

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

September 22, 1995

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 Chairman Earl Fischer, at approximately 1:30 p.m., CDT.

AGENDA ITEM 2 - Invocation

The meeting opened with an invocation by Dr. Treva Mitchell, Associate Professor, Consumer & Family Sciences.

AGENDA ITEM 3 - Oath of Office - Ms. Tara Higdon

The Constitutional Oath of Office was administered by Mrs. Liz Esters, Notary Public and Secretary to the Board, to Ms. Tara D. Higdon who was elected by the student body to serve a one-year term.

AGENDA ITEM 4 - Resolution of appreciation

The following resolution of appreciation was read by Ms. Tara Higdon to outgoing Regent Rob Evans. Ms. Higdon moved approval by the Board of the resolution. The motion was seconded by Ms. Bale and carried.

RESOLUTION

WHEREAS, Mr. Robert D. Evans, Jr., Owensboro, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from July 1, 1994, to July 1, 1995, 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, Mr. Evans has recently been appointed to serve as the student representative of the Council on Higher Education for 1995-96 and continues to serve Western Kentucky University in a leadership role; 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 September 22, 1995, does hereby express its appreciation to Mr. Robert D. Evans, Jr. 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. Evans as an expression of the esteem in which he is held by the members of the Board.

Ordered at Bowling Green, Kentucky, this twenty-second day of September in the year of our Lord one thousand nine hundred and ninety five.

/s/Robert Earl Fischer
Chairman
Board of Regents

/s/Thomas C. Meredith
President

The colored official Board photo along with a framed copy of the resolution were presented to Mr. Evans.

AGENDA ITEM 5 - Roll call

The following members were present:

Ms. Kristen T. Bale
Mr. Earl Fischer
Ms. N. Joy Gramling
Mr. C.C. Howard Gray
Ms. Tara D. Higdon
Mrs. Peggy Loafman
Dr. Raymond Mendel
Mr. Burns Mercer
Mr. Fred N. Mudge

Mr. Martin and Mr. Preston were absent.

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; Dr. James R. Ramsey, Vice President for Finance and Administration; Dr. Jerry Wilder, Vice President for Student Affairs; Dr. Larry Winn, Stand-in Parliamentarian; Mr. Fred Hensley, Interim Vice President for Institutional Advancement and Director of University Relations, and Ms. Deborah Wilkins, University Counsel.

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

The floor was opened to receive nominations for the offices of Chair, Vice Chair, and Secretary. Mr. Mercer made a motion to nominate the current Chair Earl Fischer, Vice Chair Peggy Loafman and Secretary Liz Esters. The motion was seconded by Mr. Mudge and carried unanimously.

Chairman Fischer reappointed Dr. James Ramsey to the position of Treasurer of the Board.

AGENDA ITEM 7 - Election of three members of the Executive Committee to serve with the Chair and Vice Chair for 1995-96

Mr. Mercer nominated the current Executive Committee, consisting of Ms. Bale, Mr. Gray, and Mr. Mudge to serve with Chair Fischer and Vice Chair Peggy Loafman for the 1995-96 year. The motion was seconded by Mrs. Loafman and carried unanimously.

AGENDA ITEM 7 - Disposition of minutes of the special meeting of July 28, 1995

The minutes of the special meeting of July 28, 1995, were presented by Chairman Fischer. Motion was made by Ms. Bale and seconded by Mr. Mudge to approve the minutes as submitted inasmuch as copies had been mailed to the Board members prior to the meeting. The motion carried.

AGENDA ITEM 8 - Report and recommendation from the Code of Conduct Committee, Mrs. Peggy Loafman, Chair

Mrs. Loafman thanked Board members Gramling, Mendel and Mudge for serving with her on the Committee along with former Regent Rob Evans. Approved by the Committee and submitted to the full Board, Mrs. Loafman moved approval of the following recommendation. The motion was seconded by Mr. Mercer.

RECOMMENDATION:

The Code of Conduct Committee, appointed by Chairman Earl Fischer on August 24, 1995, met on September 7 and approved the following Code of Conduct.

Preamble:

Recognizing its authority to do so under KRS 164.350 and realizing the significance of serving on the Board of Regents of Western Kentucky University, the Board of Regents adopts this Code of Conduct to insure the fulfillment of its obligations and duties to the University, the students, and the community. The Board agrees that in performing its duties as Regents for Western Kentucky University, it will adhere to the following principles:

1. To become familiar with and committed to the major responsibilities of this governing board:
 - a. To define and clarify the mission
 - b. To approve long-range plans
 - c. To approve the educational program
 - d. To insure financial solvency
 - e. To preserve institutional autonomy
 - f. To enhance the public image
 - g. To interpret the community to the institution
 - h. To serve as a forum of appeal on appropriate issues
 - i. To periodically assess their own performance
 - j. To appoint the president
 - k. To support the presidency
 - l. To monitor the president's performance.
2. To support the majority decision of the Board and work with fellow board members in a spirit of cooperation.
3. To avoid acting as a spokesperson for the entire Board unless specifically authorized to do so.
4. To maintain the confidential nature of Board deliberations which under Kentucky law are required to be kept confidential.
5. To make judgements always on the basis of what is best for the Institution as a whole and for the advancement of higher education rather than to serve special interest.
6. To carefully prepare for, regularly attend, and actively participate in Board meetings and committee assignments.

An alleged violation may be brought to the attention of the Chair of the Board. The Chair may, in his/her discretion, perform or request an investigation of the alleged violation consistent with the principles of due process, and may recommend appropriate action be taken by the Board on the violation, if substantiated.

In discussion that followed, Ms. Gramling indicated she would feel more comfortable if item K. "To support the presidency" was reworded to "To support the institution." Although Ms. Gramling served on the Committee that submitted the recommendation, she felt it could be contradictory for the Board members to be in a position where they are bound by the Code of Conduct.

Mr. Gray commended Mr. Evans for introducing the Code of Conduct and indicated that he felt Mr. Evans had the absolute best of intentions in doing so and that it was in keeping with what this Board has done to be creative and forward-thinking.

Mr. Gray said, "I'm upset that it's taken this direction where it's totally focusing on this

presidency and this president. I think really what we mean to be saying is, and it is our job as Regents, to support the President when it is our direction and our established policy--we will support the President as long as he is carrying out the wishes of this Board. When he is not doing that, regardless of who it is, he or she or whomever, then you come under item "l" of the Code. What we are saying is we, as a Board, should support the president or the presidency as long as the president is doing what we, as a Board, have said will be done. If he is not doing that, then we have to take different action. I would suggest some language to incorporate that--that we support the president/presidency whatever it is going to be, as long as this individual is carrying out the directions and policies of this Board. That's what we are talking about. I hate to see the negative come from the positive on this. I do think, very much so, that this is a positive. I think there are instances when there have been people on this Board who have disagreed with what was the majority opinion; and I think, at the same time, there have been those on this Board who have left this room and who have gone out and said, that's what we decided we were going to do, I'm going to support it. I think that's what we are talking about. That's what I interpret this language to mean. When we leave here, we are going to support the actions we've taken."

Dr. Mendel felt that when there is a new Board who is not privy to the current interpretation that it leaves open the possibility for misinterpretation for particularly the elected representatives of the Board who have to communicate with a constituency. He stated, "The inability for us to feel free to communicate with them openly and honestly about our views, and it's that perception that apparently is being read into this in many different quarters, that I think makes it incumbent upon us to alter the language so that it is clear, not only to us, who are here and privy to our conversation but to others who have to rely simply on the document to interpret its intent."

Mr. Gray moved the amendment of item "k" in the recommendation on the floor to read *"to support the President in his or her fulfillment of the directions and policies of the Board of Regents."* The motion to amend was seconded by Mr. Mudge.

In discussion that followed Dr. Mendel challenged the Board to provide any

example in the last three years where he had violated the principle and publicly chastise him for it."

Other members of the Board felt it inappropriate to get into specificity.

Ms. Bale felt the attempt of the whole Code of Conduct was to have a unifying effect for the Board saying, "Once a decision is made, let's then proceed with a unified approach so nothing is undermining our decision. So, let's not get into the specifics. Let's dwell on the positive aspects of this Code and go from there."

Ms. Higdon pointed out that "Lines j, k, and l are almost verbatim from point one in the Association of Governing Board's Trustee Responsibilities. Ms. Higdon stated, "I think this document just reiterates our commitment to and our awareness of those responsibilities in public. It says that."

Chairman Fischer, noting that the question had been called for, asked Mr. Gray to restate the proposed amendment which follows:

"to support the President in his or her fulfillment of the directions and policies of the Board of Regents."

The motion to approve the amendment as offered passed with Dr. Mendel voting nay.

Dr. Mendel made a motion, seconded by Mr. Gray, to correct the wording in the amended recommendation as follows:

- 1.i To **assess periodically** their own performance.
- 4. To maintain the confidential nature of **those** Board deliberations which under Kentucky law are required to be kept confidential.
- 6. To **prepare carefully** for, regularly attend, and actively participate in Board meetings and committee assignments.

The motion by Mrs. Loafman, seconded by Mr. Mercer, as amended and corrected carried with Regents Gramling and Mendel voting nay.

The approved Code of Conduct follows:

**WESTERN KENTUCKY UNIVERSITY
BOARD OF REGENTS
CODE OF CONDUCT
(Approved: 9-22-95)**

Preamble:

Recognizing its authority to do so under KRS 164.350 and realizing the significance

of serving on the Board of Regents of Western Kentucky University, the Board of Regents adopts this Code of Conduct to insure the fulfillment of its obligations and duties to the University, the students, and the community. The Board agrees that in performing its duties as Regents for Western Kentucky University, it will adhere to the following principles:

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 - a. To define and clarify the mission
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 - c. To approve the educational program
 - d. To insure financial solvency
 - e. To preserve institutional autonomy
 - f. To enhance the public image
 - g. To interpret the community to the institution
 - h. To serve as a forum of appeal on appropriate issues
 - i. To assess periodically their own performance
 - j. To appoint the president
 - k. To support the President in his or her fulfillment of the objectives and policies of the Board of Regents
 - l. To monitor the president's performance.
2. To support the majority decision of the Board and work with fellow board members in a spirit of cooperation.
3. To avoid acting as a spokesperson for the entire Board unless specifically authorized to do so.
4. To maintain the confidential nature of those Board deliberations which under Kentucky law are required to be kept confidential.
5. To make judgements always on the basis of what is best for the Institution as a whole and for the advancement of higher education rather than to serve special interest.
6. To prepare carefully for, regularly attend, and actively participate in Board meetings and committee assignments.

An alleged violation may be brought to the attention of the Chair of the Board. The Chair may, in his/her discretion, perform or request an investigation of the alleged violation consistent with the principles of due process, and may recommend appropriate action be taken by the Board on the violation, if substantiated.

AGENDA ITEM 9 - Recommendation for endorsement of the Kentucky Advocates' Position Paper

Secretary's Note: The Kentucky Advocates' Position Paper is attached to the Minutes as **Exhibit I.**

President Meredith noted that the Kentucky Advocates Group is composed of people across the state who came together a number of years ago and formed an organization for the support of higher education in the state. They are making a new concerted effort to drum up support for higher education for the next legis-lative session. They have developed a position paper that is being endorsed across the state, from the State Chamber to local chambers, to Board of Regents, etc. It is brought to the Board for endorsement. It restates the importance of higher education for the

future of the State of Kentucky and asks for a significant increase over the next two years to try to bring Kentucky in line, funding wise, with our neighbors with about a 7% increase each year.

Mr. Gray reported that, consistent with what this Board of Regents did two or three meetings ago in adopting a resolution to ask that the Council on Higher Education to continue the performance measures, the Kentucky Chamber of Commerce had earlier in the day adopted a resolution in support of higher education funding with the understanding that there would be performance measures placed to it. Mr. Gray stated that the Kentucky Chamber of Commerce resolution totally supports higher education but asks higher education to be responsible and to be driven by performance measures. Mr. Gray felt if the Board added a statement to that affect, it would give additional credence to what has been said earlier. Mr. Mudge asked if the earlier resolution that was sent to the Council could be incorporated in or attached to the Position Paper by the Kentucky Advocates.

Motion for endorsement of the Kentucky Advocates' position paper for higher education with an attachment of the resolution passed by the Board of Regents was made by Mrs. Loafman, seconded by Mrs. Bale and carried.

AGENDA ITEM 10 - Recommendation for acceptance of the Department of Transportation's offer to purchase a temporary construction easement and permanent right of way on University property adjacent to the Campbell Lane expansion

RECOMMENDATION:

President Thomas C. Meredith recommends acceptance of the Department of Transportation's offer to purchase a temporary construction easement and a permanent right of way on University property adjacent to the Campbell Lane expansion.

Background:

The Department of Transportation has indicated a need for two tracts of land belonging to the University in connection with the Department's highway project to widen Campbell Lane between U.S. Highway 68 (Russellville Road) and U.S. 31-W (Nashville Road).

The proposed interest being sought is a fee simple interest in 0.613 acres (26,702 sq. ft.) and temporary use of 1.093 acres (47,611 sq. ft.) as a construction easement. This property being taken is a part of the University's property on Campbell Lane, and is adjacent to the proposed intramural fields

and family student housing project.

The Department of Transportation has offered the University the sum of \$35,350.00 as compensation for the permanent and temporary taking of this property.

The President recommends the Board accept the offer of the Department of Transportation and authorize the University to transfer the property and permit the easement upon payment by the Department.

Motion for approval was made by Mr. Mercer, seconded by Mrs. Loafman, and carried.

AGENDA ITEM 11 - Recommendation for approval of personnel recommendations since July 28, 1995

The recommended personnel actions follow on the seventeen pages.

PERSONNEL CHANGES

(Subsequent to Meeting of Board of Regents on July 28, 1995)

Part I. Faculty Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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FACULTY - ADDITIONAL RESPONSIBILITIES

Ogden College of Science,
Technology, and Health

Biology:

Dr. Blaine R. Ferrell

300
per month

June 15, 1995, thru May 15, 1996; Professor;
stipend for serving as Interim Department Head

Chemistry:

Dr. Lowell W. Shank

300
per month

July 1, 1995, thru May 15, 1996; Professor;
stipend for serving as Interim Department Head

Bowling Green College of
Business Administration

Office of the Dean:

Dr. Jack O. Hall, Jr.

400
per month

July 1, 1995; Professor and Head of
Accounting Department; stipend for serving as
Interim Dean

FACULTY APPOINTMENTS

College of Education
and Behavioral Sciences

Consumer and Family Sciences:

Ms. Patricia Silfies

34,308

August 16, 1995; Instructor; replaces
Ms. Deborah Sutherlin

Ogden College of Science,
Technology, and Health

Allied Health and Human Services:

Dr. James Dean May

33,504

August 16, 1995; Assistant Professor; replaces
Dr. Muh Bi Lin

Biology:

Dr. William E. Houston

13,002

July 1 thru December 31, 1995; Instructor;
replaces Dr. Nicholas Money

Ogden College of Science,
Technology, and Health (continued)

Industrial Technology:

Mr. Fred O. Corl

36,792

August 16, 1995; Instructor; replaces
Mr. Howard Lowrey

Nursing:

Ms. Cathy H. Abell

28,500

August 16, 1995; Instructor; temporary, one-
year appointment; replaces Ms. Elizabeth Jones

Ms. Rhonda Helm

28,464

July 1, 1995; Instructor; temporary, one-year
appointment; replaces Ms. Irene Powers

Physics and Astronomy:

Dr. Simon Chen

32,004

August 16, 1995; Assistant Professor; replaces

Dr. Robert Hall

Ms. Jennifer Wilhelm 9,000 August 16, 1995; Visiting Instructor; temporary appointment for 1995 Fall Semester

Dr. Ronald Wilhelm 30,000 August 16, 1995; Visiting Assistant Professor; temporary, one-year appointment

Potter College of Arts,
Humanities and Social Sciences

Music:

Mr. Robert Hansbrough 29,808 August 16, 1995; Instructor; temporary, one-year appointment; replaces Mr. Joe Stites

Dr. Scott Root 33,000 August 16, 1995; Visiting Assistant Professor; temporary, one-year appointment; replaces Mr. Jerrold Pope

FACULTY REAPPOINTMENTS

College of Education
and Behavioral Sciences

Consumer and Family Sciences:

Ms. Cynthia Jones 25,200 July 1, 1995; Instructor; temporary, one-year appointment; salary increased \$1,200 from \$24,000

Psychology:

Mr. David Ball 27,264 July 1, 1995; Instructor; temporary, one-year appointment; salary increased \$792 from \$26,472

Ms. Virginia Pfohl 27,264 July 1, 1995; Instructor; temporary, one-year appointment; salary increased \$792 from \$26,472

Ogden College of Science,
Technology, and Health

Computer Science:

Mr. Howard Blauser 20,604 July 1, 1995; Instructor; temporary, one-year appointment; salary increased \$600 from \$20,004

Ms. Robin McCubbins 26,004 July 1, 1995; Instructor; temporary, one-year appointment; salary increased \$2,004 from \$24,000

Mathematics:

Mr. Preston Gramling 23,700 July 1, 1995; Instructor; temporary, one-year appointment; salary increased \$696 from \$23,004

Ms. Twyla Harris 23,700 July 1, 1995; Instructor; temporary, one-year appointment; salary increased \$696 from \$23,004

Nursing:

Ms. Bonnie Williams 33,420 July 1, 1995; Visiting Assistant Professor; temporary, one-year appointment; salary increased \$1,596 from \$31,824

FACULTY - CHANGE OF DUTIES

Potter College of Arts,
Humanities and Social Sciences

Government:

Dr. John Petersen

July 15 thru December 31, 1995; Professor; duties will include 20 hours per week in the Office of the Vice President for Academic Affairs with no change in salary; worked full time July 15 thru August 15; paid one-ninths of 1994-95 salary for this period

FACULTY - CHANGE OF STATUS

Bowling Green College of
Business Administration

Economics:

Dr. Daniel A. Myers

July 31, 1995; Associate Professor; discontinue stipend of \$300 per month received for serving as Acting Department Head

FACULTY - DISABILITY RETIREMENT

Ogden College of Science,
Technology, and Health

Physics and Astronomy:

Mr. Paul B. Campbell

August 31, 1995; Assistant Professor

FACULTY - EARLY RETIREMENT WITH SPECIAL TENURE STATUS

Bowling Green College of
Business Administration

Accounting:

Mr. Keith Gabehart

June 30, 1996; Associate Professor; Entering Optional Retirement Program; Teaching load and salary to be determined during the 1996-97 budget process

Potter College of Arts,
Humanities and Social Sciences

English:

Dr. Dorothy McMahon

June 30, 1995; Professor; Requested release from Optional Retirement Program; Entering full retirement

History:

Dr. Drew Harrington

July 1, 1995; Professor; Unpaid Leave of Absence for the 1995-96 Academic Year

Dr. Francis H. Thompson

14,832

July 1, 1995; Professor; Teaching load adjusted from six to nine hours; salary increased \$4,944 from \$9,888

FACULTY - PROMOTION

Ogden College of Science,
Technology, and Health

Computer Science:

Dr. Arthur Shindhelm

72,000

July 1, 1995; Professor; promoted to Department Head; replaces Dr. Kenneth Modesitt; discontinue stipend of \$300 per month received for serving as Interim Head; salary increased \$15,228 from \$56,772

FACULTY RESIGNATIONS

Ogden College of Science,
Technology, and Health

Biology:

Dr. Jeffrey Kent

June 30, 1995; Assistant Professor

Potter College of Arts,
Humanities and Social Sciences

Art:

Ms. Michelle Coakes

June 30, 1995; Assistant Professor

Modern Languages and
Intercultural Studies:

Dr. Juan Pena

June 30, 1995; Assistant Professor

FACULTY RETIREMENT

Ogden College of Science,
Technology, and Health

Nursing:

Ms. Elizabeth S. Jones

August 31, 1995; Associate Professor

SABBATICAL LEAVES

College of Education
and Behavioral Sciences

Educational Leadership:

Dr. Ronald D. Adams

July 1, 1995; Professor; Sabbatical previously approved for 1995-96 Academic Year; requests that sabbatical leave be cancelled

Ogden College of Science,
Technology, and Health

Chemistry:

Dr. Donald W. Slocum

1995 Fall Semester; Professor

Potter College of Arts,
Humanities and Social Sciences

Government:

Dr. John Petersen

July 1, 1995; Professor; Sabbatical previously approved for 1995 Fall Semester; requests postponement of sabbatical

FACULTY SALARY ADJUSTMENTS

Bowling Green College of Business Administration

Economics:

Dr. Moosa Valinezhad	45,168	July 1, 1995; Associate Professor; 1995-96 salary adjusted \$1,008 from \$44,160
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College of Education and Behavioral Sciences

Educational Leadership:

Dr. Dogoni Cisse	31,956	July 1, 1995; promoted from Instructor to Assistant Professor; salary increased \$1,200 from \$30,756 in recognition of completion of doctorate
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Psychology:

Dr. Karlene Ball	72,000	July 1, 1995; Professor; 1995-96 salary adjusted \$12,840 from \$59,160
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Dr. David A. Frieske	33,708	July 1, 1995; promoted from Instructor to Assistant Professor; salary increased \$1,200 from \$32,508 in recognition of completion of doctorate
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Ogden College of Science, Technology, and Health

Mathematics:

Ms. Robin Brown	27,000	July 1, 1995; Instructor; 1995-96 salary adjusted \$1,884 from \$25,116
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Potter College of Arts, Humanities and Social Sciences

Journalism:

Mr. James H. Kenney	36,708	July 1, 1995; Photojournalist-in-Residence; salary increased \$1,008 from \$35,700 in recognition of completion of Master's Degree
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Part II. Other Personnel Changes

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED		
<u>Finance and Administration</u>		
Educational Television Services:		
Mr. Gerald Barnaby	32,436	July 1, 1995, thru September 30, 1996; reappointed Senior Producer/Director; 60 percent funded by WKYU-TV Community Service grant; salary increased \$1,836 from \$30,600
Ms. Barbara Deeb	20,916	July 1, 1995, thru September 30, 1996; reappointed part-time News Producer/Reporter; funded by WKYU-TV Community Service grant; salary increased \$948 from \$19,968
Ms. Dana Divine	1,647 per month	July 1, 1995, thru September 30, 1996; reappointed Programming Associate; 75 percent funded by WKYU-TV Community Service grant; salary increased \$79 from \$1,568
Mr. J. Owen Miller	25,812	July 1, 1995, thru September 30, 1996; reappointed Producer/Director/Writer; 49 percent funded by WKYU-TV Community Service grant; salary increased \$1,464 from \$24,348
Public Radio Service:		
Ms. Charolene Burden	1,417 per month	July 1, 1995, thru September 30, 1996; reappointed Operations Clerk; funded by Radio Community Service grant; salary increased \$67 from \$1,350
Ms. Melinda Craft	29,916	July 1, 1995, thru September 30, 1996; reappointed Development Manager; funded by WKYU-TV Community Service and Radio Community Service grants; salary increased \$1,104 from \$28,812
Ms. Jeanine Howard-Gibbs	25,644	July 1, 1995, thru September 30, 1996; reappointed Assistant News Director; funded by Radio Community Service grant; salary increased \$1,104 from \$24,540
Mr. Terry Reagan	28,524	July 1, 1995, thru September 30, 1996; reappointed Associate Development Manager; funded by Radio Community Service grant; salary increased \$1,296 from \$27,228
<u>Institutional Advancement</u>		
Continuing Education:		
Dr. Sandra R. Webb		August 18, 1995; resigned position as Director
Ms. Susan Zimmerman	300 per month	August 19, 1995; Program Manager; stipend for assuming additional duties
Institute for Economic Development:		
Ms. Susan P. Hannum		August 2, 1995; resigned position as Senior Executive Secretary
Ms. Kimberly Hoffman	19,260	October 1, 1995, thru September 30, 1996; reappointed Special Projects Coordinator; salary increased \$1,260 from \$18,000

Ms. Lynn M. Minton	21,012	October 1, 1995, thru September 30, 1996; reappointed Staff Assistant; salary increased \$1,008 from \$20,004
Ms. Edith L. Parker	2,264 per month	August 14, 1995, thru September 30, 1996; transferred from position as Senior Secretary (grade 10) in University Relations and promoted to position of Executive Secretary (grade 12) at the Institute for Economic Development; replaces Ms. Susan Hannum; salary increased \$313 from \$1,951
Small Business Development Center: Mr. Richard S. Horn	40,128	October 1, 1995, thru September 30, 1996; reappointed Director; salary increased \$1,908 from \$38,220
Ms. Linda J. Neagle	1,170 per month	October 1, 1995, thru September 30, 1996; reappointed Administrative Secretary; salary increased \$56 from \$1,114
Mr. Derrick D. Starks	18,900	October 1, 1995, thru September 30, 1996; reappointed Training Coordinator/Consultant; salary increased \$900 from \$18,000
<u>Academic Affairs</u>		
Community College: Ms. M. Susan Morris	1,516 per month	July 1, 1995, thru June 30, 1996; reappointed Special Populations Assistant; funded by Perkins Vocational Education grant; salary increased \$72 from \$1,444
<u>College of Education and Behavioral Sciences</u>		
Center for Gifted Studies: Ms. Linda I. Bandy	1,208 per month	July 1 thru September 30, 1995; reappointed Senior Administrative Secretary; funded by Javits Gifted and Talented Students Education grant; salary increased \$58 from \$1,150
Ms. Mary Evans	18,180	July 1 thru September 30, 1995; reappointed Program Coordinator; funded by the Javits Gifted and Talented Students Education grant; salary increased \$876 from \$17,304
Ms. Susan M. Porter	1,145 per month	July 1, 1995; reappointed Administrative Secretary; salary increased \$55 from \$1,090
Center for Math, Science, and Environmental Education: Ms. Joan Martin	28,932	July 1, 1995; reappointed Assistant Director; salary increased \$1,380 from \$27,552
Ms. Dagmar R. Perez		August 22, 1995; resigned as Administrative Secretary
Diagnostic Network Coordination Center: Ms. Betty Jean Cummings	18,612	September 1, 1995, thru June 30, 1996; reappointed Speech Pathologist; nine and one-half months employment paid over twelve months; employment changing from 80 percent to 70 percent time; salary adjusted \$1,644 from \$20,256
Ms. Celeste Hinton	28,200	July 1, 1995, thru June 30, 1996; reappointed School Psychologist; nine and one-half months employment paid over twelve months; salary increased \$1,344 from \$26,856

Part II. Other Personnel Changes (continued)

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
TEMPORARY -- GRANT FUNDED (continued)		
College of Education <u>and Behavioral Sciences (continued)</u>		
Educational Leadership: Ms. Janet C. Allen	1,287 per month	September 1, 1995, thru August 31, 1996; reappointed Senior Administrative Secretary; funded by the TRIO Training grants; salary increased \$61 from \$1,226
Ms. Charlene Manco	32,568	September 1, 1995, thru August 31, 1996; reappointed Director; salary increased \$1,560 from \$31,008
Minority Teacher Recruitment Center: Ms. Allene White Gold	37,800	October 1, 1995, thru September 30, 1996; reappointed Associate Director; salary increased \$1,800 from \$36,000
Psychology: Ms. Karlene Ball		June 30, 1995; Professor; discontinue stipend of \$500 per month received for responsibilities with the grant-funded Center for Mobility Enhancement in the Elderly
Ms. Patsy R. Redmond	1,091 per month	August 7, 1995; appointed Senior Administrative Secretary; funded by Adult Day Health Care Center grant; new position
Ms. Patricia Jeane Robertson	34,992	July 1, 1995, thru June 30, 1996; reappointment; title changed from Coordinator to Center Director based on reorganization of the Center; funded by Adult Day Health Care Center grant; salary increased \$6,192 from \$28,800
Student Support Services: Ms. Diane R. Amos	1,231 per month	September 1, 1995, thru August 31, 1996; reappointed Senior Secretary; no change in salary
Mr. Kenneth A. Dyrsen	33,084	September 1, 1995, thru August 31, 1996; reappointed Director; no change in salary
Ms. Carolyn Hagaman	23,940	September 1, 1995, thru August 31, 1996; reappointed Counselor; ten and one-half months employment paid over twelve months; no change in salary
Mr. Michael E. Johnson	27,360	September 1, 1995, thru August 31, 1996; reappointed Counselor; no change in salary
Talent Search: Ms. Nancy H. Carwell	26,268	September 1, 1995, thru August 31, 1996; reappointed Assistant Director/Counselor; no change in salary
Ms. Vicki A. Gregory	24,108	September 1, 1995, thru August 31, 1996; reappointed Counselor; no change in salary
Mr. Michael R. Kenney	23,868	September 1, 1995, thru August 31, 1996; reappointed Counselor; no change in salary

Ms. M. Vandalee Roppel	1,242 per month	September 1, 1995, thru August 31, 1996; reappointed Senior Administrative Secretary; no change in salary
Ms. Teresa Y. Ward	32,508	September 1, 1995, thru August 31, 1996; reappointed Director; no change in salary
Teacher Education:		
Ms. Juanita Richaradson	1,145 per month	August 15, 1995, thru August 31, 1996; reappointed Administrative Secretary; funded by Project Team and Preparation grants; salary increased \$55 from \$1,090
Training and Technical Assistance Services:		
Ms. Teresa Christmas	1,860 per month	July 10 thru October 31, 1995; appointed Family Service Coordinator; replaces Ms. Nancy Henry
Ms. Sandreia S. Hardesty		July 25, 1995; resigned as Teacher
Ms. Jennifer Horrell	1,520 per month	August 1, 1995; Classroom Teacher; salary increased \$80 from \$1,440
Ms. Jennifer Horrell		August 15, 1995; resigned as Classroom Teacher
Ms. Sherri R. Meyer	1,520 per month	August 1 thru October 31, 1995; Classroom Teacher; salary increased \$80 from \$1,440
Ms. Lynn Reker		August 14, 1995; resigned as Teacher II
Ms. Kathryn M. Thompson		July 19, 1995; resigned as Disability Coordinator
Upward Bound:		
Mr. Daniel B. Botula	28,524	July 1, 1995, thru July 31, 1996; reappointed Coordinator/Assistant Director; salary increased \$1,344 from \$27,180
Ms. Linda Gaines	32,592	July 1, 1995, thru July 31, 1996; reappointed Director; salary increased \$1,560 from \$31,032
Ms. Michelle Jones	23,856	July 1, 1995, thru July 31, 1996; reappointed Counselor/Learning Specialist; salary increased \$1,128 from \$22,728
Ms. Susan E. Johnstad	22,380	July 1, 1995, thru September 30, 1996; reappointed Adult Education Specialist; salary increased \$1,068 from \$21,312
Veterans Upward Bound:		
Ms. Debra Cooper	1,299 per month	October 1, 1995, thru September 30, 1996; reappointed Senior Administrative Secretary; no change in salary
Mr. Gary E. Gray	32,484	October 1, 1995, thru September 30, 1996; reappointed Director; no change in salary
Ms. Martha R. Kenney	26,580	October 1, 1995, thru September 30, 1996; reappointed Coordinator/Counselor; no change in salary
Ms. Sharon D. Koomler	500 per month	October 1, 1995, thru September 30, 1996; reappointed Academic Coordinator; no change in salary
Ms. Jeanette M. Prerost	500 per month	October 1, 1995, thru September 30, 1996; reappointed Academic Coordinator; no change

in salary

College of Education
and Behavioral Sciences (continued)

Veterans Upward Bound: (continued)

Mr. Howard D. Stone 21,132

October 1, 1995, thru September 30, 1996;
reappointed Adult Education Specialist; no
change in salary

Ogden College of Science,
Technology, and Health

Agriculture:

Mr. Michael L. Barbour 1,600
per month

August 28 thru December 31, 1995;
reappointed Special Populations Coordinator;
funded by Perkins Vocational Education grant;
no change in salary

Mr. W. D. Pegues 28,464

July 1, 1995, thru June 30, 1996; reappointed
Hay Production Coordinator; funded by Hay
Production grant; salary increased \$564 from
\$27,900

Chemistry:

Dr. Charles W. M. Lee 37,000

August 16, 1995, thru May 14, 1996;
appointed Visiting Professor; funded by
Feasibility Study for the Development of Silicon
Carbide Chemical Vapor Compound as Base
grant

Nursing:

Ms. Suzanne Norwood 27,000

August 16, 1995, thru June 30, 1996;
appointed Instructor; funded by Perkins
Vocational Education grant; new position

Ms. Janice P. Williams 1,838
per month

September 1 thru December 31, 1995;
reappointed Senior Administrative Secretary;
funded by Kentucky Partnership for Farm
Family Health and Safety; salary increased \$88
from \$1,750

Physics and Astronomy:

Dr. Charles N. Animalu

June 30, 1995; resigned as Visiting Assistant
Professor

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. Ricky Boeckman	790	August 7 thru December 10, 1995; Restricted Earnings Coach
Ms. Catherine Hancock	2,500	August 21 thru December 10, 1995; Assistant Women's Track Coach
Mr. William Howard	2,575	August 7 thru December 10, 1995; Restricted Earnings Coach
Mr. Michael D. Jackson	21,516	May 24, 1995; Assistant Ticket Manager; replaces Mr. William C. Thomas; revenue-dependent position; hired at salary of \$20,484; salary increased \$1,032 effective July 1, 1995
Mr. Brian Jenkins	7,000	August 7 thru December 10, 1995; Restricted Earnings Coach
Mr. Philip Montgomery	8,000	August 7, 1995, thru April 28, 1996; Restricted Earnings Coach
Mr. Mike Settles	15,003	July 1, 1995, thru March 31, 1996; Assistant Football Coach
Mr. Marc Ziegler	7,500	August 7, 1995, thru May 12, 1996; Baseball Coach
<u>Finance and Administration</u>		
Accounts and Fiscal Services:		
Mr. Randall P. Wilson	30,000	September 1, 1995; Staff Accountant; replaces Mr. Steve Winfrey
<u>Student Affairs</u>		
Residence Life:		
Mr. Jon Braddy	7,404	August 10, 1995; Assistant Residence Hall Director; ten-months employment paid over twelve months
Mr. Robert Evans	9,864	August 1, 1995; Part-time Residence Hall Director; ten-months employment paid over twelve months
Ms. K. Ashley Means	7,404	July 10, 1995; Assistant Residence Hall Director; ten-months employment paid over twelve months
Student Health Service and Wellness Center:		
Mr. Charles Lott	55,008	August 1, 1995; Director; replaces Dr. Kevin Charles
<u>Academic Affairs</u>		
Academic Advising and Retention:		
Mr. Reed C. Vesey	22,008	July 10, 1995; Academic Advisor; replaces Mr. Kent Preston
Community College:		
Ms. Elizabeth Rigs	27,504	July 1, 1995; Coordinator of Counseling

		Services; replaces Ms. Carolyn Alexander
Extended Campus-Owensboro: Dr. Marilyn Brookman	53,508	August 1, 1995; Director; replaces Dr. George Overstreet
<u>Ogden College of Science, Technology, and Health</u>		
Agriculture: Mr. Joey D. Clark	22,008	August 15, 1995; Dairy Herdsman; replaces Mr. Kenneth Briggs
Mr. Darrell W. Towe	29,004	July 1, 1995; Director of Agricultural Exposition Center; replaces Mr. Joe Bill Meng
Physics and Astronomy: Mr. Dale E. Thompson	25,008	August 9, 1995; Laboratory Manager; temporary, one-year appointment
<u>University Libraries</u>		
Library Public Services: Ms. Ruth T. Kinnersley	30,000	August 28, 1995; Educational Resources Center Coordinator with rank of Assistant Professor; replaces Ms. Rebecca Leavy
Ms. Elisabeth Knight	26,700	August 21, 1995; Extended Campus Librarian with rank of Assistant Professor; replaces Ms. Therese Baker

STAFF REAPPOINTMENT

University Libraries

Kentucky Museum: Ms. Laura Harper Lee	24,012	July 1, 1995; Interim Education Curator with the rank of Instructor; temporary, one-year appointment; replaces Ms. Diane Watkins
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ADDITIONAL RESPONSIBILITIES

Finance and Administration

Public Television: Mr. Gerald Barnaby	300 per month	September 1, 1995; Senior Producer; stipend for serving as Interim Assistant Director of Public Broadcasting for Television as part of the reorganization of Public Broadcasting
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Institutional Advancement

Office of the Vice President: Mr. Frederick W. Hensley	300 per month	July 10, 1995; Director of University Relations; stipend for serving as Interim Vice President for Institutional Advancement
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Name Salary Effective Date and Remarks

EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

CHANGE OF STATUS

Institutional Advancement

Alumni Affairs: Ms. Lucinda Anderson	16,500	October 1, 1995; employment status will change from full time as Assistant Director to part time as Editor of the <u>Alumni Magazine</u> ;
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salary adjusted \$13,080 from \$29,580

Continuing Education:
Dr. Sandra R. Webb

August 31, 1995; Director; discontinue stipend of \$300 per month received for serving as Affirmative Action Coordinator for Institutional Advancement and the President's area

Student Affairs

Student Health Service and Wellness Center:
Ms. Lucy Ritter

July 31, 1995; Assistant Director; discontinue stipend of \$300 per month received for serving as Interim Director

Ogden College of Science,
Technology, and Health

Agriculture:
Mr. Joe Don Estes

26,004

July 1, 1995; position changed from Assistant Farm Manager to Farm Manger; salary increased \$1,979 from \$24,025

LEAVE OF ABSENCE

Finance and Administration

Microcomputing Support Center:
Mr. Gary Hutchinson

August 7, 1995; Microcomputing Consultant; Returned from Unpaid Military Training Leave

EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

STAFF PROMOTIONS

Finance and Administration

Public Broadcasting:
Ms. Jane P. Moore

39,000

September 1, 1995; promoted from position as Interim Director of Public Radio to position as Assistant Director of Public Broadcasting for Radio as part of reorganization of Public Broadcasting; discontinue stipend of \$300 per month received for serving as Interim Director; salary increased \$3,852 from \$35,148

Student Affairs

Residence Life:
Mr. Darryl Bridges

24,000

August 15, 1995; promoted from position as Complex Director to position of Area Coordinator; employment status changed from ten months to twelve months; salary increased \$6,096 from \$17,904

Mr. Mike Collins

24,000

August 1, 1995; promoted from position as Complex Director to position of Acting Area Coordinator; employment status changed from ten months to twelve months; salary increased \$6,204 from \$17,796

Mr. David Emerson

15,900

August 1, 1995; promoted from position as Residence Hall Director to position of Complex Director; salary increased \$5,292 from \$10,608

Ms. Juliann Glas

15,900

July 10, 1995; promoted from position as Residence Hall Director to position of Complex Director; salary increased \$4,752 from \$11,148

Student Health Service and Wellness Center:
Ms. Elizabeth J. Greaney 30,804

August 10, 1995; promoted from position as Fitness Trainer/Health Counselor to position of Coordinator of the Health and Fitness Laboratory; replaces Mr. David Hannum; salary increased \$4,680 from \$26,124

EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF

STAFF SALARY ADJUSTMENT

Academic Affairs

Extended Campus-Owensboro:
Ms. Pam Janoski

16,812

July 1, 1995; TV Facilitator; nine-months employment paid over twelve months; salary adjusted \$1,332 from \$18,144 based on error made during the budget process

STAFF REASSIGNMENT

Finance and Administration

Office of the Vice President:
Mr. Kemble F. Johnson

July 1 thru December 31, 1995; reassigned from position as Administrator of Facilities Management to the position of Assistant to the Vice President for Finance and Administration; no change in salary

STAFF RESIGNATIONS AND TERMINATIONS

Institutional Advancement

Alumni Affairs:
Mr. Amos Gott

September 12, 1995; Assistant Director

Ogden College of Science, Technology, and Health

Agriculture:
Mr. Kenneth R. Briggs

August 24, 1995; Dairy Herdsman

Industrial Technology:
Mr. Dale Decker

June 30, 1995; CAD/CIM Technician

Student Affairs

Admissions:
Ms. Kita Clement

July 31, 1995; Admissions Counselor

Residence Life:
Mr. James Todd Duncan

July 9, 1995; Complex Director

Mr. Darryl Foster

August 17, 1995; Assistant Residence Hall Director

Ms. Janet Walls

August 24, 1995; Area Coordinator

Student Health Service
and Wellness Center:
Mr. David A. Hannum

August 15, 1995; Coordinator of Exercise Physiology Lab

Ms. Rebecca Maldonado

July 31, 1995; Coordinator of Health Education

Name

Salary

Effective Date and Remarks

CLASSIFIED PERSONNEL

APPOINTMENTS

University Libraries

Office of the Dean:

Ms. Myra Lynn Pawley 1,179 per month August 1, 1995; Principal Accounts Clerk; replaces Ms. Linda Shoults

Ogden College of Science, Technology, and Health

Allied Health and Human Services:

Ms. Kathryn Carol McKee 1,091 per month August 23, 1995; Senior Departmental Secretary; replaces Ms. Lorrie Helson

Student Affairs

Admissions:

Ms. Cecelia Ann Livingston 1,091 per month August 7, 1995; Admissions Assistant; replaces Ms. Tessie McKinley

Ms. Angela Tomblinson 1,091 per month August 7, 1995; Admissions Assistant; new position

Student Financial Assistance:

Ms. Cathy J. Alewine 1,091 per month August 21, 1995; Financial Aid Assistant; replaces Ms. Mary Jo Williams

REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS

Finance and Administration

Accounts and Fiscal Services:

Ms. Jacqueline Pillow 1,146 per month July 31, 1995; transferred from position as Order Clerk (grade 8) in Facilities Management and promoted to position of Senior Teller (grade 9) in Accounts and Fiscal Services; replaces Ms. Teresa Anderson; revenue-dependent position; salary increased \$85 from \$1,061

Student Affairs

Admissions:

Ms. Tess D. McKinley 1,616 per month August 7, 1995; promoted from position as Admissions Assistant (grade 9) to position of Office Supervisor (grade 11); replaces Ms. Lois Hall; salary increased \$223 from \$1,393

Public Safety:

Mr. W. Gordon Turner 1,805 per month August 1, 1995; promoted from position as Police Officer A (grade 13) to position of Student Patrol Coordinator (grade 14); replaces Mr. Jim Schaeffer; salary increased \$133 from \$1,672

Student Financial Assistance:

Ms. Mary Jo Williams 1,448 per month August 1, 1995; promoted from position as Financial Aid Assistant (grade 9) to position as Senior Secretary (grade 10); replaces Ms. Faye Miller; salary increased \$108 from \$1,340

Academic Affairs

Community College:

Ms. Lorrie Helson 1,164 per month July 24, 1995; transferred from position as Senior Departmental Secretary (grade 9) in Allied Health and Human Services to the

		position of Senior Administrative Secretary (grade 9) in the Community College; replaces Ms. Alicia Burns; no change in salary
Ms. Robin Lovell	1,236 per month	September 1, 1995; reappointed Senior Administrative Secretary of the Business Division; temporary, one-year appointment; salary increased \$59 from \$1,177
<u>College of Education and Behavioral Sciences</u>		
Teacher Education:		
Ms. Betty W. Thurman	1,870 per month	August 28, 1995; promoted from position of Departmental Secretary (grade 8) to position as Senior Secretary (grade 10); replaces Ms. Cathy Lewis; salary increased \$258 from \$1,612
<u>Ogden College of Science, Technology, and Health</u>		
Student Health Service and Wellness Center:		
Ms. Nancy J. Dargo	2,163 per month	July 1, 1995; Staff Nurse; employment status changed from nine months to twelve months due to reorganization of Student Health Service; 1995-96 salary rate adjusted \$541 from \$1,622
Physics and Astronomy:		
Ms. Susan K. Livesay	1,402 per month	July 17, 1995; transferred from position as Senior Administrative Secretary (grade 9) in Minority Student Support Services to position as Senior Departmental Secretary (grade 9) in Physics and Astronomy; replaces Ms. Peggy Thompson; no change in salary
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Government:		
Ms. Dreama L. Phelps	1,268 per month	August 15, 1995; transferred from position as Departmental Secretary (grade 8) in Educational Leadership and promoted to position as Senior Departmental Secretary (grade 9) in Government; replaces Ms. Susan Hale; salary increased \$94 from \$1,174

SALARY ADJUSTMENTS

Institutional Advancement

College Heights Foundation:		
Ms. Teresa L. Smith	1,677 per month	July 1, 1995; Senior Secretary; salary increased \$150 from \$1,527 based upon additional duties

University Libraries

Library Automation and Technical Services:		
Ms. Susan Todd	1,582 per month	July 1, 1995; Serials Assistant III; 1995-96 salary rate increased \$55 from \$1,527 based on error during budget process

Part II. Other Personnel Changes (continued)

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

RESIGNATIONS AND TERMINATIONS

Academic Affairs

Honors Program:
Ms. Carol Calamaio

September 1, 1995; Senior Administrative
Secretary

University Libraries

Office of the Dean:
Ms. Linda Shoults

August 23, 1995; Principal Accounts Clerk

Library Automation and
Technical Services:
Ms. Linda White

August 1, 1995; Catalog Assistant IV

Bowling Green College of
Business Administration

Finance and Computer
Information Systems:
Ms. Sheryl D. Reed

August 18, 1995; Departmental Secretary

College of Education
and Behavioral Sciences

Teacher Education:
Ms. Cathy Lewis

September 15, 1995; Senior Secretary

Potter College of Arts,
Humanities and Social Sciences

Government:
Ms. Susan G. Hale

July 31, 1995; Senior Departmental Secretary

Chairman Fischer presented the personnel actions for consideration. Motion for approval was made by Mrs. Loafman, seconded by Mr. Mudge and carried.

AGENDA ITEM 12 - Recommendation for the establishment of the position of Affirmative Action/ADA Compliance Officer and the approval of a new position, Coordinator of Student Life, and a one-half time secretarial position in Student Affairs.

RECOMMENDATION:

President Thomas C. Meredith recommends the establishment of the position of *Affirmative Action/ADA Compliance Officer* and the approval of a new position, *Coordinator of Student Life*, and a *one-half time secretarial position in Student Affairs*.

Background:

Western Kentucky University remains committed to ADA compliance and to the goals of affirmative action. These recommended changes represent a continuing commitment to these principles.

- Huda Melky will be reassigned to assume the duties of affirmative action while continuing her duties as ADA compliance officer, at a yearly salary of \$37,684, effective October 1, 1995. Because this is a reassignment, no search will be conducted, and no position will be advertised.
- Ms. Melky's title will be Affirmative Action/ADA Compliance Officer, and she will oversee all aspects of the University's ADA and affirmative action compliance. She will report directly to the President. Deborah Wilkins will continue to be available for interpretation of the University's Affirmative Action Plan to any University employee or unit. Ms. Melky's office will continue to be located in Potter Hall, and her current secretarial position would be transferred to the Affirmative Action/ADA Compliance Office with no change in salary.

The four Affirmative Action Coordinator positions will be eliminated, and those stipends will cease upon approval of this move by the Board. However, there will be a faculty affirmative action liaison/coordinator whose duties will be to assist and consult with Ms. Melky on faculty affirmative action matters. This person will be paid a stipend of \$300.00 per month. This person has not, as yet, been identified.

- A full-time position, Coordinator of Student Life, will be established in Student Affairs at a yearly salary of \$27,000 to assume Ms. Melky's duties as Sexual Assault Officer and those relating to student discipline and disabled student services.
- A one-half-time secretarial position in Student Life to assist in this area.

President Meredith told the Board that the University, to his knowledge, has not had a full-time affirmative action officer. It has always been an additional responsibility of someone. The establishment of the position was proposed in a budget four or five years ago. Budget cuts kept coming, and it was decided at that point in time, that another route must be taken to get that responsibility fulfilled. Permission was requested to

appoint four coordinators for various vice presidential areas to make sure that affirmative action was being pursued and the rules were being met on campus. That plan has worked pretty well given the budget constraints.

The new plan will bring much greater emphasis to affirmative action. The plan will combine the current position of ADA Compliance Officer with the Affirmative Action position and expand the responsibilities. That would mean that the current ADA Compliance Officers would have to give up the responsibilities that she has been fulfilling in the Dean of Student Affairs Office. Therefore, the current recommendation asks that a position be created in Student Affairs and a half-time secretary be allotted to that position. All of this together can be done for about \$36,000. President Meredith stated, "We think this is the right thing to do for our campus. It is long overdue, and we have someone we think can fulfill that simply expanding current responsibilities."

Dr. Mendel made a motion for approval. The motion was seconded by Howard Gray.

In discussion that followed Ms. Gramling and Dr. Mendel each voiced their desire to see the position nationally advertised.

President Meredith told the Board that whether or not to have a national search was debated long and hard, and that the current plan is clearly within affirmative action guidelines.

Chairman Fischer pointed out that the recommendation before the Board was for the approval of the positions and that the additional information had been provided as background and not as a part of the recommendation.

Ms. Deborah Wilkins, University Attorney told the Board that given the resources available this was the best alternative.

Chairman Fischer reiterated that, "this Board is trying to limit itself, as I hear some of the discussion, to addressing the position and leaving the administration of that position to, and holding the President and the Administrative Council, accountable for their actions."

Mr. Mudge called for the question on the motion on the floor to establish the position of Affirmative Action/ADA Compliance Officer and the approval of a new position, Coordinator of Student Life, and a one-half time secretarial position in Student

Affairs.

The motion carried with Ms. Gramling and Dr. Mendel voting nay.

AGENDA ITEM 13 - President's Report

President Meredith reported that at the end of the second week of phonathon calling, and to date, \$83,359.00 in pledges have been received from more than 3,200 donors including 477 persons who have not previously given. Current rate of alumni giving is 32% which is double the national average of 15-20%. The Phonathon continues through October 18 under the direction of former regent Donald Smith.

Mr. Mercer made a motion "that the Board go into closed session pursuant to KRS.61.810(1)(f) for discussion involving the employment, discipline, or dismissal of an individual employee. The motion was seconded by Ms. Higdon and carried.

Chairman Fischer stated, "The Board will be in closed session to address those matters, and I might say I'm glad that we have it on the agenda at this point because it is the last item of the agenda if that helps anybody to realize whether to stay, and you are certainly welcome to stay around until we come out of closed session. We will at that time close the meeting, but there will be no other business to come forth unless a recommendation comes out concerning that personnel matter."

The Board, accompanied by Mrs. Esters, Secretary, entered closed session at approximately 3:40 p.m.

Returning from closed session at approximately 4:10 p.m, Chairman Fischer stated, "During the closed session, the Board discussed only matters within the scope of the motion, took no formal action and made no decisions."

Mr. Mudge made a motion, seconded by Mr. Gray, that the President's salary, effective July 1, 1995, be increased by 6% and that approximately 2% be provided for a life insurance policy, the specifics of which the Chair will develop."

The motion carried with Ms. Gramling voting nay.

With no further business to come before the Board, motion for adjournment was made by Mr. Mercer, seconded by Ms. Bale and carried. The meeting adjourned at approximately 4:15 p.m.

