
Employee Benefits	2000	37,230.76	41,309.78	40,058.00
Office Supplies	3101	664.54	535.02	600.00
Jar & Maintenance Supplies	3104	0.00	139.20	0.00
Rec-Ath-The-Mus Supplies	3112	5,002.58	8,583.53	9,000.00
Photo & Related Supplies	3120	2,434.53	1,342.46	1,600.00
Books for Departmental Use	3140	0.00	0.00	72.00
Post & Post Meters	3251	2,456.22	3,489.65	2,508.00
Freight & Other Delivery	3252	1,439.50	2,047.25	1,280.00
Laundry & Cleaning	3254	127.65	83.58	160.00
Food Services	3268	6,371.16	9,352.07	10,000.00
Pro Expenses & Prizes	3274	234.34	0.00	240.00
Subscriptions	3283	1,684.57	1,669.59	2,020.00
Telephone & Tel Service	3301	0.00	298.10	0.00
Telephone-Local	3302	1,386.00	1,386.00	1,386.00
Telephone-Long Distance	3303	13,667.29	11,301.29	11,609.00
Office Equip U-CST,300LH	3751	0.00	0.00	360.00
Printing	3951	439.28	362.94	0.00
Athletic Exp-Coaches Travel	4501	6,225.31	14,723.71	10,000.00
Athletic Exp-Team Travel	4502	128,313.31	117,792.10	148,000.00
Athletic Exp-Game Guarantees	4503	80,100.00	53,100.00	29,000.00
Athletic Exp-Game Officials	4504	34,024.20	35,037.30	36,000.00
		-----	-----	-----
		\$491,501.82	\$468,952.44	\$472,869.00
		*****	*****	*****

WESTERN KENTUCKY UNIVERSITY  
DEPARTMENT OF ATHLETICS

COMPARISON OF EXPENDITURE BUDGET

LINE ITEM *****	OBJECT CODE *****	FY 89/90 *****	FY 90/91 *****	FY 91/92 *****
WOMEN'S BASKETBALL -----				
Salaries, Wages, Other	1000	115,943.51	131,875.39	135,750.00
Employee Benefits	2000	27,560.47	29,921.13	33,441.00
Office Supplies	3101	1,501.09	1,563.85	1,500.00
Janitor & Maintenance Supplies	3104	0.00	77.30	80.00
Ath-The-Mus Supplies	3112	2,844.79	6,320.14	7,800.00
Photo & Related Supplies	3120	0.00	5.72	1,000.00
Data Processing Supplies	3122		12.56	0.00
Books for Departmental Use	3140	65.20	134.55	300.00
Post & Post Meters	3251	4,128.78	3,318.76	3,500.00
Freight & Other Delivery	3252	2,005.02	1,185.75	2,000.00
Laundry & Cleaning	3254	1,786.90	1,782.35	1,800.00
Food Services	3268	6,430.29	9,709.07	7,500.00
Pro Expenses & Prizes	3274	24.84	33.45	0.00
Subscriptions	3283	982.61	974.43	1,920.00
Miscellaneous	3293	26.04	445.30	0.00
Telephone & Tel Service	3301	0.00	0.00	0.00
Telephone-Local	3302	1,000.50	907.50	995.00
Telephone-Long Distance	3303	8,279.53	6,726.82	7,968.00
Maint-Buildings-Grounds	3631	0.00	461.00	0.00
Maint-Equipment	3632	0.00	351.40	0.00
Office Equip U-CST<300	3750	0.00	415.93	0.00
Office Equip U-CST,300LH	3751	0.00	0.00	0.00
Mach-Imp U-CST<300	3754	900.00	223.00	0.00
Printing	3951	68.60	732.32	800.00
Travel-Faculty Devel	4201	0.00	50.40	0.00
Athletic Exp-Coaches Travel	4501	14,007.62	15,755.41	10,000.00
Athletic Exp-Team Travel	4502	83,244.79	73,087.88	103,000.00
Athletic Exp-Game Guarantees	4503	12,705.40	11,600.00	2,500.00
Athletic Exp-Game Officials	4504	8,502.00	13,328.00	13,400.00
Office Equipment \$ 300 or >	5200	0.00	1,700.00	600.00
		-----	-----	-----
		292,007.98	312,699.41	335,854.00
		*****	*****	*****

## BUDGET CONCERNS

FY 91-92

During the last few weeks, Mr. Barry Brickman, Associate Athletics Director for Business Affairs, Mrs. Pam Herriford, Associate Athletic Director for Internal Affairs, and I conducted an extensive budget review of the athletics program. The process involved meeting with each budget manager in order to review their FY 91-92 needs. After reviewing the entire department needs and working within the \$2,336,263 budget guideline, a budget was presented to each budget manager. They each reviewed their final budgets and signed off. During this process, we kept in mind the Western XXI priorities and tried to establish a firm base for men's and women's basketball. The attached budget is for your approval.

During this process, we discovered a few short as well as long term budget concerns for your review. The immediate challenge(s) are as follows:

1. SUN BELT POST SEASON TRAVEL  
We were originally give \$40,000 for post-season travel, but our review indicated a possible potential need for \$76,435. We were able to add \$8,278 to the original \$40,000 for a total of \$48,278. It is estimated that we might need an additional \$23,057.
2. DENTAL AND MEDICAL EXPENSES  
We have been given \$105,000 for dental and medical expenses. Depending upon the number and severity of athletic injuries, we could receive bills as high as \$150,000.

Hopefully between savings as well as additional revenues (gate receipts, etc.), we can cover the possible areas of concerns.

The long term concern is the potential for the Athletics Department FY 91-92 to procure additional sources of funding for athletics for the 21st century. Hopefully, a new budget model could be developed that would set limits on state allocations and provide avenues for a combination of both private as well as other income sources to support a strong NCAA Division I program. During the next month, we hope to work with Dr. Meredith on developing a few proposals.

As your new Athletics Director, I want to thank the Board of Regents for your support and look forward to providing Western Kentucky University with a first class program.

Western Kentucky University  
Athletic Program  
Budgets FY91-92

Men's Sports

<u>Sport</u>	<u>Operations</u>	<u>Scholarship</u>	<u>Total</u>
Football	\$530,397.00	\$395,470.00	\$925,867.00
Basketball	\$472,869.00	\$ 93,605.00	\$516,474.00
Baseball	\$110,306.00	\$ 74,555.00	\$184,861.00
Soccer	\$ 64,744.00	\$ 36,260.00	\$101,004.00
Track/Cross Country(3)	\$ 41,507.00	\$ 51,880.00	\$ 93,387.00
Swimming	\$ 35,773.00	\$ 36,200.00	\$ 71,973.00
Golf	\$ 19,246.00	\$ 18,340.00	\$ 37,586.00
Tennis	\$ 13,296.00	\$ 21,335.00	\$ 34,631.00
<b>Totals</b>	<b>\$1,288,138.00</b>	<b>\$727,645.00</b>	<b>\$2,015,783.00</b>

Women's Sports

<u>Sport</u>	<u>Operations</u>	<u>Scholarship</u>	<u>Total</u>
Basketball	\$335,854.00	\$ 93,605.00	\$429,459.00
Volleyball	\$ 56,152.00	\$ 30,780.00	\$ 86,932.00
Track/Cross Country(3)	\$ 34,647.00	\$ 44,280.00	\$ 78,927.00
Golf	\$ 21,157.00	\$ 18,340.00	\$ 39,497.00
Tennis	\$ 12,711.00	\$ 19,850.00	\$ 32,561.00
<b>Totals</b>	<b>\$460,521.00</b>	<b>\$206,855.00</b>	<b>\$667,376.00</b>
Athletics Office	\$327,381.00	- - - - -	\$327,381.00
Athletics Training	\$238,919.00	- - - - -	\$238,919.00
Miscellaneous Scholarship	- - - - -	\$ 25,000.00	\$ 25,000.00
<b>Grand Total</b>	<b>\$2,314,959.00</b>	<b>\$959,500.00</b>	<b>\$3,274,459.00</b>