

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY
August 15, 1994

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the third quarterly meeting of the Board of Regents of Western Kentucky University was held in the Regents Conference Room of the Wetherby Administration Building. The meeting was called to order by Mr. Burns Mercer, Chair, at approximately 1p.m. CDT.

AGENDA ITEM 2 - Invocation

The meeting opened with an invocation by Mr. Amos Gott, Assistant Director, Alumni Affairs.

**AGENDA ITEM 3 - Oath of Office for Mr. Robert D. Evans, Jr.,
Ms. N. Joy Gramling, and Mr. Cornelius A. Martin**

The Constitutional Oath of Office was administered by Mrs. Liz Esters, Notary Public, and Secretary to the Board, to Mr. Robert D. Evans, Jr., (elected by the student body to serve a one-year term); Ms. N. Joy Gramling, (elected by the staff as the first staff regent to a three-year term); and Mr. Cornelius A. Martin, of Bowling Green, (appointed by Governor Jones to a six-year term).

AGENDA ITEM 4 - Resolutions of appreciation

The following resolution of appreciation was read by Mr. Rob Evans to outgoing Regent Donald Smith. The colored official Board photo along with a framed copy of the resolution were presented to Mr. Smith.

RESOLUTION

WHEREAS, Mr. Donald Smith of Elizabethtown, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from July 23 , 1993, to August 15, 1994, 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 August 15, 1994, does hereby express its appreciation to Mr. Donald Smith 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. Smith as an expression of the esteem in which he is held by the members of the Board.

Ordered at Bowling Green, Kentucky, this fifteenth day of August in the

year of our Lord one thousand nine hundred and ninety four.

Burns E. Mercer
Chairman
Board of Regents

Thomas C. Meredith
President

The following resolution of appreciation for Mr. Monnie Hankins was read by Chairman Mercer. A framed copy of the resolution and the colored official Board photo will be presented to Mr. Hankins.

RESOLUTION

WHEREAS, Mr. Monnie L. Hankins of Louisville, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from October 17, 1989, to July 1, 1994, and

WHEREAS, he has served as Vice Chair of the Board of Regents since July 28, 1992; 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 August 15, 1994, does hereby express its appreciation to Mr. Monnie Hankins 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. Hankins as an expression of the esteem in which he is held by the members of the Board.

Ordered at Bowling Green, Kentucky, this fifteenth day of August in the year of our Lord one thousand nine hundred and ninety four.

Burns E. Mercer
Chairman
Board of Regents

Thomas C. Meredith
President

AGENDA ITEM 5 - Roll call

The following members were present:

Mrs. Kristen Bale
Mr. Robert D. Evans, Jr.
Mr. Robert Earl Fischer
Ms. N. Joy Gramling
Mr. C.C. Howard Gray
Mrs. Peggy Loafman
Mr. Cornelius A. Martin
Dr. Raymond M. Mendel
Mr. Burns Mercer
Mr. Fred N. Mudge
Mr. Raymond B. Preston

Also present were Dr. Thomas C. Meredith, President; Mrs. Liz Esters, Staff Assistant for Special Projects and Secretary to the Board of Regents; Dr. Robert Haynes, Vice President for

Academic Affairs; Mr. Robert M. Rutledge, Vice President for Institutional Advancement; Dr. Jerry Wilder, Vice President for Student Affairs; Dr. Randall Capps, Parliamentarian and Mr. Fred Hensley, Director of University Relations. Ms. Deborah Wilkins, Attorney-at-law, from Campbell, Kerrick & Grise was also present.

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

AGENDA ITEM 6 - Reorganization of the Board applying to the offices of Chair, Vice Chair, Secretary, and Treasurer.

According to the current Bylaws of the Board, the current Chair, who has served a two-year term was not eligible for reelection to the office. The floor was opened to receive nominations for the offices of Chair, Vice Chair, and Secretary. Mr. Mudge placed in nomination the names of Mr. Earl Fischer for Chair and Mrs. Peggy Loafman for Vice Chair. The nomination was seconded by Mrs. Bale. No other nominations were received. By unanimous vote, Mr. Earl Fischer was elected Chair, and Mrs. Loafman was elected Vice Chair.

Newly elected Chair Earl Fischer assumed the role of presiding over the meeting. Before getting back to the agenda, he expressed, on behalf of all the Board, appreciation to Mr. Mercer for his service as Chair for the previous two years. Mr. Fischer stated, "It has been absolutely outstanding that this Board has jelled so well and has once again come together as a unit that knows and attacks the responsibility of the Board of Regents. Much of the credit for the Board jelling and for the relationships that have formed on the Board goes to Burns Mercer. If you look at Burnie's complete commitment to education, then you know the real Burns Mercer. He has chaired the Kentucky Council on Higher Education, chaired the Board for Kentucky Educational TV, and numerous other things as well as this Board of Regents. This has put him in a position of having dedicated his life to education. We all owe you a great round of thanks, Burns Mercer, for what you have done for us."

Mr. Mercer commended the other members of the Board of Regents for the outstanding service and dedication to their role; commended the administration of the University, and Mrs. Esters for her service as Secretary to the Board.

Chairman Fischer opened the floor for nominations for the position of Secretary. Mrs. Esters' name was placed in nomination by Mr. Mercer, seconded by Mr. Gray. No other nominations were received, and Mrs. Esters was unanimously reelected. Chairman Fischer reappointed Dr. James Ramsey to the office of Treasurer, and asked Dr. Randall Capps to continue serving as Parliamentarian.

AGENDA ITEM 7 - Election of three members of the Executive

Committee to serve with the Chair and the Vice Chair for 1994-95

The floor was opened to receive nominations for three positions on the Executive Committee for 1994-95. Mr. Mercer placed in nomination the names of Kristen Bale, Fred Mudge, and Howard Gray. The nomination was seconded by Mr. Preston. No other nominations were received, and Ms. Bale, Mr. Mudge, and Mr. Gray were unanimously elected to serve with Chairman Fischer and Vice Chair Loafman as the Executive Committee for 1994-95.

AGENDA ITEM 8 - Disposition of minutes of the regular meeting of May 10, 1994

The minutes were presented by Chairman Fischer. Motion was made by Mr. Preston and seconded by Mr. Mudge to approve the minutes as submitted inasmuch as copies had been mailed to Board members prior to the meeting. The motion carried.

AGENDA ITEM 9 - Committee Reports

9.1 -

Academics Committee, Mr. Fred Mudge, Chair

The Academics Committee met with the Board as a whole with the items listed below being considered. Dr. Robert Haynes, Vice President for Academic Affairs assisted with explanations of the recommendations as they were presented to the Board for consideration.

9.1.1 - Minutes of the June 9 meeting

Minutes of the June 9 meeting were presented for consideration. Motion for approval was made by Mr. Evans and seconded by Mrs. Loafman. The motion carried.

9.1.2 - RECOMMENDATION:

President Thomas C. Meredith recommends approval of an amendment to the current policy which requires the holding of transcripts in conjunction with academic disciplinary actions to a policy that would release the Western Kentucky University transcript with the official notation "*academic expulsion.*"

BACKGROUND:

The Academics Committee of the Board of Regents met on June 9, 1994, to review the findings of the University Disciplinary Committee on April 22, 1994, which called for expulsion of the student with a "*Hold*" on the student's transcript from Western. Following an extensive review, the Academics Committee unanimously upheld the University Disciplinary Committee's original decision of expulsion and altered the Committee's recommendation to "*Hold*" the transcript. The Academics Committee voted unanimously to release the student's transcript with the official notation of "*academic expulsion.*"

The Academics Committee further unanimously agreed to approve

and recommend to the Board of Regents the above recommendation for a change in the current policy. The Academics Committee of the Board of Regents further calls for this action to be followed by other institutions.

Vice President Haynes noted that this recommendation is the result of the meeting of the Academics Committee on June 9. Previously, the University policy for a student being expelled from the institution has been to withhold their transcript.

Motion to amend the current policy related to holding student transcripts in conjunction with academic disciplinary action was made by Mr. Gray, seconded by Mrs. Bale and carried.

9.1.3 - RECOMMENDATION

President Thomas C. Meredith recommends that the Program in Social Work be merged with the existing programs in the Department of Allied Health and that the *name of the new department be the Department of Allied Health and Human Services.*

BACKGROUND

This transfer combines three relatively small programs with a strong clinical emphasis which face similar administrative issues. All are nationally accredited undergraduate programs in health and human services and work extensively with area professionals in their fields. Merging these programs will streamline administrative costs to the university while creating a framework in which programs with similar missions can collaborate on common issues.

Motion for approval of the recommendation to merge the Social Work Program with Programs in the Department of Allied and change the name to the Department of Allied Health and Human Services was made by Mrs. Bale, seconded by Mr. Fischer and carried.

9.1.4 - RECOMMENDATION:

President Thomas C. Meredith recommends approval of the proposed University Distinguished Professorship Program.

BACKGROUND:

The Council of Academic Deans has been examining avenues to reward and enhance the performance of outstanding faculty. The Deans believe that the implementation of the proposed University Distinguished Professorship program will accomplish this objective in three ways:

- 1) The faculty member will receive public recognition as a "University Distinguished Professor."
- 2) The faculty member will be provided a stipend which would be an additional recognition of his/her achievements.
- 3) The faculty member would receive an allowance to support continued professional development.

The Council of Academic Deans believes that the implementation of this program will serve not only to enhance the performance of our more accomplished professors but will serve as an incentive for younger faculty.

UNIVERSITY DISTINGUISHED PROFESSORSHIP

The University Distinguished Professorship program is designed to recognize faculty members who have served the university over a long period of time and have compiled an outstanding record of achievement in teaching, research, and service. By providing additional support for their work, the program seeks to enable recipients to pursue more professional opportunities and to play a larger role in university life.

I. Eligibility

To be eligible for appointment as a University Distinguished Professor, a faculty member must have:

- held the rank of professor for at least seven years.
- completed fifteen years of service to Western Kentucky University.
- compiled a record of sustained achievement in teaching, research/creative activity, and service.
- at least 75% of her/his workload in instruction, research, and service in one of the four undergraduate colleges.

University Distinguished Professors cannot simultaneously hold other named professorships or endowed chairs.

II. Selection Procedure

A University Distinguished Professorship Committee, chaired by an assistant or associate vice president and consisting of the deans of the four undergraduate colleges and four faculty representatives elected by the faculty of each college, will establish selection criteria, create a review process, and issue a call for nominations by the faculty. The first University Distinguished Professors would be appointed for the 1995-96 Academic Year. As University Distinguished Professors are appointed in each college, one of them will then become the faculty representative from that college on the selection committee. The college deans serve on the committee by virtue of their office and faculty representatives (if UDP's) are appointed annually on a rotating basis.

Nominees for a University Distinguished Professorship must make application and submit a dossier and be

- recommended by a majority of the tenured faculty in the department.
- recommended by the department head and the dean.
- recommended by the University Distinguished Professorship Committee.
- evaluated by outside peer review.
- recommended by the vice president for academic affairs for approval by the president and the board of regents.

No more than two University Distinguished Professors may be appointed during a single year, with a maximum of 10 serving at a given time.

III. Evaluation

University Distinguished Professors will be appointed for a term of five years. A University Distinguished Professor may apply for additional appointments through the regular selection procedure.

IV. Responsibilities

Faculty named as a University Distinguished Professor will be expected to:

- demonstrate sustained excellence in teaching, research/creative activity, and service.
- provide leadership for innovative and/or interdisciplinary efforts in teaching/creative activity, and service.

- conduct annually a faculty seminar and participate in colloquia as appropriate.
- serve on the Advisory Council of the Center for Teaching and Learning.

V. Benefits

Faculty members named a University Distinguished Professors will receive

- recognition as a distinguished faculty member.
- an annual stipend of \$2,000 for the term of the appointment.
- an annual allowance of \$1,000 for travel or other professional expenses.

President Meredith complimented Vice President Haynes and the deans for their work on this recommendation saying, "As we move toward the kinds of things called for in *Western XXI*--more recognition of quality and the job that our faculty do, this takes a nice step forward and will be something that will be highly revered on this campus very, very quickly."

Motion for approval of the recommendation to implement the University Distinguished Professorship was made by Dr. Mendel, seconded by Mrs. Loafman and carried.

9.1.5 - RECOMMENDATION

President Thomas C. Meredith recommends approval of a proposal to initiate a new program, the *Master of Science Degree in Nursing*, effective Fall '95.

BACKGROUND

The faculty of the Department of Nursing have submitted the proposal to initiate a new program, the Master of Science degree in Nursing. The new program would build on the first professional degree, the baccalaureate of science in nursing, and prepare advanced practitioners who have the capability to provide quality-responsive nursing care. Students who complete the program would also be empowered to apply and transmit knowledge to advance the nursing profession or pursue doctoral study in nursing.

The proposed Master of Science Degree in Nursing program would consist of two options, the generalist and the practitioner. The generalist option would require 36 credit hours, while the practitioner option would require 42 hours. The proposed curriculum structure complies with Council on Higher Education guidelines for degree programs and criteria for masters degree programs recommended by the National League for Nursing. At the conclusion of the proposed program, graduates would be eligible to sit for the practitioner certification examination offered by the American Nurses Association.

The new Master of Science Degree in Nursing program would require the approval of 17 new courses, including Nursing 599 Thesis Research and Writing and Nursing 600 Maintaining Matriculation. Formal descriptions of the new courses are included in the proposal.

BUDGET IMPLICATIONS

Two full-time faculty with doctoral degrees in nursing would be recruited to complement the existing faculty in the Department of Nursing. In addition, secretarial support would be necessary to manage the administrative operations associated with the program.

Motion for approval of the recommendation to initiate a new program, the

Master of Science Degree in Nursing, was made by Mrs. Bale, seconded by Dr. Mendel and carried.

9.1.6 - RECOMMENDATION

President Thomas C. Meredith recommends approval of a proposal to revise the content and change the names of two existing minors in the Department of Consumer and Family Sciences

BACKGROUND

In May 1993, the faculty of the Department of Consumer and Family Sciences reviewed and realigned all academic degree programs offered in the department. The curriculum restructuring was prompted by the Council on Higher Education program review process and the faculty's resolve to upgrade and revitalize the curriculum. The result of the review was a new name for the department (changed from Home Economics and Family Living to Consumer and Family Sciences) and streamlined programs at the undergraduate level. Also as a result of the process, programs at the graduate level were suspended.

The proposal to revise the content and change the names of the three existing minors represents an extension of the review process initiated in 1993. The faculty propose to: (1) change the name of the General Home Economics minor to Consumer and Family Sciences; and (2) change the name of the Textiles and Clothing minor to Textiles and Apparel Merchandising. The faculty further propose to change the content of the minors as reflected in the attachment. The changes in content entail the substitution of existing courses in the department for those courses deemed no longer appropriate in the minors.

BUDGET IMPLICATIONS

There will be no budget implications.

Motion for approval of the recommendation to revise the content and change the names of two existing minors in the Department of Consumer and

Family Sciences was made by Mrs. Loafman, seconded by Mr. Evans and carried.

9.1.7 - RECOMMENDATION

President Thomas C. Meredith recommends approval of a proposal to suspend the Clinical Coding Specialist Certificate Program

BACKGROUND

The Clinical Coding Specialist Certificate Program is offered through the Community College of Western Kentucky University. However, the discipline-specific courses in the program are taught by the faculty of the Department of Dental Hygiene. Since the university has instituted a policy prohibiting the cross-listing of courses through the Community College and until the Community College can employ faculty to teach courses required in the program, the faculty of the Department of Dental Hygiene propose to suspend the Clinical Coding Specialist Certificate Program. Dr. Jerry Boles, Director of the Community College, endorses the proposal.

Students currently enrolled in the Clinical Coding Specialist Certificate Program will be allowed to complete their program of study. No courses will be dropped as a result of this action.

BUDGET IMPLICATIONS

There will be no budget implications.

Motion for approval of the recommendation to suspend the Clinical

Coding Specialist Certificate Program was made by Mrs. Bale, seconded by Mr. Gray and carried.

9.1.8 - RECOMMENDATION

President Thomas C. Meredith recommends approval of a proposal to change the policy on repeating courses which is published in the Department of Nursing Student Handbook

BACKGROUND

The faculty of the Department of Nursing provide to each new nursing student a copy of the Department of Nursing Student Handbook which contains the rules, regulations, and requirements associated with programs in the department. Students are strongly advised to become knowledgeable of the requirements and regulations described in the handbook as they plan programs of study and matriculate in the programs.

In reviewing the enrollment patterns of baccalaureate nursing students, faculty have determined that students who achieve less than "C" in nursing courses (especially more than once) tend to be unsuccessful on the RN-NCLEX exam, taken at the end of the program of study. The current practice in the department is that students who achieve less than "C" are suspended from the program and may be readmitted if certain conditions are met and only if space is available in the clinical courses. Often students suspended from the program have to wait for a year or two before space is available. The faculty consider that the current policy of having to wait for available spaces is detrimental to the student's learning process and represents an undue delay in their pursuit of other career goals. As a result, faculty propose to change the policy on repeating classes as follows:

Current Policy

A student who does not achieve a grade of "C" or higher in a nursing course may repeat the course one time. Students will not be allowed to repeat more than eight credit hours in nursing.

Proposed Policy

A student who does not achieve a grade of "C" or higher in a nursing course may repeat the course one time. A second grade of less than "C" in a required nursing course or a grade of less than "C" in any additional nursing course will result in dismissal from the BSN program.

BUDGET IMPLICATIONS

There will be no budget implications.

Motion for approval of the recommendation to change the policy on repeating courses which is published in the Department of Nursing Student Handbook was made by Mr. Mercer, seconded by Mr. Gray and carried.

9.2 - Finance Committee, Mr. Fischer, Chair

The Finance Committee met with the other members of the Board as a whole to review the following:

9.2.1 - RECOMMENDATION:

President Meredith recommends that the Board of Regents approve the 1994-95 Combined Budgets including the revisions as described below.

Background:

The 1994-95 Combined Budgets which is presented to the Board of Regents contains one significant difference from the budget approved on

May 10, 1994. In June a Special Session of the Kentucky Legislature passed a biennial budget which includes an appropriation of \$51,131,300 to Western Kentucky University for 1994-95. This amount, including \$4,327,600 in restricted debt service, adds \$467,500 to the projected budget adopted by the Board of Regents on May 10, 1994.

The Combined Budgets now being presented to the Board of Regents places this addition to the state appropriation in two con-tingency budget units, one in instruction and the other in institutional support.

Other revisions in this budget primarily reflect Board action on May 10, 1994.

Dr. Cecile Garmon used an overhead containing the following information to explain the recommended budget changes.

1994-95 BUDGET CHANGES

REVENUE INCREASES

	<u>May</u>	<u>August</u>	<u>Difference</u>
State Government Appropriation (p. 21)	<u>51,131,300</u>	<u>51,598,800</u>	<u>467,500</u>
E&G	101,354,913	101,822,413	467,500

EXPENDITURE INCREASES

Instruction Undistributed (p.30)	175,978	410,998	235,020
Institutional Undistributed (p. 36)	125,000	337,406	212,406
Miscellaneous Changes		20,074	<u>20,074</u>
			467,500

Following a period of discussion, Mr. Preston moved adoption of the recommended 1994-95 Combined Budgets. The motion was seconded by Mrs. Loafman and carried.

9.2.2 - RECOMMENDATION:

President Thomas C. Meredith recommends to the Western Kentucky University Board of Regents that a discussion of the fourth quarter report for budget year 1993-94 (April 1-June 30) be delayed until the October meeting of the Board of Regents.

Background:

The fourth quarter report for the year provides a summary of total revenues and expenditures for the budget year. This report is very important since it provides final information on the budget activities of departments and units, as well as the entire University. The difference between revenues and expenditures results in either an increase or decline in the fund balance.

At this time, any summary information on revenues and expenditures would be preliminary and unaudited. It is recommended that any discussion of revenues and expenditures for the 1993-94 budget year be undertaken when final audit figures are available from the University's independent auditor, Baird, Kurtz and Dobson. At that time, final figures are available and a final fund balance figure can be provided to the Board of Regents.

Last year preliminary and unaudited revenue and expenditure data were provided to the Board of Regents at its July meeting. A great

deal of confusion existed on campus given the press reports on this presentation. It is believed that such confusion can be avoided by discussing final revenue, expenditure, and fund balance figures when they are audited.

President Meredith told the Board that preliminary indications are that the budget managers all across the campus have done a marvelous job in coming in at or under budget. Full details will be available at the October Board meeting.

A motion to delay the fourth quarter report was made by Mrs. Loafman, seconded by Mrs. Bale and carried.

AGENDA ITEM 10 - Recommendation for approval of a resolution authorizing the transfer of certain funds, properties, and other assets to the Western Kentucky University Foundation

Secretary's Note: This item was delayed until the October Board meeting.

AGENDA ITEM 11 - Recommendation for approval of an agreement between Western Kentucky University and Western Kentucky University Foundation, a Corporation

RECOMMENDATION:

President Thomas C. Meredith recommends that the Board of Regents approve the attached agreement between the Western Kentucky University Foundation, a Corporation and Western Kentucky University.

AGREEMENT

THIS AGREEMENT (the "Agreement") is made and entered into as of the ____ day of _____, 199__, by and between **Western Kentucky University Foundation, A Corporation** (the "Foundation"), and **Western Kentucky University** ("University").

WITNESSETH

WHEREAS, the Foundation was organized to assist the University in achieving its goal of preeminence in the state and nation;

WHEREAS, the Foundation is operated exclusively to receive, hold, invest, reinvest, and administer property and to make expenditures, as may be requested, to or for the benefit of University;

WHEREAS, the Foundation, in connection with its fund-solicitation and asset management activities, retains personnel experienced in both planning and management of solicitation of private contributions and the management of these assets, and works with the University to assist and advise in such activities;

WHEREAS, University, as part of its normal functions, conducts activities to obtain private financial support, which activities are at present independently administered by the Foundation and University;

WHEREAS, the Board of Regents of University believes that it would be in the best interests of University for such activities to be coordinated with the activities of the Foundation to increase efficiency and to expand the current sources of support for University; and

WHEREAS, University, accordingly, desires to accept such offer by the Foundation in accordance with the terms and conditions more fully set forth hereinbelow;

NOW, THEREFORE, in consideration of the premises, mutual

covenants, and agreements contained herein, the parties hereto hereby agree as follows:

1. Services. During the term of this Agreement, the Foundation shall be responsible for conducting for and on behalf of University, as may be specifically requested by University, private fund-solicitation programs (the "Programs") for the purpose of raising financial support for the benefit of University from the general public. The Foundation shall consult and coordinate with University regarding the Foundation's programs, means, and methods for conducting such fund raising activities. The services to be performed by the Foundation hereunder shall include, but not be limited to:
 - a. Receiving all gifts and contributions to Foundation, and notifying all designate beneficiaries of such gifts and con-tributions and for any University gift that the Foundation may receive, deliver the gift to the appropriate University official for receipt, recording, deposit, and notifying all designated beneficiaries of such gifts and contributions;
 - b. Planning, supervising, and directing Programs, specified by University including coordination with certain employees of the Development Office of University;
 - c. Working where appropriate with the designated offices of University to arrange press conferences, releases, and radio and television communications;
 - d. Preparing all necessary and appropriate records for the receipt and recording and follow-up of all gifts and contributions to Foundation and follow-up and maintenance of records concerning past gifts and contributions to Foundation and University;
 - e. Preparing necessary and appropriate acknowledgments for all gifts and contributions to the Foundation and to the University;
 - f. Researching and investigating individuals, foundations, and corporations best qualified as prospective donors;
 - g. Planning and advising University on the best strategy for approaching each potential donor;
 - h. Arranging for the preparation of necessary and appropriate materials or the Programs, including, without limitation, brochures, slide presentations, pledge forms, and funding proposals;
 - i. Arranging the appointments for fund-solicitations and scheduling of fund-solicitation events;
 - j. Coordinating all follow-up activities after each solicitation and fund-solicitation event;
 - k. Coordinating fund-raising activities, through the Vice President for Institutional Advancement (or the President's designated representative), with the various colleges, schools, and operating units within University.
 - l. Such other duties as University may reasonably request as necessary or desirable to effectively conduct the Programs.
2. Report on Activities. During the term of this Agreement, within a reasonable time after the end of the Foundation's fiscal year, the Foundation shall furnish University with a written annual statement of the activities of the Foundation with respect to the Programs agreed upon and conducted during the previous fiscal year of the Foundation. Such statement shall include a listing in the aggregate of all gifts and contributions received by the Foundation during such previous fiscal year. During the term of this Agreement, the Foundation shall furnish the University a copy of its annual audit issued by an Independent Certified Public Accounting firm. Said Audit shall be furnished to the University within 30 days of its formal acceptance by the Foundation's Trustees. In addition, the Foundation shall

provide such other reports, schedules, and records as may be requested by the University.

3. Compensation. For all services rendered by the Foundation under this agreement, and in consideration of the agreements of the Foundation contained herein, the University shall, at no cost to the Foundation, during the term of the agreement provide for the Foundation offices and utilities adequate for the performance of the services required to be performed hereunder by the Foundation.
4. Determination of Needs for Solicitation of Private Funds. It is understood and agreed that Foundation shall look to University for a determination of specific needs and programs for which Foundation shall plan and manage as a part of its fund-solicitation Programs. However, University understands the importance of long range planning in fund-solicitation and agrees to involve Foundation in the process of determining the specific needs and programs as well as planning for these specific needs and programs.
5. Independent Contractor. It is understood and agreed that the Foundation, its officers, employees, and agents, if any, shall act solely in the capacity of an independent contractor and not as an agent for University.
6. Term of Agreement. Subject only to the provisions for termination as hereinafter set forth, the initial term of this agreement shall be for a period beginning on the date hereof and ending on June 30, 1995. Thereafter, this agreement shall be subject to annual review and approval by the President of Western Kentucky University, who shall make known his objections and recommended changes, if any, no later than 30 days prior to the expiration of the initial or subsequent twelve month term. Such agreement shall continue on a month to month basis until such changes can be agreed on by the parties or the contract otherwise terminated as provided herein. If such changes are not recommended, the terms of this agreement shall be extended, without further action by the parties hereto, for successive twelve month periods unless terminated as provided herein. Either party may terminate this Agreement at any time for any reason upon thirty days prior written notice to the other party.
7. Notices. Any notice, request, demand, or other communication permitted to be given hereunder shall be in writing and shall be deemed to be duly given when personally delivered to an officer of the Foundation or University, as the case may be, or when deposited in the United States mails, by certified or registered mail, return receipt requested, postage prepaid, at the respective addresses of the Foundation and University as shown below, or to such other address as either party shall designate by written notice to the other:

As to the Foundation:
Mr. R.M. Rutledge III
101 Craig Alumni Center
Bowling Green, KY 42101

As to the University:
Dr. Thomas C. Meredith
Wetherby Administration Building
Western Kentucky University
Bowling Green, KY 42101

8. Assignment. Neither this Agreement nor any interest therein may be assigned, transferred, or conveyed in whole or in part.
9. Applicable Law. This Agreement shall be construed, interpreted and the rights and duties of the parties determined in accordance with the laws of the Commonwealth of Kentucky.
10. Miscellaneous.
 - a. The President of Western Kentucky University will advise the Board of Trustees of the Foundation, on at least an annual basis, of plans for use of unrestricted funds made available to the University from the Foundation. To provide the Board of Trustees with the appropriate information that assists them in the proper execution of their duties and responsibilities as Trustees of the Foundation, the University shall furnish the Foundation reports, schedules and records as may be

requested by the Foundation.

- b. Foundation agrees to perform such fund raising activities as requested by the University and shall not hold an exclusive right to such activities. However, University shall not make any contract or commitment with any other individual, corporation, association, or partnership concerning such activities without first notifying the Foundation.
- c. University shall appoint an individual to serve as liaison between the Foundation and University in connection with the services to be performed hereunder by the Foundation. Such individual shall be the Vice President for Institutional Advancement.
- d. A waiver by either party of any of the terms and conditions of this Agreement in any instance shall not be deemed or construed to be a waiver of such term or condition for the future, or any subsequent breach thereof, or of any other term and condition of this Agreement.
- e. This Agreement constitutes the basic agreement between the parties respecting the services of the Foundation concerning the Programs. This Agreement may be amended only by an instrument in writing specifically referring to this Agreement and executed by duly authorized representatives of both parties to this Agreement.
- f. If any provision of this agreement shall, for any reason, be held violative of any applicable law, and so much of said agreement is held to be unenforceable, then the validity of such specific provision herein shall not be held to invalidate any other provision herein which shall remain in full force and effect.
- g. The headings of the several Sections herein are inserted for convenience of reference only and are not intended to be a part of or to effect the meaning or interpretation of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the day and year first above written.

STEPHEN B. CATRON
Chair of the Board of Directors
Western Kentucky University Foundation, a
Corporation

ROBERT EARL FISCHER
Chair
Board of Regents
Western Kentucky University

Mr. Robert Rutledge, Vice President for Institutional Advancement,
discussed the recommendation and answered questions from Board members.

Following a period of discussion of the recommendation, a motion for approval
was made by Mrs. Loafman and seconded by Mr. Preston. The motion carried.

**AGENDA ITEM 12 - Presentation of personnel actions since May 10,
1994:**

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 May 10, 1994:

PERSONNEL CHANGES

(Subsequent to Meeting of Board of Regents on May 10, 1994)

Part I. Faculty Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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ADJUNCT FACULTY APPOINTMENT

Ogden College of Science,
Technology, and Health

Geography and Geology: Mr. Joe Meiman	n/a	1994-95 Academic Year; Adjunct Professor
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FACULTY - ADDITIONAL RESPONSIBILITIES

College of Education
and Behavioral Sciences

Psychology: Dr. Karlene Ball	500 per month	April 1, 1994; Professor; continuation of administrative stipend for responsibilities in the Center for Mobility Enhancement in the Elderly
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Ogden College of Science,
Technology, and Health

Computer Science: Dr. Arthur Shindhelm	300 per month	July 1, 1994; stipend for serving as Interim Head
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Potter College of Arts,
Humanities and Social Sciences

Communication and Broadcasting: Dr. Larry Winn	300 per month	August 16, 1994, thru June 30, 1995; stipend for serving as Interim Head
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FACULTY APPOINTMENTS

Bowling Green College of
Business Administration

Accounting: Dr. Minwoo Lee	60,000	July 1, 1994; Assistant Professor; replaces Edward Fenton
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College of Education
and Behavioral Sciences

Consumer and Family Sciences: Ms. Donita Kelley	30,804 32,004 w/d	August 16, 1994; Instructor; Assistant Professor if doctorate completed by August 16, 1994; replaces Sallye Clark
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Ms. Cynthia Jones	24,000	August 16, 1994; Instructor; temporary, one- year appointment; replaces Violet Moore
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Part I. Faculty Personnel Changes (continued)

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

(continued)

College of Education
and Behavioral Sciences (continued)

Physical Education and Recreation: Dr. Jeanette Askins	33,504	August 16, 1994; Assistant Professor; replaces William Meadors
Psychology: Dr. Anthony Norman	33,000	August 16, 1994; Assistant Professor; replaces Kevin Hughes
Teacher Education: Ms. Beverly Boulware	29,304 30,504 w/d	August 16, 1994; Instructor; Assistant Professor if doctorate completed by August 16, 1994; replaces Julie Shelton
<u>Ogden College of Science, Technology, and Health</u>		
Agriculture: Dr. Jack Rudolph, Jr.	38,004	August 16, 1994; Associate Professor; replaces Jodie Pennington
Biology: Dr. Nicholas Money	31,008	January 1, 1995; Assistant Professor; replaces Scott Ford
Dr. Zack Murrell	31,008	August 16, 1994; Assistant Professor; replaces Kenneth Nicely
Dr. Heather Owen	32,004	August 16, 1994; Assistant Professor; replaces Deborah Lively (Gleason position)
Computer Science: Ms. Robin McCubbins	24,000	August 16, 1994; Instructor; temporary, one- year appointment; funded by salary savings
Engineering Technology: Mr. Joel Lenoir	34,800 36,000 w/d	August 16, 1994; Instructor; Assistant Professor if doctorate completed by August 16, 1994; replaces William Beard
Geography and Geology: Dr. Elizabeth McClellan	31,008	July 1, 1994; Assistant Professor
Nursing: Ms. Nellie Bell	30,000 Marilyn Carter	July 1, 1994; Assistant Professor; replaces
Ms. Donna Bussey	33,360	August 16, 1994; Assistant Professor; replaces Michele Salisbury

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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FACULTY REAPPOINTMENTS

College of Education
and Behavioral Sciences

Psychology: Mr. David Ball	26,472	July 1, 1994; Instructor; temporary, one-year appointment; salary increased \$516 from \$25,956
Ms. Virginia Pfohl	26,472	July 1, 1994; Instructor; temporary, one-year appointment; salary increased \$516 from \$25,956
Ms. Patricia Randolph	26,472	July 1, 1994; Instructor; temporary, one-year appointment; salary increased \$516 from \$25,956

Ogden College of Science,

Technology, and Health

Nursing:		
Ms. Bonnie Williams	31,824	July 1, 1994; Visiting Assistant Professor; temporary, one-year appointment; salary increased \$1,512 from \$30,312

FACULTY - CHANGE OF STATUS

Potter College of Arts,
Humanities and Social Sciences

English:		
Dr. Joseph Millichap	57,240	July 1, 1994; transfer from position as Head to full-time teaching; employment status changed from twelve months to nine months; replaces Joseph Boggs; salary adjusted from 1993-94 rate of \$63,552

FACULTY - EARLY RETIREMENT WITH SPECIAL TENURE STATUS

Academic Services

Community College:		
Dr. Alice Rowe	14,964	August 1, 1994; Head, Academic Support Division; Entering Optional Retirement Program

Bowling Green College of
Business Administration

Accounting:		
Mr. Rodney Veitschegger		June 30, 1994; Associate Professor; Concluded fifth year; Entering full retirement

College of Education
and Behavioral Sciences

Consumer and Family Sciences:		
Dr. Lou Ehrcke		July 1, 1994; Professor; Entering Optional Retirement Program

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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**FACULTY - EARLY RETIREMENT WITH SPECIAL TENURE STATUS
(continued)**

College of Education
and Behavioral Sciences (continued)

Psychology:		
Dr. James Johnson	8,040 salary adjusted	July 1, 1994; Professor; Teaching load and salary adjusted
Dr. Robert Simpson	17,304	July 1, 1994; Professor; Entering Optional Retirement Program
Teacher Education:		
Ms. Mary Crisp		July 1, 1994; Associate Professor; Entering Optional Retirement Program
Dr. Reta Hicks	18,036	July 1, 1994; Professor; Entering Optional Retirement Program
Dr. Keith Taylor	7,704	July 1, 1994; Associate Professor; Teaching load and salary adjusted
Ms. Sara Taylor		June 30, 1994; Associate Professor; Concluded fifth year; Entering full retirement

Ogden College of Science,
Technology, and Health

Biology:		
Dr. Scott Ford		July 1, 1994; Associate Professor; Entering Optional Retirement Program

Chemistry: Dr. John Chamberlin		July 1, 1994; Professor; Entering Optional Retirement Program
Dr. Norman Hunter		July 1, 1994; Professor; Entering Optional Retirement Program
Engineering Technology: Dr. William Beard	8,400	January 1, 1995; Teaching load and salary adjusted; payments to be made beginning January 1, 1995
Geography and Geology: Dr. Noland Fields		July 1, 1994; Professor; Entering Optional Retirement Program
Industrial Technology: Dr. Frank Pittman		July 1, 1994; Professor; Entering Optional Retirement Program
Mathematics: Dr. Betty Detwiler		June 30, 1994; Professor; Concluded fifth year; Entering full retirement
Dr. Pauline Lowman	11,160	July 1, 1994; Professor; Entering Optional Retirement Program
Physics and Astronomy: Dr. Robert Hall		July 1, 1994; Associate Professor; Entering Optional Retirement Program

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY - EARLY RETIREMENT WITH SPECIAL TENURE STATUS (continued)		
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Communication and Broadcasting: Dr. Randall Capps	22,080	August 1, 1994; Professor and Department Head; Entering Optional Retirement Program
English: Dr. Lee Little		June 30, 1994; Professor; Concluded fifth year; Entering full retirement
History: Dr. Drew Harrington		July 1, 1994; Professor; Entering Optional Retirement Program
Journalism: Dr. Robert Blann		July 1, 1994; Associate Professor; Entering Optional Retirement Program
Mr. Gilbert Stengel	11,244	July 1, 1994; Advertising Professor-in-Residence; Entering Optional Retirement Program
Modern Languages and Intercultural Studies: Ms. Mania Ritter		June 30, 1994; Associate Professor; Concluded fifth year; Entering full retirement

FACULTY - LEAVES OF ABSENCE

<u>College of Education and Behavioral Sciences</u>		
Psychology: Dr. Daniel Roenker	19,236	July 1, 1994; Professor; Leave of Absence extended for 62.5 percent time for the 1994-95 Academic Year
<u>Ogden College of Science, Technology, and Health</u>		
Computer Science:		

Dr. Uta Ziegler		July 1, 1994; Assistant Professor; Unpaid Leave for 1994 Fall Semester
Mathematics: Ms. Mary Barr Humphrey		July 1, 1994; Instructor; Unpaid Leave for 1994 Fall Semester
Nursing: Ms. Donna Blackburn	15,132	July 1, 1994; Assistant Professor; Leave of Absence for one-half time for the 1994-95 Academic Year

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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FACULTY NOT RECOMMENDED FOR REAPPOINTMENT

Potter College of Arts,
Humanities and Social Sciences

English: Dr. Jack Lenihan		June 30, 1994; Assistant Professor; contract not renewed
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FACULTY - RETURN FROM LEAVE OF ABSENCE

Potter College of Arts,
Humanities and Social Sciences

History: Dr. John Jason Thompson		July 1, 1994; Assistant Professor
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FACULTY RESIGNATIONS

Bowling Green College of
Business Administration

Accounting: Dr. Edward D. Fenton, Jr.		June 30, 1994; Associate Professor
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College of Education
and Behavioral Sciences

Consumer and Family Sciences: Dr. Betty Fulwood		June 30, 1994; Associate Professor
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Educational Leadership: Dr. Robert Prickett		June 30, 1994; Associate Professor
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Teacher Education: Dr. Carolyn Eichenberger		June 30, 1994; Assistant Professor
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Ogden College of Science,
Technology, and Health

Biology: Dr. Nancy Dawson		June 30, 1994; Assistant Professor
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Potter College of Arts,
Humanities and Social Sciences

Modern Languages and Intercultural Studies: Dr. Cheryl Keyes		June 30, 1994; Assistant Professor
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Music: Mr. Joseph Brooks		June 30, 1994; Associate Professor
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Sociology, Anthropology, and Social Work: Ms. Patricia Lockett		June 30, 1994; Assistant Professor
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Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY RETIREMENTS		
<u>Bowling Green College of Business Administration</u>		
Accounting: Dr. Robert Hansen		June 30, 1994; Professor
<u>College of Education and Behavioral Sciences</u>		
Consumer and Family Sciences: Dr. Sallye Clark		June 30, 1994; Professor
Dr. Violet Moore		June 30, 1994; Professor
Educational Leadership: Dr. Ruth Meredith		June 30, 1994; Assistant Professor; Requests release from Optional Retirement Program
Physical Education and Recreation: Dr. William Meadors		May 31, 1994; Professor
Teacher Education: Dr. Eula Monroe		June 30, 1994; Professor; Requests release from Optional Retirement Program
<u>Ogden College of Science, Technology, and Health</u>		
Industrial Technology: Dr. Donald Wendt		June 30, 1994; Professor
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Art: Ms. Veronica Koss		June 30, 1994; Assistant Professor
Modern Languages and Intercultural Studies: Dr. Robert Martin		June 30, 1994; Associate Professor; Requests release from Optional Retirement Program
<u>Academic Services</u>		
Community College: Ms. Rachel Allen		June 30, 1994; Assistant Professor; Requests release from Optional Retirement Program

SABBATICAL LEAVE

<u>College of Education and Behavioral Sciences</u>		
Educational Leadership: Dr. Ronald Adams		Professor; Sabbatical previously approved for 1994-95 Academic Year; requests change to 1995-96 Academic Year

Part I. Faculty Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
FACULTY SALARY ADJUSTMENTS		

Bowling Green College of
Business Administration

Accounting:

Dr. Janet Colbert

10,008

July 1, 1994; Professor; salary supplement for 1994-95 Academic Year for serving in Meany-Holland Professorship; paid from the Meany-Holland Endowment Fund

Management:

Dr. Carol Graham

52,404

July 1, 1994; promoted from Instructor to Assistant Professor; salary increased \$1,200 from \$51,204 in recognition of completion of doctorate

Ogden College of Science,
Technology, and Health

Engineering Technology:

Dr. Dennis George

41,964

July 1, 1994; promoted from Instructor to Assistant Professor; salary increased \$1,200 from \$40,764 in recognition of completion of doctorate

FACULTY RECOMMENDED FOR TENURE

University Libraries

Library Special Collections:

Ms. Sandra Staebell

August 16, 1994

FACULTY - DECEASED

College of Education
and Behavioral Sciences

Psychology:

Dr. Phillip Duff

July 16, 1994; Associate Professor

Part II. Other Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED		
<u>Academic Affairs</u>		
Office of the Vice President: Ms. Lou Stahl	1,384 per month	July 1, 1994; one-half position funded by regular budget; one half funded by Title III Grant thru September 30, 1994; one half will then be funded by the Institutional Accountability Budget thru June 30, 1995; salary increased \$74 from \$1,310
Center for Teaching and Learning: Ms. Vonda Davis	1,111 per month	May 18 thru September 30, 1994; transferred from position as Senior Administrative Secretary/Bookkeeper (grade 9) in Student Publications to position of Senior Administrative Secretary (grade 9); replaces Marcia McLean; no change in salary
<u>Finance and Administration</u>		
Educational Television Services/ WKYU-TV Television Community Service Grant: Mr. Gerald Barnaby	30,600	July 1, 1994, thru September 30, 1995; reappointed Producer/Director; salary increased \$1,596 from \$29,004
Ms. Barbara Deeb	19,968	July 1, 1994, thru September 30, 1995; reappointed part-time News Producer/Reporter; salary increased \$672 from \$19,296
Ms. Dana Divine	1,568 per month	July 1, 1994, thru September 30, 1995; reappointed Programming Assistant; salary increased \$131 from \$1,437
Mr. Owen Miller	24,348	July 1, 1994, thru September 30, 1995; reappointed Producer/Director/Writer; 49 percent of salary funded by grant; salary increased \$1,860 from \$22,488
Media Services: Ms. Kathleen Barnes	25,104	July 1, 1994, thru June 30, 1995; reappointed Graphic Artist; temporary position; salary increased \$1,140 from \$23,964
Public Radio/ Radio Community Service Grant: Ms. Charolene Burden	1,350 per month	July 1, 1994, thru September 30, 1995; reappointed Operations Clerk; salary increased \$52 from \$1,298
Ms. Melinda Craft	28,812	July 1, 1994, thru September 30, 1995; reappointed Development Manager of Public Broadcasting; half of salary funded by WKYU-TV Community Service Grant; salary increased \$1,104 from \$27,708
Ms. Jeanine Howard	24,540	July 1, 1994, thru September 30, 1995; reappointed Assistant News Director; salary increased \$1,140 from \$23,400
Mr. Terry Reagan	27,228	July 1, 1994, thru September 30, 1995; reappointed Development Associate Manager; salary increased \$1,236 from \$25,992

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
<u>Institutional Advancement</u>		
Center for Training and Development: Ms. Gail McCrady	1,212	July 1, 1994, thru June 30, 1995; reappointed

	per month	Senior Administrative Secretary/Bookkeeper; salary increased \$89 from \$1,123
Continuing Education: Ms. Melody Gravil	1,370 per month	July 1, 1994; reappointed Senior Secretary; funded by Kentucky Bank Management Institute; salary increased \$66 from \$1,304
Ms. Linda Kitchens	1,204 per month	May 16, 1994; transferred from position of Administrative Secretary (grade 8) in grant- funded Nursing Program and promoted to Program Assistant (grade 10); salary increased \$166 from \$1,038
Ms. Martha Loveless	23,700	July 1, 1994; reappointed Training Assistant pending contract renewal; no change in salary
Ms. Michelle Prochaska	1,274 per month	July 1, 1994; reappointed Senior Level Training Aide pending contract renewal; no change in salary
Institute for Economic Development and Public Service: Mr. Larry Raybon		July 28, 1994; resigned position as Associate Director
<u>College of Education and Behavioral Sciences</u>		
Office of the Dean: Ms. Allene Gold	28,008	June 6 thru September 30, 1994; appointed Grant Coordinator of the Minority Teacher Recruitment Center; funded by the Encourage and Prepare Minority Students to Become Teachers grant program
Center for Gifted Studies: Ms. Linda Bandy	1,150 per month	July 1 thru September 30, 1994; Senior Administrative Secretary; salary increased \$59 from \$1,091
Center for Math, Science, and Environmental Education: Ms. Joan Martin	27,552	July 1, 1994, thru June 30, 1995; reappointed Assistant Director; salary increased \$1,312 from \$26,240
Diagnostic Network Coordination Center: Ms. Paula Borland	26,016	July 1, 1994, thru June 30, 1995; reappointed Educational/Family Specialist; salary increased \$1,236 from \$24,780
Ms. Betty Jean Cummings	20,256	July 1, 1994, thru June 30, 1995; reappointed Speech Pathologist; nine and one-half months employment paid over twelve; salary increased \$972 from \$19,284

Part II. Other Personnel Changes (continued)

Name Salary Effective Date and Remarks

**TEMPORARY -- GRANT FUNDED
(continued)**

College of Education
and Behavioral Sciences (continued)

Diagnostic Network Coordination
Center: (continued)

Ms. Ann Esterle	15,192	July 1, 1994, thru June 30, 1995; reappointed Family Coordinator; salary increased \$720 from \$14,472
Ms. Celeste Hinton	26,856	July 1, 1994, thru June 30, 1995; reappointed School Psychologist; nine and one-fourth months employment paid over twelve; salary increased \$1,284 from \$25,572
Ms. Phyllis Schnacke	17,196	July 1, 1994, thru June 30, 1995; reappointed Educational Assessment/Clinical Services Director; nine and one-half months employment

		paid over twelve; salary increased \$816 from \$16,380
Ms. Linda Sparks	24,504	July 1, 1994, thru June 30, 1995; reappointed Education Assessment Coordinator; nine and one-half months employment paid over twelve; salary increased \$1,164 from \$23,340
Dr. John Vokurka		July 1, 1994, thru June 30, 1995; reappointed Project Director; paid a stipend of \$56.25 per month and an additional total of \$4,217 during the period
Ms. Kimberly Whalen	1,090 per month	July 1, 1994, thru June 30, 1995; reappointed Administrative Secretary; salary increased \$52 from \$1,038
Educational Talent Search: Ms. Nancy Carwell	24,516	July 1 thru August 31, 1994; Counselor; salary increased \$1,176 from \$23,340
Ms. Vicki Gregory	22,956	July 1 thru August 31, 1994; Counselor; salary increased \$1,104 from \$21,852
Mr. Michael Kenney	22,728	July 1 thru August 31, 1994; Counselor; salary increased \$1,092 from \$21,636
Ms. Vandalee Roppel	1,182 per month	July 1 thru August 31, 1994; Senior Administrative Secretary; salary increased \$58 from \$1,124
Ms. Teresa Ward	30,960	July 1 thru August 31, 1994; Director; salary increased \$1,476 from \$29,484
Student Support Services: Ms. Diane Amos	1,172 per month	July 1 thru August 31, 1994; Senior Administrative Secretary; salary increased \$56 from \$1,116
Mr. Kenneth Dyrsen	31,500	July 1 thru August 31, 1994; Director; salary increased \$1,500 from \$30,000

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED		
(continued)		
<u>College of Education and Behavioral Sciences (continued)</u>		
Student Support Services: (continued)		
Ms. Carolyn Hagaman	22,800	July 1 thru August 31, 1994; Counselor; ten and one-half months employment paid over twelve months; salary increased \$1,104 from \$21,696
Mr. Michael Johnson	26,052	July 1 thru August 31, 1994; Counselor; salary increased \$1,252 from \$24,800
Psychology:		
Mr. Michael Lewellen		May 6, 1994; resigned position as Technical Coordinator
Ms. Jeane Robertson	2,188 per month	July 1, 1994, thru June 30, 1995; reappointed to position with Adult Day Care Health Center; salary increased \$104 from \$2,084
Teacher Education/University Based Regional Technical Assistance Teams Grant:		
Ms. Janet Fugate	31,500	July 1 thru August 31, 1994; Program Consultant; salary increased \$1,500 from \$30,000
Ms. Dagmar Perez	1,050 per month	July 1 thru August 31, 1994; Administrative Secretary; one-half salary funded by Center for Math, Science, and Environmental Education;

salary increased \$40 from \$1,010

Training and Technical Assistance Services: Mr. Dennis Angle	32,664	October 1, 1993; Graphics Publisher/Resource Specialist; salary adjustment of \$5,904 from \$24,900; July 1 thru September 29, 1994; salary increased \$1,860 from \$30,804
Ms. Linda Miller Bean	1,207 per month	July 1 thru October 31, 1994; Lead Teacher; salary increased \$108 from \$1,099; ten and one-half months employment paid over twelve months
Ms. Ashraf Boka	1,448 per month	July 1 thru October 31, 1994; Classroom Teacher II; salary increased \$294 from \$1,154
Ms. Janet Buckley	40,428	October 1, 1993; Component Specialist; salary adjustment of \$8,136 from \$30,360; July 1 thru September 29, 1994; salary increased \$1,932 from \$38,496
Ms. Robin Gadsden-Dupree	40,428	October 1, 1993; Component Specialist; salary adjustment of \$8,136 from \$30,360; July 1 thru September 29, 1994; salary increased \$1,932 from \$38,496

Part II. Other Personnel Changes (continued)

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

College of Education
and Behavioral Sciences (continued)

Training and Technical Assistance Services: (continued) Mr. Michael Gramling	29,364	November 1, 1993; Disability/Volunteer Coordinator; salary adjustment of \$347 from \$1,591 per month to \$1,938 per month; May 16, 1994, thru September 29, 1994; promoted from Disabilities Coordinator to Teaching Center Manager; salary increased \$10,272 from \$19,092
Ms. Nancy Henry	1,666 per month	November 1, 1993, thru October 31, 1994; Family Service Coordinator; salary increased \$75 from \$1,591
Ms. Janine Keirnan	32,664	October 1, 1993; Project Fiscal Coordinator; salary adjustment of \$6,312 from \$24,492; July 1 thru September 1, 1994; salary increased \$1,860 from \$30,804
Ms. Judy Manakyan	1,545 per month	November 1, 1993, thru October 31, 1994; Data Manager; salary increased \$74 from \$1,471
Ms. Donna Kaye Mason	32,352	October 1, 1993; Logistics/Consultant Manager; salary adjustment of \$8,016 from \$22,788; July 1 thru September 29, 1994; salary increased \$1,548 from \$30,804
Mr. Robert Glenn Mason	40,428	October 1, 1993; Component Specialist; salary adjustment of \$8,136 from \$30,360; July 1 thru September 1, 1994; salary increased \$1,932 from \$38,496
Ms. Colleen Mendel	57,756	October 1, 1993; Director; salary adjustment of \$6,192 from \$48,804; July 1 thru September 1, 1994; salary increased \$2,760 from \$54,996
Ms. Leigh Ann Miller	1,448	July 1, 1994, thru June 30, 1995; reappointed

	per month	Classroom Teacher; salary increased \$294 from \$1,154
Ms. Carol Peek	1,545 per month	July 1, 1994, thru June 30, 1995; reappointed Data Manager; salary increased \$74 from \$1,471
Ms. Lynn Reker	908 per month	July 1 thru October 31, 1994; Teacher III; salary increased \$49 from \$859; ten-months employment paid over twelve months
Ms. Betty Robertson	23,100	October 1, 1993; Administrative Manager; salary adjustment of \$2,064 from \$19,932; July 1 thru September 1, 1994; salary increased \$1,104 from \$21,996
Ms. Patricia Shanahan	14,508	June 30, 1994; retired from position as CDA Trainer; will begin working 50 percent time July 1, 1994

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED		
(continued)		
<u>College of Education and Behavioral Sciences (continued)</u>		
<u>Training and Technical Assistance Services: (continued)</u>		
Ms. Connie Jo Smith	43,152	October 1, 1993; Component Specialist; salary adjustment of \$720 from \$39,984; July 1 thru September 1, 1994; salary increased \$2,448 from \$40,704
Ms. Amy Stark	1,938 per month	November 1, 1993, thru October 31, 1994; Education Coordinator; salary increased \$347 from \$1,591
Ms. Sandreia Stucy	1,090 per month	July 1, 1994, thru June 30, 1995; reappointed Classroom Teacher II; salary increased \$60 from \$1,030
Ms. Kathryn Thompson	23,256	June 27 thru October 31, 1994; appointed Disability Coordinator; replaces Michael Gramling
Ms. Melissa Werner	38,496	October 1, 1993, thru September 29, 1994; ECE Specialist; salary increased \$8,136 from \$30,360
Ms. Darla Woosley	1,666 per month	November 1, 1993, thru October 31, 1994; Health/Family Service Coordinator; salary increased \$75 from \$1,591
Mr. Patrick Zande	1,327 per month	July 1 thru October 31, 1994; Teacher; salary increased \$271 from \$1,056
Upward Bound: Mr. Daniel Botula	27,180	July 1-31, 1994; Assistant Director/Coordinator; salary increased \$1,296 from \$25,884
Ms. Linda Gaines	31,032	July 1-31, 1994; Director; salary increased \$1,488 from \$29,544
Ms. Michelle Jones	22,728	July 1-31, 1994; Counselor/Learning Specialist; salary increased \$1,092 from \$21,636
Veterans Upward Bound: Ms. Debra Cooper	1,149 per month	July 1 thru September 30, 1994; Administrative Secretary; salary increased \$55 from \$1,094
Mr. Gary Gray	30,936	July 1 thru September 30, 1994; Director; salary increased \$1,476 from \$29,460
Ms. Susan Johnstad	21,312	July 1 thru September 30, 1994; Adult Education Specialist; salary increased \$1,020 from \$20,292

Ms. Martha Kenney	25,308	July 1 thru September 30, 1994; Coordinator/ Counselor; salary increased \$1,200 from \$24,108
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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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**TEMPORARY -- GRANT FUNDED
(continued)**

Ogden College of Science,
Technology, and Health

Agriculture:

Mr. W. D. Pegues	27,900	July 1, 1994, thru June 30, 1995; reappointed Hay Production Coordinator; salary increased \$564 from \$27,336
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Physics and Astronomy:

Dr. Daxin Tang	2,300 per month	June 2, 1994; appointed Senior Research Scientist with grant-funded Biofunctional Membranes program; temporary position
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Public Health/South Central
Area Health Education Center Grant:

Ms. Linda Baali	1,284 per month	July 1, 1994, thru June 30, 1995; reappointed Senior Administrative Secretary; salary increased \$49 from \$1,235
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Ms. Donna Bussey	2,890 per month	July 1 thru August 15, 1994; reappointed Nursing Coordinator; no change in salary
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Ms. Veronica Drake	23,400	July 1, 1994, thru June 30, 1995; reappointed Clinical Education Coordinator; no change in salary
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Ms. Joyce Dunagan	21,072	July 1, 1994, thru June 30, 1995; reappointed Special Projects Coordinator; salary increased \$816 from \$20,256
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Ms. Pamela Jarboe	23,544	July 1, 1994, thru June 30, 1995; reappointed Library Services Coordinator; salary increased \$900 from \$22,644
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Ms. Lucy Juett	43,320	July 1, 1994, thru June 30, 1995; reappointed Center Director; salary increased \$1,656 from \$41,664
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Ms. Kathie Steffens	1,059 per month	July 1, 1994, thru June 30, 1995; reappointed Administrative Secretary; salary increased \$41 from \$1,018
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Student Affairs

Career Services Center:

Ms. Karen Beth Schreiner	300 per month	July 1, 1994, thru June 30, 1995; Office Supervisor; stipend for additional responsibilities assumed with the Kentucky Work Study Program
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Counseling Services Center:

Dr. Dale Smith	34,500	July 1, 1994, thru June 30, 1995; reappointed Staff Counselor; funded by Vocational Evaluation Services and Case Management Vocational Rehabilitation Services grants; no change in salary
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Minority Student Support Services:

Ms. Betty Stone		July 22, 1994; resigned position as Senior Administrative Secretary
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Part II. Other Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF		
STAFF APPOINTMENTS		
<u>Office of the President</u>		
Athletics:		
Mr. James Patrick Christian	42,504	May 16, 1994; Assistant Men's Basketball Coach; replaces Bobby Jones
Ms. Mary Taylor Cowles	28,008	July 1, 1994; Assistant Women's Basketball Coach; replaces Evelyn Thompson
Mr. Virgil Livers	4,000	August 1 thru November 30, 1994; Assistant Football Coach
Mr. Terrence Todd Price	20,004	July 11, 1994; Assistant Football Coach; replaces Darren Twombly
Mr. John Stephanski	12,000	June 27, 1994, thru June 30, 1995; part-time Strength and Conditioning Coach
<u>Academic Affairs</u>		
Office of the Vice President:		
Dr. Jacqueline Addington	64,008	September 1, 1994; Assistant Vice President and Associate Professor; replaces John Petersen; tenure in Consumer and Family Sciences
Sponsored Programs:		
Dr. Phillip Myers	55,008	July 15, 1994; Director; new position
<u>Finance and Administration</u>		
Institutional Research:		
Ms. Tuesdi Stamper	22,008	May 5, 1994; Research Assistant; new position
University Housing:		
Ms. Pamela Reno	25,104	June 1, 1994; Assistant Director of Housing for Facilities Management; new position
<u>Institutional Advancement</u>		
Alumni Affairs:		
Mr. Donald Smith	18,000	July 18, 1994; Coordinator of Annual Fund; new, revenue-dependent position
Continuing Education:		
Ms. Susan Zimmerman	18,000	July 1, 1994; Program Manager; new, revenue-dependent position
<u>Student Affairs</u>		
Intramural and Recreational Sports:		
Mr. Dan Driskell	18,000	July 1, 1994; Assistant Facility Manager; replaces Fred Gibson
Residence Life:		
Ms. Christie Bing	15,900	July 11, 1994; Complex Director; replaces Juan McGruder; ten-months position paid over twelve months

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF		
STAFF APPOINTMENTS		
(continued)		
<u>Student Affairs (continued)</u>		
Residence Life: (continued)		
Mr. Mike Collins	15,900	July 11, 1994; Complex Director; replaces

		Keith Baremore; ten-months position paid over twelve months
Ms. Pamela Cummings	15,900	July 11, 1994; Complex Director; replaces Denise Johnson; ten-months position paid over twelve months
Mr. James Deir	10,200	July 11, 1994; Residence Hall Director; replaces Monica Pettygrue; ten-months position paid over twelve months
Mr. Graig Eichler	7,404	July 11, 1994; Assistant Residence Hall Director; replaces David Emerson; ten-months position paid over twelve months
Mr. Ken Fowler	10,200	July 11, 1994; Residence Hall Director; replaces Linda Kenyon; ten-months position paid over twelve months
Mr. Jeffrey Hall	7,404	July 11, 1994; Assistant Residence Hall Director; replaces Mike Collins; ten-months position paid over twelve months
Mr. Rex Kendall	23,508	July 1, 1994; Area Coordinator; replaces Mike Shanks; twelve-months position
Ms. Kim Mosby	10,200	July 11, 1994; Residence Hall Director; replaces Juli Glas; ten-months position paid over twelve months
Ms. Renee Peace	7,404	July 11, 1994; Assistant Residence Hall Director; replaces Shewanna Conner; ten-months position paid over twelve months
Ms. Angela Rieder	15,900	July 11, 1994; Complex Director; replaces Barbara Gregg; ten-months position paid over twelve months
Ms. Stephanie Tiblier	7,404	July 11, 1994; Assistant Residence Hall Director; replaces Loretta Staley; ten-months position paid over twelve months
Ms. Teresa Zabik	15,900	July 11, 1994; Complex Director; replaces Todd Duncan; ten-months position paid over twelve months
<u>Potter College of Arts, Humanities and Social Sciences</u>		
English:		
Dr. Mary Ellen Pitts	61,008	August 1, 1994; Head; replaces Joseph Millichap

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

ADDITIONAL RESPONSIBILITIES

Academic Affairs

Office of the Vice President: Dr. John Petersen	5,478 per month	July 1 thru August 15, 1994; stipend for continuation as Associate Vice President
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Academic Services

Office of the Dean: Ms. Sharon Dyrsen	400 per month	July 1, 1994; stipend for serving as Interim Dean
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Finance and Administration

Educational Television Service: Mr. David Wilkinson	300 per month	July 1, 1994; stipend for serving as Interim Director
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Public Radio Service: Ms. Jane Moore	300 per month	July 1, 1994; stipend for serving as Interim Director
<u>Student Affairs</u>		
Residence Life: Mr. David Parrott	500 per month	July 1, 1994; Director; stipend for assuming additional duties as Assistant to the Vice President for Student Affairs for Assessment
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Communication and Broadcasting: Dr. Randall Capps	5,680 per month	July 1994; stipend for continuation as Department Head
English: Dr. Joseph Millichap	5,296 per month	July 1994; stipend for continuation as Department Head

CHANGE OF DUTIES

Academic Affairs

Sponsored Programs: Ms. Betty Seitz		July 14, 1994; discontinue monthly stipend received for serving as Interim Director
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CHANGE OF STATUS

Office of the President

Athletics: Ms. Pamela Herriford		July 1, 1994; Associate Director; change in employment status from twelve months to eleven months; 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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EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

**CHANGE OF STATUS
(continued)**

Finance and Administration

Computer and Informational Services: Mr. Jonathan Andres		July 1, 1994; transferred from position as Local Area Network Administrator in Academic Computing and Research Services to the position of Networking Specialist in Computer and Informational Services; no change in salary
Ms. Amy James		March 1, 1994; Programmer Analyst I; moved from temporary position to regular vacant Westbrook position; no change in salary

Student Affairs

Student Health Service: Ms. Rebecca Maldonado	26,760	July 1, 1994; Health Educator; transferred from grant-funded position as Health Educator to regular position; salary increased \$1,752 from 1993-94 rate of \$25,008
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LEAVE OF ABSENCE

Finance and Administration

Microcomputing Support Center: Mr. Gary Hutchinson		August 13 thru November 11, 1994; Microcomputing Consultant; unpaid Military
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Training Leave

STAFF PROMOTIONS

Ogden College of Science, Technology, and Health

Ogden Environmental Laboratory: Mr. Michael Dewayne Bryant	24,000	April 1, 1994; promoted from Laboratory Technician to Laboratory Supervisor; salary increased \$5,400 from \$18,600
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Student Affairs

Office of the Dean/Student Life: Ms. Huda Melky	26,436	July 1, 1994; position reclassified from Staff Assistant to Staff Assistant/ADA Coordinator; salary increased \$4,188 from 1993-94 salary of \$22,248
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Residence Life: Ms. Shewanna Conner	10,200	July 1, 1994; promoted to Residence Hall Director; replaces Barbara Gregg; employment status changed from ten months to twelve months
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Mr. Todd Duncan	15,900	July 1, 1994; promoted to Complex Director; replaces Pam Reno; ten months position paid over twelve months
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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

STAFF PROMOTIONS

(continued)

Student Affairs (continued)

Residence Life: (continued) Ms. Kelli Peck	15,900	July 1, 1994; promoted to Complex Director; replaces Gail Williams; ten months position paid over twelve months
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Ms. Loretta Staley	12,240	July 1, 1994; promoted to Residence Hall Director; replaces Kelli Peck; employment status changed from ten months to twelve months
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Student Financial Assistance: Ms. Cynthia Burnette	21,708	May 1, 1994; promoted from position of Student Employment Specialist to position of Student Employment Officer; replaces Marjorie Dye; salary adjusted from \$1,400 per month to \$21,708 on an annual basis
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STAFF SALARY ADJUSTMENTS

Office of the President

Athletics: Mr. Danny Crossman	22,008	July 1, 1994; Assistant Football Coach; 1994-95 salary increased \$2,004 from \$20,004
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Mr. Rick Denstorff	32,496	July 1, 1994; Assistant Football Coach; 1994-95 salary increased \$2,004 from \$30,492
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Mr. Steven Small	39,768	July 1, 1994; Associate Women's Basketball Coach; 1994-95 salary increased \$4,800 from \$34,968
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Mr. Don Yarano	26,040	July 1, 1994; Assistant Football Coach; 1994-95 salary increased \$2,004 from \$24,036
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STAFF REAPPOINTMENTS

Academic Services

WKU Educational Program -
Owensboro:

Ms. Pamela Janoski

16,008

August 16, 1994; reappointed TV Facilitator;
part-time position; nine-months employment
paid over twelve months; salary increased \$768
from \$15,240

STAFF REASSIGNMENTS

Finance and Administration

Institutional Research:

Mr. Michael Dale

July 1, 1994; reassigned from position as
Director of Human Resources to position of
Director of Special Projects; no change in salary

Part II. Other Personnel Changes (continued)

Name

Salary

Effective Date and Remarks

EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

STAFF RESIGNATIONS AND TERMINATIONS

Office of the President

Office of the President:

Dr. James Heck

June 30, 1994; Executive Assistant to the
President; contract not renewed

Athletics:

Mr. Jody Bingham

June 30, 1994; Head Men's Tennis Coach;
contract not renewed

Mr. Thomas Crean

May 16, 1994; Associate Men's Basketball
Coach

Mr. Randy Hildebrant

August 4, 1994; Coordinator of Facilities and
Equipment

Mr. Joseph Lightfoot

April 28, 1994; Assistant Men's Basketball
Coach

Ms. Evelyn Thompson

June 30, 1994; Assistant Women's Basketball
Coach

Mr. Darren Twombly

June 17, 1994; Assistant Football Coach

Academic Affairs

University Libraries:

Ms. Barbara Bishop

August 31, 1994; Glasgow Campus Librarian;
position will be part-time for July and August
1994 paid at the rate of \$1,062 per month

Mr. Michael Brey

May 17, 1994; Museum Development Officer

Finance and Administration

Educational Television Service:

Dr. Michael Lasater

August 15, 1994; Director

Student Affairs

Admissions:

Mr. Dennis Smith

June 30, 1994; Assistant Director; contract not
renewed; employment continued thru
August 31, 1994, at 1993-94 salary

Residence Life:

Mr. Keith Baremore

June 30, 1994; Complex Director

Mr. Matthew Bassow

June 30, 1994; Residence Hall Director

Mr. Mike Collins

June 30, 1994; Residence Hall Director

Ms. Barbara Gregg

June 30, 1994; Residence Hall Director

Ms. Denise Johnson

June 30, 1994; Residence Hall Director

Ms. Linda Kenyon	June 30, 1994; Residence Hall Director
Mr. Kenneth Mauk	May 15, 1994; Assistant Residence Hall Director

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 RESIGNATIONS AND TERMINATIONS

(continued)

Student Affairs (continued)

Residence Life: (continued)

Mr. Juan McGruder	June 30, 1994; Complex Director
Ms. Monica Pettygrue	June 30, 1994; Complex Director
Ms. Pamela Reno	June 30, 1994; Complex Director/Interim Area Coordinator
Ms. Gail Williams	June 30, 1994; Complex Director
Ms. Marci Wilson	May 11, 1994; Assistant Residence Hall Director

Student Health Service:

Ms. Sherrie Barton	June 8, 1994; Health Educator
Dr. Kevin Charles	July 31, 1994; Director

Potter College of Arts,
Humanities and Social Sciences

Sociology, Anthropology, and Social Work:

Dr. Joe Schriver	May 31, 1994; Director of the Social Work Program
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STAFF RETIREMENTS

Academic Services

Office of the Dean:

Dr. Ronnie Sutton	June 30, 1994; Dean
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Finance and Administration

Computer and Informational Services:

Mr. Curtis Logsdon	June 30, 1994; Director
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Purchasing:

Mr. Terrell Woosley	July 31, 1994; Manager of Shipping and Receiving
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College of Education
and Behavioral Sciences

Teacher Education:

Mr. Jack Neel	June 30, 1994; Associate Professor; Director of Professional Development Center
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Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
CLASSIFIED PERSONNEL		
APPOINTMENTS		
<u>Academic Affairs</u>		
Student Publications: Ms. Elizabeth Ann Meyer	1,091 per month	July 5, 1994; Senior Administrative Secretary/ Bookkeeper; replaces Vonda Davis
<u>Academic Services</u>		
Registrar: Ms. Kathy Blackburn	1,091 per month	June 20, 1994; Registration Assistant; replaces Kendra Johnson
<u>Finance and Administration</u>		
Accounts and Fiscal Services: Ms. Sally Redden per month	1,091	June 6, 1994; Data Entry Operator III; temporary position; replaces Teresa Putman
Purchasing: Mr. James Woodbury	1,375 per month	August 1, 1994; Senior Printer; replaces Michael Centimole
<u>Ogden College of Science, Technology, and Health</u>		
Ogden Environmental Lab: Ms. Jody Lovelace	1,091 per month	May 31, 1994; Senior Administrative Secretary; replaces Ramona Browning; salary increased \$55 from \$1,091 to \$1,146, effective July 1, 1994
<u>Student Affairs</u>		
Student Financial Assistance: Ms. Ometha Doss	1,091 per month	July 6, 1994; Financial Aid Assistant; replaces Dina Bessette
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Philosophy and Religion: Ms. Paula Johnson	1,091 per month	June 16, 1994; Senior Departmental Secretary; replaces Sherrilynn Hartt
Sociology, Anthropology, and Social Work: Ms. Sandra Whittinghill	1,091 per month	July 20, 1994; Senior Departmental Secretary; replaces Elashia Martin

REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS

<u>Finance and Administration</u>		
Accounts and Fiscal Services: Ms. Teresa Anderson	1,147 per month	July 1, 1994; Senior Teller; position changed from full-time, regular to full-time, revenue dependent; salary increased \$56 from 1993-94 salary of \$1,091

Part II. Other Personnel Changes (continued)

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

Finance and Administration (continued)

Computer and Informational Services:

Ms. Brenda Dickson		July 1, 1994; transferred from position of Data Files/Accounts Specialist (grade 10) in Academic Computing and Research Services to the position of Senior Secretary (grade 10) in Computer and Informational Services; replaces Deborah Collins; no change in salary
Purchasing: Ms. Margaret Lois Bowman	1,455 per month	July 1, 1994; position reclassified from Bookkeeper (grade 8) to Central Stores Assistant (grade 9); salary increased \$167 from 1993-94 salary of \$1,288
Mr. Michael Renfro	1,502 per month (grade 10); salary increased \$171 from	July 1, 1994; position reclassified from Storekeeper (grade 9) to Senior Storekeeper (grade 10); salary increased \$171 from 1993-94 salary of \$1,331
Ms. Mary Ann Woosley	1,382 per month	July 1, 1994; position reclassified from Bookkeeper (grade 8) to Central Stores Assistant (grade 9); salary increased \$162 from 1993-94 salary of \$1,220

Institutional Advancement

Office of the Vice President: Ms. Sue Miller	2,356 per month	June 1, 1994; transferred from position of Office Supervisor (grade 11) in Alumni Affairs and promoted to position of Senior Executive Secretary (grade 13) in the Office of the Vice President for Institutional Advancement; replaces Sharon Hunter; salary increased \$325 from \$2,031
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Alumni Affairs: Ms. Elashia Martin	1,924 per month	July 5, 1994; transferred from position of Senior Secretary (grade 10) in Sociology, Anthropology, and Social Work and promoted to the position of Office Supervisor (grade 11) in Alumni Affairs; replaces Sue Miller; salary increased \$143 from \$1,781
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Hilltopper Athletic Foundation: Ms. Christopher Lagermann	1,177 per month	July 1, 1994; position reclassified from Administrative Secretary (grade 8) to Senior Administrative Secretary (grade 9); salary increased \$137 from 1993-94 salary of \$1,040
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Student Affairs

Career Services Center: Ms. Karen Beth Schreiner	1,379 per month	July 5, 1994; transferred from position of Senior Administrative Secretary (grade 9) and promoted to Office Supervisor (grade 11); replaces Elaine Williams; salary increased \$191 from \$1,188
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Part II. Other Personnel Changes (continued)

Name Salary Effective Date and Remarks

CLASSIFIED PERSONNEL

REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS

(continued)

Student Affairs (continued)

Student Financial Assistance: Ms. Elaine Williams	1,852 per month	July 5, 1994; transferred from position of Office Supervisor (grade 11) in Career Services Center and promoted to the position of Student Employment Specialist (grade 12); replaces Cindy Burnette; salary increased \$138 from \$1,714
Ms. Mary Jo Williams	1,248 per month	July 1, 1994; position reclassified from Financial Aid Cashier (grade 8) to Financial Aid Assistant (grade 9); salary increased \$186 from 1993-94 salary of \$1,062

Student Health Service: Ms. Teresa Butts	1,079 per month	July 1, 1994; Insurance Clerk; position changed from temporary to full-time, regular; salary increased \$69 from 1993-94 salary of \$1,010
Ms. LaDonna Byrd	1,088 per month	May 2, 1994; transferred from nine-months position of Medical Secretary (grade 8) to twelve-months position as Accounts Clerk (grade 8); replaces Lori Forshee; salary adjusted from \$758 on a nine-months basis to \$1,010 on a twelve-months basis; salary increased \$78 from 1993-94 salary of \$1,010
Ms. Robyn Scott	888 per month	July 1, 1994; Pharmacy Technician; position changed from temporary to nine-months, regular position; paid over twelve months; salary increased \$69 from 1993-94 salary of \$819

Academic Affairs

Women's Studies: Ms. Kathy Kerr	6.71 per hour	July 7, 1994; transferred from twelve-months position as Departmental Secretary in Military Science to the part-time hourly position of Senior Administrative Secretary in Women's Studies; new position; salary adjusted from \$1,033 per month to \$6.71 per hour
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University Libraries

Library Automation and Technical Services: Ms. Linda Davis	1,457 per month	July 1, 1994; position reclassified from Catalog Assistant III (grade 8) to Catalog Assistant IV (grade 9); salary increased \$163 from 1993-94 salary of \$1,294
Ms. Deana Groves	1,165 per month	July 1, 1994; position reclassified from Catalog Assistant III (grade 8) to Catalog Assistant IV (grade 9); salary increased \$155 from 1993-94 salary of \$1,010

Part II. Other Personnel Changes (continued)

Name Salary Effective Date and Remarks

CLASSIFIED PERSONNEL

REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS
(continued)

University Libraries (continued)

Library Automation and Technical Services: (continued) Ms. Doris Hardcastle	1,732 per month	July 1, 1994; position reclassified from Catalog Assistant III (grade 8) to Catalog Assistant IV (grade 9); salary increased \$194 from 1993-94 salary of \$1,538
Ms. Alice Dean Jones	1,309 per month	July 1, 1994; position reclassified from Acquisitions Assistant III (grade 8) to Acquisitions Assistant IV (grade 9); salary increased \$151 from 1993-94 salary of \$1,158
Mr. John Sarkozi	1,172 per month	July 1, 1994; position reclassified from Acquisitions Assistant II (grade 7) to Acquisitions Assistant III (grade 8); salary increased \$116 from 1993-94 salary of \$1,056
Ms. Mary Stahl	1,350 per month	July 1, 1994; position reclassified from Acquisitions Assistant II (grade 7) to Acquisitions Assistant III (grade 8); salary increased \$118 from 1993-94 salary of \$1,232
Ms. Susan Todd	1,520 per month	July 1, 1994; position reclassified from Serials Assistant II (grade 7) to Serials Assistant III (grade 8); salary increased \$126 from 1993-94 salary of \$1,394

Ms. Donna Vincent	1,286 per month	July 1, 1994; position reclassified from Acquisitions Assistant II (grade 7) to Acquisitions Assistant IV (grade 9); salary increased \$205 from 1993-94 salary of \$1,081
Ms. Brenda Wood	1,190 per month	July 1, 1994; position reclassified from Serials Assistant III (grade 8) to Serials Assistant IV (grade 9); salary increased \$146 from 1993-94 salary of \$1,044
Library Public Services: Ms. Sheila Hause	1,481 per month	July 1, 1994; position reclassified from Library Assistant III (grade 8) to Library Assistant IV (grade 9); salary increased \$166 from 1993-94 salary of \$1,315
Mr. Gregory Hudnall	1,360 per month	July 1, 1994; position reclassified from Library Assistant III (grade 8) to Library Assistant IV (grade 9); salary increased \$152 from 1993-94 salary of \$1,208
Ms. Deborah Lamastus	1,199 per month	July 1, 1994; position reclassified from Library Assistant III (grade 8) to Library Assistant IV (grade 9); salary increased \$152 from 1993-94 salary of \$1,047
Ms. Ellen Micheletti	1,325 per month	July 1, 1994; position reclassified from Library Assistant III (grade 8) to Library Assistant IV (grade 9); salary increased \$148 from 1993-94 salary of \$1,177

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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CLASSIFIED PERSONNEL

REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS

(continued)

University Libraries

Library Public Services: (continued)

Ms. Bettye Miller Nichols	1,444 per month	May 9, 1994; transferred from position as Library Assistant III (grade 8) and promoted to position as Library Assistant IV (grade 9); replaces Tammie Honeycutt; salary increased \$107 from \$1,337
Ms. Helen Skees	1,511 per month	July 1, 1994; position reclassified from Library Assistant III (grade 8) to Library Assistant IV (grade 9); salary increased \$174 from 1993-94 salary of \$1,337

Academic Services

Academic Advising
and Retention:

Ms. Kathryn Welch	1,175 per month	July 1, 1994; position reclassified from Administrative Secretary (grade 8) to Senior Administrative Secretary (grade 9); salary increased \$137 from 1993-94 salary of \$1,038
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Extended Campus - Fort Knox:

Ms. Lorraine Ledford	1,497 per month	July 1, 1994; position reclassified from Administrative Secretary (grade 8) to Senior Administrative Secretary (grade 9); salary increased \$173 from 1993-94 salary of \$1,324
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Registrar:

Ms. LySandra Bowles	1,283 per month	June 27, 1994; transferred from position of Order Clerk (grade 8) in Facilities Management and promoted to position of Student Records Assistant (grade 9) in the Office of the Registrar; replaces Sue Brown; salary increased \$91 from \$1,135 for 1993-94; increased \$57 from \$1,226 for 1994-95
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SALARY ADJUSTMENT

Office of the President

Athletics:

Ms. Joan Panchyshyn

1,227
per month

July 1, 1994; Ticket Sales Clerk; salary
increased \$36 from \$1,191

RESIGNATIONS AND TERMINATION

Academic Services

Registrar:

Ms. Kendra Johnson

May 30, 1994; Registration Assistant

Finance and Administration

Computer and

Informational Services:

Ms. Deborah Collins

May 17, 1994; Senior Administrative Secretary

Part II. Other Personnel Changes (continued)

Name

Salary

Effective Date and Remarks

CLASSIFIED PERSONNEL

RESIGNATIONS AND TERMINATION

(continued)

Finance and Administration (continued)

Purchasing:

Ms. Lenita Arista

May 31, 1994; Duplicating Machine Operator

Institutional Advancement

Office of the Vice President:

Ms. Sharon Hunter

May 18, 1994; Senior Executive Secretary

Student Affairs

Student Health Service:

Ms. Lori Forshee

May 13, 1994; Accounts Clerk

Ogden College of Science,
Technology, and Health

Chemistry:

Mr. John Farrar

July 1, 1994; Chemical Supplies Technician

Potter College of Arts,
Humanities and Social Sciences

Philosophy and Religion:

Ms. Sherrilynn Hartt

May 24, 1994; Senior Departmental Secretary

RETIREMENTS

Finance and Administration

College Heights Bookstore:

Mr. James David Evans

August 1, 1994; Sundry and Supply
Department Manager

Student Affairs

Public Safety:

Mr. Howard Kirby

August 1, 1994; Communications Officer

College of Education
and Behavioral Sciences

Physical Education
and Recreation:

Ms. Doris Farley

September 1, 1994; Senior Departmental
Secretary

Ogden College of Science,
Technology, and Health

Engineering Technology:

Ms. Lascenna McIntire

July 29, 1994; Senior Departmental Secretary

Part II. Other Personnel Changes (continued)

Name

Salary

Effective Date and Remarks

CLASSIFIED PERSONNEL

DISABILITY RETIREMENT

Ogden College of Science,
Technology, and Health

Water Quality Lab:
Ms. Ramona Browning

April 19, 1994; Senior Administrative
Secretary; applied for Disability Retirement

The recommended personnel actions were presented by Chairman Fischer, Motion for approval of the recommendation was made by Mr. Mudge, seconded by Mrs. Bale and carried.

AGENDA ITEM 13 - Recommendation for approval of a new vacation policy for staff members

RECOMMENDATION:

President Meredith recommends that the Board of Regents approve a new vacation policy for Western staff members. This proposed policy follows.

**VACATION ACCRUAL SCHEDULES
(Effective July 1, 1994)**

Vacation Accrual Schedule (Current Employees) (Annual)

# Yrs Svc	0-4	5-9	10-14	15-19	20+
Vacation (days/yr)	19	21	22	23	24
Holidays (days/yr)	<u>16</u>	<u>16</u>	<u>16</u>	<u>16</u>	<u>16</u>
Total (days/yr)	35	37	38	39	40

Vacation Accrual Schedule (New Employees) (Annual)

# Yrs Svc	0-4	5-9	10-14	15-19	20+
Vacation (days/yr)	12	15	18	21	24
Holidays (days/yr)	<u>16</u>	<u>16</u>	<u>16</u>	<u>16</u>	<u>16</u>
Total (days/yr)	28	31	34	37	40

Vacation will continue to be earned on a monthly basis. Employees on pay status on the 10th of the month would accrue vacation for the month.

The University will recognize these official holidays effective July 1, 1994.

OFFICIAL HOLIDAYS

- New Year's Day
- Martin Luther King's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Presidential Election Day (every four years)
- Thanksgiving Day
- Friday following Thanksgiving Day*
- Christmas Eve Day*
- Christmas Day
- Six addition days during the Christmas Break*
- New Year's Eve Day*

*Days currently given as gratuitous days

Background:

For many years Western Kentucky University employees have been provided vacation benefits equal to one day per month of employment, accruable up to 24 days. All employees, regardless of seniority, have followed the same policy for vacation time.

This policy was further confused by the addition over the years of various "gratuitous days," "May Days," etc. In addition, the University was closed o one full week during Spring Break which provided five more vacation days to staff members. In 1994 a decision was made that the University should not close for a week during the spring since that is normally a very busy time on the campus. This decision precipitated an already prevalent view that vacation time should be related in some direct way to seniority at the University.

The Vacation Accrual Schedule was devised to resolve several concerns. First, it provides greater vacation time for employees with more seniority, thus giving incentives with additional leave time to longer term employees. Second, it completely eliminates the various gratuitous days, May Days, and spring break so that a clearer number of vacation days is provided as well as greater flexibility in scheduling vacation.

Certain precautions have been included. No current employee as of June 30, 1994, will have fewer vacation days than in the past. In fact, those with more seniority may have a few more days. New employees from July 1, 1994, will have a different schedule than that of existing employees. Their vacation days will be fewer during their early employment years. At some point in time, all employees will be on the same schedule.

Under the proposed plan, all employees will have the same 16 holidays (listed on attachment shown below). Vacation days for current employees as of June 30, 1994, will vary from 19 for those with least seniority to 24 for the most senior employees. New employee vacation days will vary from 12 to 24.

Ms. Gramling commented that the staff reacted very favorably to this policy and feel that it allows a lot of flexibility in scheduling vacations.

Motion for approval of the recommended new vacation policy was made by Ms. Gramling, seconded by Mr. Bale, and carried.

AGENDA ITEM 14 - Report by the President

The President's report included:

- **Recognized Dr. Sharon Mutter**, from the Department of Psychology. Dr. Mutter graduated with a B. X. in Psychology from Virginia Polytechnic Institute and State University, in 1976. After working for two years as a Developmental Specialist at the Lynchburg Training School and Hospital, she began graduate studies at The George Washington University and received her Ph.D in Experimental Psychology, in 1983. Her Ph.D research focused on the influence of attentional factors in human memory performance.

After completing her graduate studies, Dr. Mutter received a position as Research Psychologist at the U.S. Army Research Institute where she conducted applied research on a variety of topics related to the improvement of Army training. For her work at ARI, she received several Exceptional Performance Awards, and in 1986, received the US Army Research Institute Official Commendation for Scientific Contribution as a Research Psychologist as well as the Army Science Board Certificate of Outstanding Research Achievement, a highly prestigious award in the defense community. After realizing that her interest lay primarily in academia, Dr. Mutter left ARI, in 1987, to become a Post-Doctoral Fellow at the Catholic University of America. There, she joined a research group investigating the cognitive implications of closed head injury. In 1989, in recognition of her work on the head injury project, she was appointed to the position of Research Assistant Professor at Catholic University. She also pursued a love of teaching during this period by becoming an instructor at both Catholic University and Marymount University.

In January 1991, Mutter received an appointment as Assistant Professor in WKU's Department of Psychology. Her high level of performance in teaching, research, and public service has since resulted in early promotion to the rank of Associate Professor. Dr. Mutter's classes in undergraduate and graduate Cognitive Psychology, and Psychology of Learning consistently receive high ratings from students. In 1991, she was appointed to the Graduate Faculty, and she has also served on several committees devoted to academic excellence at Western, including the College of Education and Behavioral Science Graduate Programs Committee, and most recently, the Academic Council. In March 1991, she was awarded a 5-year grant from the National Institute on Aging to study age-related changes in memory and judgment. The total direct costs awarded for this project was \$338,254, and indirect costs reimbursements to the university have averaged \$25,000 for each year of the grant. Dr.

Mutter publishes regularly, she has edited 1 book and authored more than 17 technical papers in refereed journals, books, and technical reports. In recognition of her continued success in research, the College of Education and Behavioral Science selected her to receive the 1993 Award for Research/Creativity.

Dr. Mutter is active in several professional organizations, including the American Psychological Association, the American Psychological Society, and the Gerontological Society. However, she also believes in sharing her understanding of the psychology of aging and human cognition with the community-at-large. In this capacity, she has provided information and materials to the GM Personnel Training and Development department for a course on "Improving Decision Making."

She has been a guest on WKYU-FM's "Growing Older" program and she has served as a member of the Advisory Boards for the Bowling Green-Warren County Volunteer Center and WKU's Adult Day Health Care Center.

- **Reported that 1994 Fall Enrollment** will probably be down this year at Western as well as at the other sister institutions in the state. The beginning freshmen enrollment will be even or up from last year. The quality, as well, will be up.
- **Distributed a Crisis Management Plan** for Western Kentucky University. This prepares the University in the event of a crisis on campus. A committee chaired by Dr. Jerry Wilder, Vice President for Student Affairs, prepared the document.
- **Reported that a Set Of Grise Hall Steps** have been sealed off because of structural problems. Emergency funding is being sought from the State to repair the steps.
- **E. A. Diddle Memorial Park** on State Street is moving forward. It will be hopefully developed fully with private funds. Dr. Meredith feels that this will be an extraordinarily positive addition to the campus.
- **The Master Plan Program** is under way. This program brings in students one week before school starts to get them oriented in order to reduce attrition. This year the program has grown from 800 last year to nearly 1,000.
- **MAJ Terry Wilcutt, a WKU alum** will pilot the next shuttle going into space Thursday, August 18. He will carry with him a Red Towel.
- **The "Moving to a New Level" discussion paper** distributed on campus last spring is now being discussed on campus. Departmental responses are due by September 16. Hopefully by December, a recommendation will be submitted to the Board.
- **Reopening of Potter Hall is scheduled for September 1 at 4:30 p.m.** - later in the afternoon WKU will meet ECU.
- Governor's Conference on Trusteeship -will be held October 2 & 3 in Lexington - Holiday Inn, North

Chairman Fischer appointed **Mr. Fred Mudge, Chairman of the Academics Committee** and **Mr. Burns Mercer as Chairman of the Finance Committee.**

Committee assignments will be made at a later date.

With no further business to come before the Board, motion for adjournment was made by Mr. Gray and seconded by Mrs. Bale. The meeting adjourned at approximately 3:25 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 August 15, 1994, in the Regents Conference Room of the Wetherby Administration Building on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 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

Robert Earl Fischer
Chairman
October 28, 1994

Elizabeth W. Esters
Secretary
October 28, 1994

**AGENDA ITEM 9 - Recommendation for approval of a resolution
authorizing the transfer of certain funds, properties, and other assests to the
Western Kentucky University Foundation**

RECOMMENDATION:

President Thomas C. Meredith recommends that the Board of Regents approve the following resolution.

RESOLUTION

RESOLVED, by the Board of Regents of Western Kentucky University, at a meeting duly held and conducted on August 15, 1994, with a quorum of the members of the Board present and voting, as follows:

1. That legal and equitable title to all funds and properties and all other assets currently held in or by the Athletic Scholarship Endowment Fund, Academic Excellence Endowment Fund, Ogden College Foundation Fund, Lessenberry Endowment Fund, HCA Visiting Professorship Endowment Fund, Glasgow Library Endowment Fund, Kodak Photo-Journalism Endowment Fund, Leeco Professorship/Scholarship Endowment Fund, WKU Scholarship Endowment Fund shall be transferred, set over, and confirmed by appropriate instruments, to the Western Kentucky University Foundation. In addition to the foregoing, legal and equitable title to all funds, properties and other assets which presently exist and which are from time to time acquired by Western Kentucky University shall be and are hereby authorized to be transferred and set over to the Western Kentucky University Foundation; authority shall be and is hereby delegated to the President and the Vice President for Finance and Administration of Western Kentucky University to transfer and set over such funds, in their discretion, as shall be appropriate for transfer under the provisions of this Resolution.
2. That the transfer of funds, property, and assets as provided for above in this Resolution shall be subject to any conditions, limitations, or other restrictions placed upon said funds, property, and assets by any donor, grantor or any other person contributing such funds, property and assets, unless permission is obtained from the donor, grantor, or any other person contributing said funds, property and assets.
3. Funds, properties and other assets to be transferred under this Resolution shall occur only upon the University being advised by Baird, Kurtz, & Dobson, the external auditors of the university, that sufficient accounting systems are in place to maintain proper accountability and that sufficient personnel and internal controls are available to manage such funds, properties and assets.