

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

January 26, 1996

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the first quarterly meeting of the Board of Regents of Western Kentucky University was held in Room 112 of the Institute for Economic Development and Public Affairs. The meeting was called to order by Chairman Earl Fischer, at approximately 9:45 a.m., CST.

AGENDA ITEM 2 - Invocation

The meeting opened with an invocation by Dr. Stephen House, Executive Director, Institute for Economic Development and Public Affairs.

AGENDA ITEM 3 - Roll call

The following members were present:

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

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. Randall Capps, 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 4 - Disposition of minutes of the regular meeting of October 27, 1995, and the special meeting of November 11, 1995

The minutes of the regular meeting of October 27, 1995, and the special meeting of November 11, 1995, were presented by Chairman Fischer. Motion was made by Mr. Mudge and seconded by Dr. Mendel 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 5 - Committee reports

5.1 - Finance Committee, Mr. Burn Mercer, Chair

- 5.1.1 - Review of Second Quarter Financial Statement for 1995-96
- 5.1.2 - Recommendation for approval of the revised budget for the Second Quarter Fiscal Report for 1995-96
- 5.1.3 - Report on the status and preparation of the 1996-97 Budget
- 5.1.4 - Recommendation for acceptance of the audit of financial statements of WKYU-FM radio and WKYU-TV for year ended June 30, 1995
- 5.1.5 - Recommendation for acceptance of the Accountants' Report
on
Subsequent Events for the period from September 15, 1995, to
December 15, 1995

Mr. Mercer reported that the Finance Committee met at 9 a.m. with the Board as a whole to review the above agenda. [Minutes of the Finance Committee are attached as **Exhibit I.**]

Mr. Mercer moved adoption of the Finance Committee's recommendations which include agenda items 5.1.2, 5.1.4, and 5.1.5. The motion was seconded by Mr. Mudge and carried.

AGENDA ITEM 6 - Recommendation for approval of the establishment of an optional retirement plan as provided by HB 405, enacted in the 1994 session of the Kentucky General Assembly

RECOMMENDATION:

President Thomas C. Meredith recommends that Western Kentucky University be authorized to establish an optional retirement plan as provided by HB 405, enacted in the 1994 session of the Kentucky General Assembly. HB 405 permits public institutions of higher education to establish an optional retirement plan as an alternative to membership in

the Kentucky Teachers' Retirement System (KTRS). The purpose of the plan is to provide suitable retirement and death benefits and maximum portability of these benefits to eligible employees.

Optional retirement plans have been in place for a number of years in institutions of higher education throughout the country. There are generally considered as a valuable tool in recruiting new faculty and administrative staff since employees are able to change employers without adversely affecting their retirement status. A specific goal within "Moving to a New Level" focuses on the recruitment of highly qualified faculty. It is believed that providing an optional retirement plan will strengthen Western's competitive position in this regard.

It is requested that Western be permitted to work cooperatively with other state institutions who may also have a similar interest. A broad-based plan would most likely generate administrative economies of scale in addition to providing perfect portability within the state. If no interest is expressed at other institutions or if it is determined that a cooperative plan is not in the best interest of Western Kentucky University, it is requested that Western be permitted to develop a plan specific to its own needs as authorized by HB 405.

Upon approval of this recommendation, Western will proceed in discussions with the other institutions and in preparing a request for proposal (RFP) as appropriate. Following an evaluation of responses to the RFP, a subsequent recommendation will be made to the Board regarding those companies from which to purchase contracts under the optional retirement plan. **[This policy would apply to new hires only.]**

BUDGET IMPLICATIONS:

University contributions under the optional retirement plan would be no greater than those required under the KTRS. The Bill requires institutions to contribute a minimum of 3.5 percent to the optional retirement plan provider and 5.5 percent to the KTRS which goes to fund the accrued liability. The current contribution rate to KTRS is 13.84 percent. So that contribution and benefit levels are comparable with the KTRS, it is recommended that 8.34 percent be contributed to the optional retirement plan on behalf of participating employees. Should the KTRS employer contribution rate change in the future, Western's contribution to the optional retirement plan would be modified accordingly.

Motion for approval was made by Mr. Gray, seconded by Ms. Loafman, and carried.

AGENDA ITEM 7 - Presentation of personnel actions since October 27, 1995

Personnel actions were presented by Chairman Fischer.

The recommended personnel actions are contained in the next eleven pages.

Following a presentation by Dr. Robert Haynes, Vice President for Academic Affairs, on sabbatical leaves which is a major part of the faculty development policy, motion for approval was made by Ms. Loafman, seconded by Mr. Martin and carried with Dr. Mendel abstaining.

AGENDA ITEM 8 - Recommendation for approval of a proposal to transfer Anthropology from the Department of Sociology and Anthropology to the Department of Modern Languages and Intercultural Studies

RECOMMENDATION:

President Thomas C. Meredith recommends approval of a proposal to transfer Anthropology from the Department of Sociology and Anthropology to the Department of Modern Languages and Intercultural Studies.

Background:

The faculty of the Anthropology program has proposed that the transfer of this program from the Department of Sociology and Anthropology to the Department of Modern Languages and Intercultural Studies be approved. The faculty of the Department of Modern Languages and Intercultural Studies has voted 9-2 to accept Anthropology. The Sociology faculty voted 11-0 endorsing the proposal that the Anthropology program be transferred to MLIS and both department heads endorse the proposed transfer.

Today, folklorists often hold academic positions in anthropology departments, and the intellectual exchanges between the two closely related disciplines continue to thrive. Because the Department of Modern Languages and Intercultural Studies offers an undergraduate minor in Folk Studies and is home to the Folk Studies M.A. Program, which has a national reputation and a solid enrollment of some thirty excellent graduate students from different parts of the U.S. and abroad, the merger seems both sensible and productive for all involved.

The relation of anthropology to languages is also worth noting. Linguistic anthropology is allied with applied linguistics and pertinent to language pedagogy issues and concerns. Scholars/teachers in both languages and folklorists are familiar with the important works in language/culture studies by the anthropologists Franz Boas and Edward Sapir, and the sociologist, Dell Hymes.

Budget Implications:

There are no budget implications associated with this proposed change.

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

Ms. Bale made a motion to prepare a resolution for WKYU-AM and FM and WKYU Television to compliment them on the clean audits and express the

Board's appreciation for all the positive impact they have had statewide and nationally. The motion was seconded by Mr. Mudge and carried.

The following resolution was prepared:

RESOLUTION

WHEREAS, WKYU-FM and WKYU-TV are required by the Corporation for Public Broadcasting to undergo a professional audit of accounts annually; and

WHEREAS, the Board of Regents of Western Kentucky University must accept and act upon the results of said annual audits; and

WHEREAS, the annual audits of WKYU-FM and WKYU-TV for the year ending June 30, 1995 have been completed as "clean" audits with no faults or recommendations noted by the professional auditing firm; and

WHEREAS, the completed audits have demonstrated the financial integrity of the stations and prudent and sound management of all financial resources; and

WHEREAS, the Board of Regents recognizes and commends the staff, management, and administration responsible for WKYU-FM and WKYU-TV for its outstanding service to the community, the region, and the State on behalf of Western Kentucky University.

NOW THEREFORE BE IT RESOLVED, that the Board of Regents Kentucky University accepts the audits of WKYU-FM and WKYU-TV and extends to the staff, management, and administration responsible for these services its appreciation and support.

Ordered at Bowling Green, Kentucky, this twenty-sixth day of January in the year of our Lord one thousand nine hundred and ninety six.

Robert Earl Fischer
Chairman
Board of Regents

Thomas C. Meredith
President

AGENDA ITEM 9 - Report by the President

- Reported that Representative Jody Richards read a citation before the House in honor of his late mother, Mrs. Charlotte Meredith;
- Reported that the Board meeting was being held at the Institute for Economic Development because the elevator in Wetherby is out of order, and the regular meeting room is not accessible for the physically impaired.
- Recognized faculty member Ivan Schieferdecker - Mr. Ivan Schieferdecker, Professor of Art, has been a member of Western's faculty since 1964. His prolific achievements make him one of the most successful and recognized professors in Potter College. His record of participation in one-person and group invitational exhibits borders on the incredible. This list includes 18 solo exhibits and over 20 invitationals at prominent galleries and university sites that range from Florida Community College in Jacksonville, Florida, to Eastern Washington University in Pullman, Washington.

He has been invited to present workshops and serve as a visiting artist at Dennison College in Ohio, twice at Colorado College in Colorado Springs, Blackhawk Mountain School of Art in Blackhawk, Colorado, and most recently at Brookhaven College in Dallas, Texas, in 1991.

A selected list of 20 juried exhibitions includes both national and international participation and begins with the prestigious society of Washington printmaking's 25th national exhibition in the National Gallery in Washington, D.C. In 1964 and continues with the Dwight Merriman Davidson Print Exhibition at Elon College in North Carolina in 1991.

In 1991, Ivan was also selected as the recipient of the Potter College faculty award for research and creative activity. Over 25 corporate collections hold examples of Ivan's prints, drawings, and paintings; and these include several recently completed design commissions for the Trans Financial Bank Corporation. His most recent one-person exhibit, which was held at the Swanson-Cralle Gallery in Louisville in 1993, was highly successful. His teaching includes design, drawing, painting, and lecture courses such as art appreciation and art survey. He excels in all of them and is recognized by his colleagues and his students as one of the department's most rigorous and well-organized professors.

Recently, Ivan and his wife, Laurin Notheisen, also an excellent member of the department in her own right, have been involved with a number of successful fund-raising and public service projects that have brought the department and the university significant credit. These include the Bowling Green Capitol Arts Alliance, the Trans Financial Bank Corporation's Art Scholarship Program, support for the Public Theatre of Kentucky, and the restoration efforts being made on behalf of the Shaker Museum in South Union, Kentucky. For a number of years, both Ivan and Laurin have also been involved with fund-raising for the Louisville Visual Arts Alliance, an organization which oversees and administers a significant portion of visual arts projects in Louisville.

- President Meredith distributed a map of "Where College Graduates Hang Out" which indicates that in 1960, only 8 percent of Americans 25 and over had a college degree. Now, 23 percent do. Bachelor's degrees are held by 24 percent of whites in that age group, 13 percent of blacks and 10 percent of Hispanics. Twenty-six percent of men and 21 percent of women are grads, but women are expected to pull ahead early in the next century. Graduates tend to concentrate in areas with the best paying jobs.

Dr. Meredith stressed the need for a greater level of educational attainment in surrounding counties.

Some counties are making progress; some are not. Dr. Meredith reported that the university administration has been studying this, under the leadership of Dr. Jackie Addington, Assistant Vice President for Academic Affairs, and is ready to move forward with the Board's endorsement.

President Meredith stated, "We think there is a lot that needs to be done. As a public university responsible for 27 counties in our service area, we feel a responsibility to be of assistance in working with a number of these counties. As you look at the Kentucky map and look down in our part of the world, the only dark area is Warren County. Everything else is of a lighter color which emphasizes the point that

we are making. We want to move forward in this area and try to make a difference; and it won't occur in the next two or three years. It's a difference that we will start to see, I think, in probably ten years. It's a process that must begin with the younger children in those counties; it's a process that must begin with the leadership in those counties working together in a cooperative fashion, making a commitment to make a difference. We think there are a lot of resources to call on to help us do this. The results will be many fold. One, certainly it will increase the college going rate in those counties, which, obviously in turn will benefit Western in terms of enrollment and Kentucky in terms of its educational level that's been attained. It will certainly assist those counties in terms of their future economic development with a society and a citizenry that has moved to another level in terms of educational attainment. I believe it will make a difference in the Commonwealth; I think it will make a difference in our service region. It won't be easy. It will be a lot of work. We've had this on our hearts and minds for a while now, and we are ready to move forward, but I need some feel from this Board before we take this on."

Mr. Mercer stated. "

As a resident of one of these counties that's white in this area, I can certainly attest that we need some kind of help from someone whatever that may be. Public service is a part of this university just as well as teaching and research, and I think this is an area in which we need to be a leader--Western needs to be a leader in these 27 counties. I think we all sense a little dismay, maybe, of what the budget implications might be, and we are not ready to just jump in wholeheartedly and make a motion, and we are not being asked to do that. I think, certainly, we all feel like this is some-thing that we should be doing and it's something that we ought to explore and let's see if we can find the money to get this done at a later time."

Mr. Martin stated, "

I think this institution has a responsibility to try to, if we can make a change in society, whether it's the 27-county area or whatever area, I think we have a responsibility to do that--to look at every opportunity that we have--and this is just one of the opportunities that we may have. I know I fully support it and, yes, we have to look at the budget for sure, but I think we owe it to ourselves as leaders to do that."

Following a lengthy discussion on this subject, the President was requested to provide more information on this concept to the Board for their future consideration. The Board felt this is a laudable cause and is something that

needs to be done; however, concern was expressed over the possibility of it diminishing the focus on previously-established Board priorities.

- **Russellville Interactive Classrooms** - A press conference this afternoon will introduce the next opening of an interactive classroom in Russellville.
- Timetable for Moving to a New Level was distributed to Board members.
- **MBA Reinstatement** - The Business College, working with Vice President Haynes, did a survey of needs, had an analysis done of our capability of providing this degree following two or three years in rebuilding. The program will be reinstated in the 1996 fall semester and is not aimed at the traditional full-time graduate student who takes courses from nine to one. The first audience is for non-traditional full-time employed people who desire to pick up that MBA. It'll be a challenging program, but it'll be provided in lots of non-traditional sort of ways. Two or three models that have been highly successful around the country are being looked at as models. South Carolina has done this for a long time; Duke and others have done it a lot of different ways. They are all fully accredited programs, which ours will be.
- **Search updates** - The position of **Vice President for Institutional Advancement** was offered to a lady who, at the last minute, decided that she couldn't leave where she was. Additional names are in the final stages of evaluation, and interviews will be in the very near future.

Dean, Bowling Green College of Business - One candidate has been interviewed; two more are to come. There has been a very positive review on the first candidate. The other two seem to be as strong. This position will be filled very shortly.

Vice President for Academic Affairs - The Committee has been meeting on a regular basis. A large number of applicants has been narrowed down to no less than ten, and interviews will soon begin.

- **Marriott update** - John Osborne, Business Services Administrator, introduced the members of the Marriott supervisory staff from the food services and facilities management areas.

Dr. Jim Ramsey, Vice President for Finance and Administration, reported that the Marriott Facilities Management has now been in place for six months and is still in a transition but running very smoothly.

Food Services is in the fourth year of a five-year contract, and that will be evaluated in the near future.

- **Audit follow up** - Reported that one of the leftover items from the last university audit was for some changes in the way the university auditor handled his yearly planning. A report that will bring this area in compliance with the BKD recommendation was distributed to the Board, and a copy is filed in the Board's official files.
- **Classification and Compensation Newsletters** were included in the Board folders. The Corroon Study of the classification study on campus and the salary structure for all of the non-faculty employees is

now in the hands of administrators to determine if there are particular concerns for each area. The recommendation will probably come forward to bring what they have recommended in the way of adjustments and changes that need to be made. The cost to do it all at once would be rather large and would eat up all of the money appropriated by the state. It will be recommended that this be done on a three-year plan such as the one with faculty salaries. The first phase would be retroactive to January 1, 1996, as planned for all along. Money would be budgeted each year to continue to add to that plan. No longer than three years should be taken to fully implement this plan.

Ms. Gramling commented that this will be a great boost to the staff morale to know where they stand and to know that the University has cared enough to make the study and to make the appropriate adjustments and to lay out a long-range game plan. She felt it is a real positive thing.

- Reported that the third piece of all this which has been worked toward but held off because so many things were under way is to study the status of women on the campus. A process and way to go about the study is being formulated and will soon be kicked off. The President felt confident that the report will reflect two things:
1) some things that should be done on campus, and 2) follow up should not be enormous because dramatic strides have been made in the last several years to address this issue. Money has been set aside on two different occasions in past budgets to address the problems that were brought to the attention of the University. One would expect most equity problems to have been addressed that way. In addition, various departments across campus have used part of the salary pool that they get to address some equity problems on their own. As a result of all of that, there has been 63 different cases where there was agreement that an inequity existed, and changes were made in salaries. This study will begin following the conclusion of the budget process.
- **Internet Access** - Board members were given software and instructions for accessing the Western internet from their home computer.
- **Staff accolades** - President Meredith stated, "Our people do things that other institutions spend millions of dollars having someone else do. They spend the time and the personal capital resources of their talent to make things come to fruition. Two examples are: 1) all of our systems are now computerized and data bases are in place from Human Resources to student records to whatever, all the way across. Most institutions will have some of this done; no one has tried to do them all at one time; at Western, we did that back six years ago. The incredible effort by staff members of this campus to put all of this in place is beyond explanation. University of Memphis did this shortly after we did and spent \$2 million having it installed. Our people did it. They were committed to putting it all in place."

Currently all of the things like you are receiving today, we have to contract out the wiring; the laying of the fiber optic, etc., but the people in microcomputing support and beyond are working untold hours to make sure this campus is ahead; to make sure this campus is on the front end; to make sure that no one is ahead of us. We don't have the money to go out and spend a million dollars to have large corporate teams to do all of the programming for us. Our people do that."

Dr. Meredith commended Dr. Charles Anderson, Assistant Vice President for Finance and Administration for the leadership in this area.

- **Nomination for the Smithsonian Award** - Western Kentucky University has been nominated for this award in recognition for the network in its totality--all the wiring, all of the developments of software of the staff has developed--the entire package. This is a fantastic nomination.
- **Recognized Cornelius Martin** for his gift of a \$50,000 commitment to the University. Part of the first-year's gift will go to Dr. Charles McGruder in Physics to fund an outstanding spring program in which he has garnered a lot of outside support.

Mr. Martin commented, "It's something that I think that when you're in a position to lead and in a position where you can afford to do something for other people, that you should do it. That's always been my motto. If we can help move this university forward to make an impact on society, I think we should do that, and I'm glad to be a part of that."

Chairman Fischer extended congratulations on behalf of the Board to Mr. Mudge for his appointment to the Governor's Cabinet as Secretary, Cabinet for Transportation.

With no further business to come before the Board, motion for adjournment was made by Mr. Gray, seconded by Ms. Loafman, and carried. The meeting adjourned at approximately 11:25 a.m.

