

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

**January 31, 1997**

**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 the Regents Conference Room of the Wetherby Administration Building on the Western campus. The meeting was called to order at 9 a.m., CST, by Ms. Peggy Loafman, Chair.

**AGENDA ITEM 2 - Invocation**

The invocation was given by Ms. Freida Eggleton, Registrar.

**AGENDA ITEM 3 - Roll Call**

Ms. Kristen T. Bale  
Mr. Robert Earl Fischer  
Ms. N. Joy Gramling  
Mr. C.C. Howard Gray  
Ms. Peggy W. Loafman  
Mr. Cornelius A. Martin  
Dr. Ray M. Mendel  
Mr. Burns E. Mercer  
Ms. Kristen Miller  
Mr. Fred N. Mudge

Mr. Raymond B. Preston was absent.

Others present were Dr. Thomas C. Meredith, President; Mrs. Liz Esters, Staff Assistant and Secretary to the Board of Regents; Dr. Charles Anderson, Vice President for Information Technology; Dr. Barbara Burch, Vice President for Academic Affairs; Dr. James Ramsey, Vice President for Finance and Administration; Mr. Fred Hensley, Vice President for Institutional Advancement, and Dr. Jerry W. Wilder, Vice President for Student Affairs

**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 to members of the Board.**

**AGENDA ITEM 4 - Disposition of minutes of October 25, 1996 meeting**

The minutes of the meeting of October 25, 1996, were presented by Chairman Loafman. Motion for approval was made by Mr. Martin, seconded by Mr. Fischer and carried.

Mr. Fischer, accompanied by Dr. Marilyn Brookman, Director of the Owensboro campus, presented the *1997 Owensboro Mayor's Award for Excellence* to President Thomas Meredith. The award is the highest honor bestowed upon an individual or organization by the City of Owensboro. The awards program for the receipt of this honor was held on January 28, 1997; Dr. Meredith was attending an out-of-state meeting of the Associated Governing Boards and was unavailable to attend. The award was received by Dr. Brookman.

## **AGENDA ITEM 5 - Committee Reports**

### **5.1 Academics Committee, Ms. Kristen T. Bale, Chair**

Ms. Bale reported that the Academics Committee met on January 17, 1997, discussed and approved the following agenda items: [Note: Minutes of that meeting have been mailed.]

- 5.1.1 - Recommendation for approval of a proposal to reorganize the College of Business Administration
- 5.1.2 - Recommendation for approval of the establishment of a Community College Preparation Certificate Program
- 5.1.3 - Recommendation for approval of the Applied Technology Transfer Center at Ogden College of Science, Technology, and Health
- 5.1.4 - Recommendation for approval of newly created position of Associate Vice President for Academic Affairs (Enrollment Management)

Following a summary of the recommendations, Ms. Bale moved their approval. The motion was seconded by Mr. Fischer, and carried unanimously.

Ms. Bale reported the Committee also discussed ways to enhance academics at the Board meetings. Several good suggestions came forward and are included in the minutes of the meeting.

In addition, the Committee discussed at length the procedure for items to be placed on the agenda for committee meetings. Ms. Bale felt it might be appropriate for the Board of Regents to review the Bylaws of the Board regarding this along with the Committee functions to determine if revision is needed. Chairman Loafman suggested review by the Executive Committee.

### **5.2 Finance Committee, Mr. Burns E. Mercer, Chair**

Mr. Mercer reported a meeting of the committee on January 27, 1997, to review the agenda items listed below all of which were approved by the Committee.

**[Note: Minutes of that meeting have been mailed.]**

- 5.2.1- Recommendation for acceptance of Second Quarter Financial Statement for 1996-97 and recommendation for approval of the revised budget for the Second Quarter Fiscal Report
- 5.2.2- Recommendation for approval of Bond Resolution, Western Kentucky University Consolidated Educational Buildings Revenue Refunding Bonds, Series M in the approximate amount of \$6,625,000 (may be increased or decreased by \$600,000).
- 5.2.4- Recommendation for acceptance of "Independent Accountants' Report of Application of Agreed-Upon Procedures, as required by NCAA Bylaw 6.2.3.1
- 5.2.5- President Thomas C. Meredith recommends that the Board of Regents accept the "Independent Accountants' Report on Application of Agreed-Upon Procedures," as required by the Kentucky Auditor of Public Accounts

Mr. Mercer moved approval of items 5.2.1, 5.2.2, 5.2.4, and 5.2.5. The motion was seconded by Mr. Martin and carried.

- 5.2.3- Recommendation for approval of Auxiliary Enterprises fund balance allocation in the amount of \$175,000, to finance a Point-of-Sale (POS) System as part of the University Bookstore renovation project.

Following an explanation of the recommendation by Dr. Jim Ramsey, motion for approval was made by Mr. Mercer, seconded by Mr. Martin and carried unanimously.

- 5.2.6- Status Report: Development of 1997-98 Operating Budget

The Finance Committee, at its meeting on January 27, requested that the administration prepare recommended budget guidelines. Those recommended guidelines were distributed to the Board for discussion. Mr. Mercer commented, "The recommendations are such, at this time, it's up to this Board today to give them recommendations on how to go about preparing the budget."

The proposed guidelines were distributed for discussion and are listed below.

### **Recommended Budget Guidelines**

1/31/97

- 1) Resources will be allocated to those critical activities that are necessary to operate the campus and to maintain benefits to faculty,

staff, and students. Such activities and benefits include:

- FICA Increases in Pay Range/Change in Handling of Graduate Courses
- Health Insurance
- Facilities Management Marriott Contract
- Degree Completions and Faculty Promotions
- \* Athletics Increase Based on Formula
- Scholarship and Fellowship Budgets

\* See notes on page 7.

- 2) Since faculty and staff are the primary asset of Western, resources will be allocated to provide a compensation pool for faculty and staff of **no less than 3 percent** and it is the goal of the Board that if a larger compensation increase can be provided it will. The compensation increases for faculty and staff shall address merit adjustments and market adjustments.
- 3) A commitment to reallocate resources for a phased-in implementation of the Operational Plan will begin with the 1997-98 budget. A schedule of priorities and funding for the Operational Plan over three years will be prepared.
- 4) An increase in mandatory student fees may be considered where such increases are directly linked to the implementation of the Effective Use of Technology in Student Learning Goal identified in the Operational Plan.

Dr. Ramsey walked the Board through the proposed guidelines and pointed out that the local press reported (following the Finance Committee meeting) the increase for athletics based on the 3.4% formula was \$307,000. Dr. Ramsey pointed out that the amount reported includes the increase for scholarships and fellowship budgets university-wide. The Board, several years ago, adopted a policy of funding athletics at 3.4% of state appropriation and tuition, and the \$65,000 amount is the incremental amount based on the best estimate for the portion that is tuition increases.

Mr. Mercer stated, "I think maybe it's important to point out here that we did have considerable discussion on the athletics increase at the meeting of the Finance Committee. As we go into developing this budget, and as you'll see one of our recommendations is to reallocate resources, the question was brought up, if at that point we decide to reallocate resources, should anybody be exempt, including athletics. I believe that is a valid point for discussion for the Board. It may be something that we want to discuss at some point."

In discussion of increases for compensation, Mr. Mercer commented, "One thing that is frustrating to the Board is, in the last four years we've had increases of 3,5,5, & 6%, (Dr. Ramsey reported that the 6% was faculty only) and what's frustrating is that these are good increases when compared to private industry, but other universities have been able to provide even better increases. Therefore, we've fallen behind with our benchmarks. Part of the problem I think is the way that we allocate our salaries at Western. That's something that we'd like to get at through the budget process at some point. I think we have some categories that are higher, some that are much lower, and we need to have a market adjustment."

Dr. Ramsey stated that some of our faculty ranks are above benchmark, but some of the faculty benchmarks are below benchmark; the Corroon study addressed market adjustments on the staff side, but perhaps market adjustments need to be looked at on the faculty side.

President Meredith stated that, "About three or four years ago, we went in and made particular effort at the upper ranks for faculty. It was a pretty strenuous process on campus to implement, however, it has been done once before already. This will give you a base to work from."

Dr. Ramsey expressed his confidence that Dr. Burch would look at both discipline and rank in examining disparities in faculty marking adjustments.

Mr. Mercer pointed out that depending on what the Board decides to do in the level of funding for any of the items, there will have to be a significant reallocation of funds. President Meredith noted that for four out of the last five years, there has been significant reallocations to make the budgets. President Meredith stated, "We are struggling to find areas where we can keep on reallocating and not give up essential things on this campus and continue to ask people on this campus to do without things they need to do their job well. Sooner or later, more money is going to have to be put into the pot. I don't know how much reallocation we can continue to do, and I say it on the front for two points: 1) I don't want you to think we're not committed to it, because we are, and 2) I don't want you to think of it as a quick panacea to this. We have to be careful not

to change the nature of this place. We're on a positive spin; we're going in the right direction, and we just need to be careful. Maybe there are some things we just don't need to add on unless we're really sure that it's that much better than something we're going to get rid of in order to add it on."

Mr. Mercer stated that, "If there is a significant reallocation, the Board needs to think about athletics in particular. That's one of the areas that we have not talked about in the last few years. Two or three years ago, the Board came up with the formula for athletics, and that may need to be revisited at this point depending on how serious we are about funding our operational plan and meeting some of the other needs that we're seeing."

In clarifying Item 2 of the recommended budget guidelines, Dr. Ramsey stated, "What we are saying is we've come up with a pot of money--3% at the minimum, maybe 4%, maybe more--we'll try to do the very best we can, but you're guiding us no less than three, and that part of that three would be used for merit and part of it would be used to begin either the full implementation of Phase II of Corroon or a phased-in implementation of Phase II of Corroon."

Following considerable discussion on the proposed budget guidelines, motion for approval was made by Mr. Mercer and seconded by Mr. Gray. Discussion followed relative to the inclusion of the athletics increase based on formula under Item 1 of the recommended guidelines.

President Meredith provided a point of clarification stating, "The 3.4% was established as a limiting factor because there had not been an outside boundary set on athletics. There was concern that they could spend whatever--that wasn't truth, that was perception, so after two or three years of calculations; it was drawn up as a boundary, as a limiting factor. They got a certain percentage of increase in tuition and student fees, and that's all they got. It was established, not as a gift but as a limiting factor. Whatever amount it turns out to be, whether it's a dollar or \$65,000, they have to give all of their raises out of that; they have to give scholarship increases, inflationary increases--they have to take care of their business. In addition, it was an incentive factor. You put a cap on them, but you

would tell them that they would get that, and the incentive was for them to go out and raise more money, sell more tickets, etc."

\* Ms. Bale suggested that perhaps the Board might consider moving Athletics from the "unavoidable costs" category to the "other considerations" category in the Preliminary Estimates of Funding Needs Based on Historical Budget Allocations/practices document that was distributed for discussion.

Following the discussion, Mr. Mercer requested removal of his earlier motion and replaced it with a motion to approve the proposed budget guidelines with athletics being moved from the unavoidable costs category to the other considerations category. The motion was seconded by Mr. Gray and carried.

Mr. Martin suggested that at some future point, the Board should address the issue of athletics and see what the problems are, if there are problems and determine at what level to support athletics if it is to be supported.

Ms. Loafman felt this item needs to go to a Committee of the Board, possibly the Executive Committee, for discussion on which direction to go, whether it be a special committee or an outside consultant.

#### **5.2.7 - Status Report: "Rebid" of Food Services Contract**

Dr. Ramsey updated the Committee on the rebid of the food services contract which expires June 30. The contract will be rebid with new specifications which will include some changes that will make the food services more customer driven with expanded hours and services, offering a convenient store on campus, bringing in a brand-name hamburger outlet, etc. These are things the students have indicated an interest in having. This process is underway; the recommendation will come forward to the Board at the April meeting for final approval of the contract.

#### **5.3 - Facilities Oversight Committee, Mr. Cornelius Martin, Chair**

Mr. Martin reported a meeting of the Committee on January 10. There

was no action taken. The Committee toured the campus and

reviewed the campus master plan and heard presentations on the capital construction process and deferred maintenance.

Minutes of the meeting have been

mailed to all members of the Board.

#### **5.4 - New Level Oversight Committee, Mr. Earl Fischer, Chair**

Mr. Fischer reported a meeting of the New Level Oversight Committee on December 12 at which Dr. Burch led the committee through an update of the progress being made on New Level Goals. Minutes of that meeting were mailed to all members of the Board. Goals in New Level have now been grouped into the following four headings:

- 1) To improve the quality of the students;
- 2) To enhance faculty and staff capacity and quality;
- 3) To increase outreach access and service to the community;  
and
- 4) To enhance the quality of the University culture and sense of community.

The Committee asked for a "report card" to be presented at its next meeting in approximately six months that will show progress, dates of implementation, etc.

#### **AGENDA ITEM 6 - Presentation of personnel actions since October 25, 1996:**

The recommended personnel items follow on the next fifteen pages.



## PERSONNEL CHANGES

(Subsequent to Meeting of Board of Regents on October 25, 1996)

### Part I. Faculty Personnel Changes

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

Ogden College of Science,  
Technology, and Health

Physics and Astronomy:

Mr. Fred Schultz	n/a	1996-97 Academic Year; Adjunct Professor
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Dr. Phil Womble	n/a	1996-97 Academic Year; Adjunct Professor
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#### FACULTY APPOINTMENTS

College of Education  
and Behavioral Sciences

Educational Leadership:

Dr. Neresa B. Minatrea	36,252	January 1, 1997; Assistant Professor; replaces Dr. Susan DeVaney
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Ogden College of Science,  
Technology, and Health

Nursing:

Ms. Marilyn Carter	14,004	January 1, 1997; Visiting Assistant Professor; temporary appointment for 1997 Spring Semester; replaces Ms. Audrey Humm
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#### FACULTY - ADDITIONAL RESPONSIBILITIES

Ogden College of Science,  
Technology, and Health

Agriculture:

Dr. Gordon Jones	300 per month	September 17, 1996; Professor; Stipend for serving as Interim Department Head
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#### FACULTY - LEAVES OF ABSENCE

Ogden College of Science,  
Technology, and Health

Mathematics:

Dr. Douglas D. Mooney		January 1, 1997; Assistant Professor; Unpaid Leave of Absence for 1997 Spring Semester
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Potter College of Arts,  
Humanities and Social Sciences

History:

Dr. Jason J. Thompson		January 1, 1997; Associate Professor; Unpaid Leave of Absence for 1997 Spring Semester
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**Part I. Faculty Personnel Changes (continued)**

<b><u>Name</u></b>	<b><u>Salary</u></b>	<b><u>Effective Date and Remarks</u></b>
<b>FACULTY - RETURN FROM LEAVE OF ABSENCE</b>		
<u>Ogden College of Science, Technology, and Health</u>		
Nursing: Dr. Celia S. Bryant	39,744	January 1, 1997; Associate Professor

**FACULTY NOT RECOMMENDED FOR REAPPOINTMENT**

<u>College of Education and Behavioral Sciences</u>		
Educational Leadership: Dr. Dogoni Cisse		June 30, 1997; Assistant Professor

**FACULTY RESIGNATION**

<u>Ogden College of Science, Technology, and Health</u>		
Nursing: Ms. Linda W. Clark		December 31, 1996; Assistant Professor

**FACULTY RETIREMENTS**

<u>Bowling Green College of Business Administration</u>		
Management: Dr. Edgar T. Busch		December 31, 1996; Professor
<u>College of Education and Behavioral Sciences</u>		
Physical Education and Recreation: Ms. Joanne Verner		June 30, 1997; Assistant Professor

**SABBATICAL LEAVES**

<u>Bowling Green College of Business Administration</u>		
Finance and Computer Information Systems: Dr. Gerald Post		1998 Spring Semester; Professor
<u>College of Education and Behavioral Sciences</u>		
Psychology:		

Dr. Lois E. Layne	1998 Spring Semester; Professor
Dr. Elizabeth L. Shoenfelt	1998 Spring Semester; Professor
School of Integrative Studies in Teacher Education: Dr. Ann C. Ruff	1998 Spring Semester; Professor

**Part I. Faculty Personnel Changes (continued)**

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<b>SABBATICAL LEAVES</b> (continued)		
<u>Ogden College of Science, Technology, and Health</u>		
Biology:		
Dr. Kenneth J. Balak		1998 Spring Semester; Associate Professor
Chemistry:		
Dr. Robert W. Holman		1997 Fall Semester; Associate Professor
Computer Science:		
Dr. Robert Crawford		1997-98 Academic Year; Professor
Geography and Geology:		
Dr. L. Michael Trapasso		1998 Spring Semester; Professor
Nursing:		
Ms. M. Susan Jones		1998 Spring Semester; Associate Professor
<u>Potter College of Arts, Humanities and Social Sciences</u>		
English:		
Dr. John A. Hagaman		1998 Spring Semester; Professor
Dr. Joseph R. Millichap		1997 Fall Semester; Professor
Dr. Joseph W. Survant		1997 Fall Semester; Professor
History:		
Dr. J. Jason Thompson		1997-98 Academic Year; Associate Professor
Journalism:		
Mr. Michael L. Morse		1998 Spring Semester; Professor
Modern Languages and Intercultural Studies:		
Dr. Erika Brady		1998 Spring Semester; Associate Professor
Dr. Karin Egloff		1998 Spring Semester; Associate Professor
Music:		
Dr. Charles W. Smith		1998 Spring Semester; Professor
<u>University Libraries</u>		
Library Special Collections:		
Mr. Jonathan Jeffrey		1997 Fall Semester; Associate Professor

**Part I. Faculty Personnel Changes (continued)**

<b><u>Name</u></b>	<b><u>Salary</u></b>	<b><u>Effective Date and Remarks</u></b>
<b>FACULTY SALARY ADJUSTMENT</b>		
<u>Bowling Green College of Business Administration</u>		
Finance and Computer Information Systems: Dr. John Stallard	5,000	July 1, 1996; Professor; Salary Supplement for 1996-97 Academic Year for serving as Lessenberry Professor; paid from the Lessenberry Endowment Fund

**FACULTY - DECEASED**

<u>Ogden College of Science, Technology, and Health</u>		
Nursing: Ms. Audrey Humm		October 25, 1996; Assistant Professor
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Theatre and Dance: Dr. D. Whit Combs		December 23, 1996; Professor

**Part II. Other Personnel Changes**

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<b>TEMPORARY -- GRANT FUNDED</b>		
<u>Information Technology</u>		
Educational Television Services:		
Ms. Althea Benton	20,556	January 20, 1997; temporary appointment as Membership Associate extended until search for Development Officer is completed; no change in salary
Ms. Barbara Deeb	21,552	October 1, 1996, thru September 30, 1998; reappointed part-time News Producer/Reporter; salary increased \$636 from \$20,916; funded by Television Community Service grant
Ms. Dana L. Divine	22,404	December 1, 1996, thru September 30, 1998; promoted from position of Program Associate to the position of Operations Supervisor; salary increased \$2,040 from \$20,364; funded by Television Community Service grant
<u>Bowling Green College of Business Administration</u>		
Institute for Economic Development:		
Ms. Kimberly B. Hoffman	22,560	October 1, 1996, thru August 31, 1997; reappointed Special Projects Coordinator; salary increased \$660 from \$21,900
Ms. Lynn M. Minton	25,572	January 1 thru September 30, 1996; position reclassified from Staff Assistant to Assistant Director based on W F Corroon Report; salary increased \$4,560 from \$21,012
Ms. Lynn M. Minton	26,340	October 1, 1996, thru September 30, 1997; reappointed Assistant Director; salary increased \$768 from \$25,572
<u>College of Education and Behavioral Sciences</u>		
Psychology:		
Dr. William Pfohl	62,520	July 1, 1996, through June 30, 1997; Professor; appointed President of National Association of School Psychologists; status changed from nine-months to twelve-months employment; on leave from teaching duties; salary adjusted \$15,612 from \$46,908; funded by President/National Association of School Psychologists grant
Teacher Education:		
Ms. Danyne Campbell	37,008	November 25, 1996, thru June 30, 1997; Central Site Coordinator; funded by First Steps grant
Ms. Beth Schaeffer	30,000	November 20, 1996, thru June 30, 1997; appointed Regional Evaluation Coordinator; transferred from position as Disabilities Coordinator in Training and Technical

Assistance Services; salary increased from \$2,023 per month to \$30,000 on an annual basis; funded by First Steps grant

**Part II. Other Personnel Changes (continued)**

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<b>TEMPORARY -- GRANT FUNDED</b>		
(continued)		
College of Education <u>and Behavioral Sciences (continued)</u>		
Training and Technical Assistance Services:		
Ms. Ashraf H. Boka	1,648 per month	November 1, 1996, thru October 31, 1997; reappointed Classroom Teacher II; salary increased \$48 from \$1,600
Ms. Teresa Christmas	1,964 per month	November 1, 1996, thru October 31, 1997; reappointed Family Services Coordinator; salary increased \$57 from \$1,907
Ms. Michele Embry	1,154 per month	November 1, 1996, thru October 31, 1997; reappointed Teacher Assistant; salary increased \$34 from \$1,120
Ms. Thelma Jackson	2,308 per month	November 1, 1996, thru October 31, 1997; reappointed Health Education Coordinator; salary increased \$67 from \$2,241
Mr. Nathan P. Jordan	1,105 per month	November 1, 1996, thru February 27, 1997; Teacher; salary increased \$25 from \$1,080 in recognition of completion of CDA Credential
Ms. Judy K. Manakyan	1,660 per month	November 1, 1996, thru October 31, 1997; reappointed Program Coordinator; salary increased \$48 from \$1,612
Ms. Sherri R. Meyer	1,648 per month	November 1, 1996, thru October 31, 1997; reappointed Classroom Teacher II; salary increased \$48 from \$1,600
Ms. Leigh Ann Miller	1,854 per month	November 1, 1996, thru October 31, 1997; reappointed Manager; salary increased \$54 from \$1,800
Mr. Michael S. Montgomery	1,483 per month	November 1, 1996, thru October 31, 1997; reappointed Classroom Teacher; salary increased \$43 from \$1,440
Mr. Michael S. Montgomery	500 per month	December 1996 thru September 1997; stipend for serving as Disability Monitor
Ms. Holly A. Oglesbee	1,289 per month	November 18, 1996, thru September 30, 1997; transferred from position as Office Assistant in Teacher Education to the position of Secretary/Bookkeeper in Campus Child Care; no change in salary

Ms. Stephanie L. Rust	1,483 per month	November 1, 1996, thru September 30, 1997; reappointed Classroom Teacher; salary increased \$43 from \$1,440
Ms. Beth Schaeffer	2,023 per month	November 1, 1996, thru October 31, 1997; reappointed Disabilities Coordinator; salary increased \$116 from \$1,907; includes merit increase and compensation for completion of Master's Degree

**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)

Ms. Amy Stark	2,308 per month	November 1, 1996, thru October 31, 1997; reappointed Education Coordinator; salary increased \$67 from \$2,241
Ms. Rebecca Stephens	1,483 per month	November 1, 1996, thru October 31, 1997; reappointed Teacher Assistant; salary increased \$43 from \$1,440
Ms. Rebecca Stephens	500 per month	January thru March 1997; Teacher; stipend for responsibilities of Child Care Resource and Referral position
Ms. Taylor Tucker	500 per month	December 1996 thru September 1997; Classroom Teacher; stipend for serving as Disability Monitor
Upward Bound: Mr. Michael R. Kenney	27,084	November 1, 1996, thru July 31, 1997; appointed Assistant Director; transferred from position as Counselor in Educational Talent Search; replaces Mr. Dan Botula; salary increased \$2,472 from \$24,612
Veterans Upward Bound: Ms. Jeanette Prerost	22,500	October 28, 1996, thru September 30, 1997; appointed Adult Education Specialist; transferred from part-time position as Academic Coordinator; replaced Ms. Susan Johnstad
<u>Ogden College of Science, Technology, and Health</u>		
Agriculture: Ms. Jennifer L. Reeves	1,251 per month	September 16, 1996, thru June 30, 1997; appointed Office Assistant; funded by Hay Production and Leaf Compost grants

Nursing:

Ms. Janice P. Williams	1,893 per month	September 29, 1996, thru June 30, 1997; reappointed Office Associate; funded by Kentucky Partnership for Farm Family Health and Safety grant; no change in salary
Potter College of Arts, <u>Humanities and Social Sciences</u>		
Journalism:		
Mr. Timothy A. Broekema	51,000	January 1 thru December 31, 1997; Visiting Photojournalism Professional-in-Residence; nine-months position paid over twelve months; funded by the Freedom Forum/Photojournalism Professional in Residence grant program

**Part II. Other Personnel Changes (continued)**

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

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

Music:

Mr. Jeffery P. Budryk	1,660 per month	October 16, 1996, thru May 15, 1997; Artist- in-Residence; salary increased \$660 from \$1,000
Mr. William C. Goodwin	1,660 per month	October 16, 1996, thru May 17, 1997; Artist- in-Residence; salary increased \$660 from \$1,000

Community College

Continuing Education:

Ms. Pamela Toler	1,455 per month	January 1, 1997; position reclassified from Senior Level Training Aide to Office Associate based on W F Corroon Report; paid lump sum adjustment of \$894 for period January thru December 1996; monthly salary rate increased \$76 from \$1,379
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Financial Management Institute:

Ms. Melody Gravit	1,493 per month	January 1 thru December 31, 1997; reappointed Office Associate; no change in salary
Mr. James G. Nichols	23,004	January 1 thru December 31, 1997; reappointed Coordinator; no change in salary

Student Affairs

Public Safety:

Mr. Jody Burton	1,580 per month	March 1, 1996; Police Officer; funded by COPS Universal Hiring Program; salary increased \$95 from \$1,485
Mr. J. Allen Polk	1,580	March 1, 1996; Police Officer; funded by



per month

COPS Universal Hiring Program; salary increased \$95 from \$1,485

**Part II. Other Personnel Changes**

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>	
<b>EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF</b>			
<b>STAFF APPOINTMENTS</b>			
<u>Office of the President</u>			
Athletics:			
Ms. Sally Krauss	22,008	October 16, 1996; Coordinator, Sports Information; replaces Mr. Daniel Wallenberg	
Mr. Phillip Montgomery	10,000	August 1, 1996, thru May 15, 1997; Restricted Earnings Football Coach	
Ms. Michelle Murphy	4,500	September 3, 1996, thru April 27, 1997; Part-time position in Women's Track	
<u>Academic Affairs</u>			
Admissions:			
Mr. Jason L. Vincent	21,900	October 16, 1996; Admissions Counselor; replaces Ms. Carla Wuertzer	
<u>Information Technology</u>			
Office of the Vice President:			
Ms. Louise K. Gaudio	26,196	December 2, 1996; Records Analyst;	temporary, one-year appointment
Administrative Computing Services:			
Ms. Amy T. James	47,004	January 2, 1997; Coordinator, Project	Management; replaces Mr. Kerry Moorman
Interactive Television:			
Mr. Charles L. Henson	20,556	January 2, 1997; Distance Education Assistant; replaces Ms. Tracy Woods	
<u>Institutional Advancement</u>			
Office of the Vice President:			
Mr. J. Lee Robertson	10,800	October 1, 1996, thru June 30, 1997; Part-time	

fund-raising position; funded by Institutional Advancement and Athletics

Student Affairs

Residence Life:

Mr. Carlos Johnson	8,100	October 4, 1996; Assistant Residence Hall Director; ten-months position paid over twelve months
Mr. Mike Robertson	8,100	December 10, 1996; Assistant Residence Hall Director; ten-months position paid over twelve months
Ms. Laura Sosh	8,100	December 10, 1996; Assistant Residence Hall Director; 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>
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**EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF**

**STAFF APPOINTMENTS**

(continued)

Ogden College of Science,  
Technology, and Health

Biology:

Mr. Zhiyu Wang	26,004	January 2, 1997; Electron Microscope Technician; replaces Mr. J. Rodney McCurry
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University Libraries

Library Special Collections:

Ms. Sue Lynn McGuire	30,000	December 2, 1996; University Archivist; temporary position
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**ADDITIONAL RESPONSIBILITIES**

Office of the President

Athletics:

Mr. Michael D. Jackson	300 per month	October 1, 1996; Assistant Manager, Ticket Sales; stipend for serving as Interim Ticket Manager
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Finance and Administration

Budget and Management Information:

Mr. Robert A. Cobb	250 per month	October 1 thru December 1996; Associate Director; stipend for additional duties assumed following resignation of Research Associate
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Institutional Advancement

Alumni Affairs: Ms. Jill Blythe	250 per month	September 1, 1996; Assistant Director; stipend for assuming additional duties while Director is on Educational Leave
Mr. Donald Smith	250 per month	September 1, 1996; Coordinator; stipend for assuming additional duties while Director is on Educational Leave

**STAFF PROMOTION**

Information Technology

Public Radio: Ms. Naomi J. Lewin	29,004	December 1, 1996; promoted from position of Producer/Announcer to Senior Producer/Announcer; salary increased \$2,688 from \$26,316
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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 SALARY ADJUSTMENTS**

Academic Affairs

Office of the Vice President: Dr. Jacqueline S. Addington	75,024	November 1, 1996; Assistant Vice President; annual salary rate increased \$4,248 from \$70,776
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Finance and Administration

Facilities Management: Ms. Charlotte Baker	35,220	March 25, 1996; Coordinator, Environmental Health and Safety; annual salary rate increased \$3,216 from \$32,004 based on W F Corroon report
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Information Technology

Administrative Computing Services: Mr. Arthur Brunton	39,072	October 1, 1996; Senior Network Specialist; annual salary rate increased \$300 from \$38,772 based on completion of Novell Network Engineer Certification
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Student Affairs

Student Health Service and  
Wellness Center:

Ms. Mary E. Wilfert 30,180

January 1, 1997; Coordinator of Health Education; annual salary rate increased \$300 from \$29,880 based on completion of Health Education Specialist Certification

Mr. Anthony C. Yannessa 20,304

October 1, 1996; Exercise Specialist; annual salary rate increased \$300 from \$20,004 based on completion of Strength and Conditioning Specialist Certification

**STAFF REASSIGNMENT**

Office of the President

President's Office:

Dr. M. Cecile Garmon 75,384

November 1, 1996; reassigned from position of Assistant Vice President for Finance and Administration to position of Special Assistant for Planning in the Office of the President; no change in salary

**STAFF RESIGNATIONS AND TERMINATIONS**

Finance and Administration

Accounts and Fiscal Services:

Mr. Randy Wilson

December 5, 1996; Staff Accountant

Budget and Management Information:

Mr. Garth Whicker

October 2, 1996; Research Associate

**Part II. Other Personnel Changes (continued)**

Name

Salary

Effective Date and Remarks

**EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF**

**STAFF RESIGNATIONS AND TERMINATIONS**

(continued)

Information Technology

Administrative Computing Services:

Mr. Kerry Moorman

November 27, 1996; Programmer

Interactive Television:

Ms. Tracy Woods

October 18, 1996; Distance Learning Assistant

Public Radio:

Ms. Jane P. Moore

January 6, 1997; Assistant Director, Public Broadcasting for Radio

Institutional Advancement

Hilltopper Athletic Foundation:

Mr. Kevin Warner

September 30, 1996; Coordinator

Student Affairs

Residence Life:  
Ms. Briget Collins

October 26, 1996; Assistant Residence Hall  
Director

Mr. Carlos Johnson

November 20, 1996; Assistant Residence Hall  
Director

#### **STAFF RETIREMENT**

College of Education  
and Behavioral Sciences

Consumer and Family Sciences:  
Dr. E. Carl Hall

June 30, 1997; Department Head and Professor

**Part II. Other Personnel Changes (continued)**

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<b>SUPPORT STAFF</b>		
<b>APPOINTMENTS</b>		
<u>Office of the President</u>		
Affirmative Action Office: Ms. Anna S. Robertson	1,834 per month	July 24, 1996; Staff Assistant
<u>Finance and Administration</u>		
Accounts and Fiscal Services: Ms. Rebecca D. Thomas	1,411 per month	November 20, 1996; Billings and Receivables Specialist; replaces Ms. Kendra Anastasio
Human Resources: Ms. Sara L. Hayes	1,442 per month	January 2, 1997; Employee Benefits Associate; replaces Ms. Glenda Anderson
Housing: Ms. Angie Young	1,275 per month	October 7, 1996; Housing Assistant; replaces Ms. Jennifer Newton
<u>Potter College of Arts, Humanities and Social Sciences</u>		
English: Ms. Amy L. Tylicki	1,417 per month	October 14, 1996; Office Assistant; replaces Ms. Ann Cravens
<u>Student Affairs</u>		
Public Safety: Mr. Kerry L. Hatchett	1,580 per month	January 6, 1997; Police Officer; replaces Mr. Terry Scott
Mr. D. Lee McKinney	1,580 per month	January 6, 1997; Police Officer; replaces Ms. Joann Willhite
Student Health Service and Wellness Center: Ms. Donna Holton	1,095 per month	January 2, 1997; Office Assistant; nine-months employment paid over twelve months; replaces Ms. Shirley Schoen

**REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS**

Institutional Advancement

Alumni Affairs: Ms. Suzanne Tiedt	1,251 per month	January 3, 1996; position reclassified from Administrative Secretary to Office Assistant; salary increased \$241 from \$1,010 based on W F Corroon Report
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**Part II. Other Personnel Changes (continued)**

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
<b>SUPPORT STAFF</b>		
<b>REASSIGNMENTS, RECLASSIFICATIONS, AND/OR PROMOTIONS</b>		
(continued)		
<u>Student Affairs</u>		
Public Safety:		
Mr. Mike K. Dowell	2,131 per month	October 15 thru November 3, 1996; transferred from position of Patrol Sergeant and promoted to position of Detective/Lieutenant of Investigations; salary increased \$235 from \$1,896; replaces Mr. Mike Wallace; returned to position of Patrol Sergeant for the period November 4 thru November 30; salary reduced \$235 to \$1,896 for this period; promoted December 1 to position of Detective/Lieutenant; salary increased \$235 from \$1,896 to \$2,131
Mr. Terry A. Scott	1,918 per month	December 9, 1996; transferred from the position of Police Officer and promoted to the position of Patrol Sergeant; salary increased \$175 from \$1,743; replaces Mr. Mike Dowell
Mr. C. Michael Wallace	2,514 per month	October 1, 1996; transferred from the position of Detective/Lieutenant and promoted to the position of Captain Traffic/Staff Services Supervisor; salary increased \$320 from \$2,194; replaces Mr. Paul Joiner
<u>Potter College of Arts, Humanities and Social Sciences</u>		
Office of the Dean:		
Ms. Marilyn Sue Dillard	1,917 per month	December 1, 1996; transferred from the position of Office Associate and promoted to the position of Office Coordinator; salary increased \$216 from \$1,701; replaces Ms. Nelda Steen

**RESIGNATIONS AND TERMINATIONS**

Academic Affairs

Admissions:

Ms. Sheila Deckard

January 23, 1997; Admissions Assistant

Finance and Administration

Accounts and Fiscal Services:

Ms. Kendra Anastasio

October 31, 1996; Billings and Receivables Specialist



Human Resources:  
Ms. Glenda Anderson

January 27, 1997; Employee Benefits Associate

**Part II. Other Personnel Changes (continued)**

<u>Name</u>	<u>Salary</u>	<u>Effective Date and Remarks</u>
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**SUPPORT STAFF**

**RESIGNATIONS AND TERMINATIONS  
(continued)**

Institutional Advancement

Alumni Affairs:  
Ms. Suzanne Tiedt

January 3, 1997; Office Assistant

Bowling Green College of  
Business Administration

Finance and Computer  
Information Systems:  
Mr. Jefferson Barnes

October 15, 1996; Office Associate

Ogden College of Science,  
Technology, and Health

Engineering Technology:  
Ms. Kira R. Hatcher

January 29, 1997; Office Associate

Nursing:  
Ms. Jennifer Bramblett

November 15, 1996; Office Assistant

Student Affairs

Public Safety:  
Ms. JoAnn Willhite

January 6, 1997; Police Officer

Student Health Service  
and Wellness Center:  
Ms. Teresa Butts

January 15, 1997; Insurance Assistant

**RETIREMENTS**

Information Technology

Administrative Computing Services:  
Ms. Charlotte Burchett

December 31, 1996; Data Control Specialist

Potter College of Arts,  
Humanities and Social Sciences

Office of the Dean:  
Ms. Nelda Steen

December 31, 1996; Office Coordinator

Student Affairs

Student Health Service  
and Wellness Center:  
Ms. Shirley Schoen

December 31, 1996; Office Assistant

Motion to approve the recommended personnel actions as submitted was made by Mr. Mercer, seconded by Mr. Martin and carried.

**AGENDA ITEM 7 - Report by the President**

- **Update on Task Force on Postsecondary Education** - The next meeting of the task force is February 10 in Frankfort. The primary consultant will bring back some major input. Hope is still alive for a special session in April, May, or June. The recent Supreme Court decision that just came down may have some impact on the \$100 million even though the Governor is still talking positively about it. Postsecondary and technical education are included within the \$100 million.
- **Enrollment update** - Spring enrollment is up a little bit from last year. Except for Murray, where there are many new initiatives for scholarships, Western had the smallest decrease of any of the institutions. This is coupled with the fact that Western had increased admissions standards for last fall.
- **Committee to Study Status of Women on Campus** - The Committee has been appointed, chaired by Dr. Judith Hoover. The report is anticipated by January 31, 1998.
- **National Publicity for Photojournalism** - The Photojournalism has received national publicity in the *News Photographer Magazine*. This is a very positive reinforcement of the quality of the program.
- **High School Feedback Report** - Board members were given a copy of this report. This report is provided not only to high schools but to community colleges to let them know what's happening to their students who've come to Western Kentucky University.

Motion for approval of the following resolution supporting the Governor's efforts to initiate reform for postsecondary education in Kentucky was made by Mr. Fischer, seconded by Mr. Martin and carried.

**RESOLVED**, That the Board of Regents of Western Kentucky University supports Governor Paul Patton's efforts to initiate reform for postsecondary education in Kentucky. The Board of Regents endorses his desire to increase quality, efficiency, and cooperation. Western Kentucky University has demonstrated a willingness to change to address these goals by adopting the "*Moving to a New Level While Keeping Old Traditions*" action plan on November 11, 1995.

Ordered at Bowling Green, Kentucky, this 31st day of January in the year of our Lord, one thousand nine hundred and ninety seven.

The resolution will be forwarded to Governor Patton and members of the Task Force on Postsecondary Education.

Referring to the Policy on Naming Buildings, President Meredith commented, "We do not name buildings lightly on this campus.

The policy states:

In the naming of its buildings and other physical features, Western Kentucky University seeks to preserve the memory of persons who have made exceptional contributions to the University. The naming of buildings and other physical features will be made by the University's Board of Regents on recommendation by the President. The following guidelines are to be used in the naming process.

Wherever possible the name should be appropriate to the activity which is to be housed in the facility. For example, the Ivan Wilson Center for Fine Arts, the L.T. Smith Stadium, and the Cravens Graduate Center all refer to outstanding individuals in each of the areas to which the buildings refer.

Decisions on naming are generally deferred for a period of one year following the death of a proposed honoree.

Persons to be honored by the naming of buildings will be those who have made major contributions to the University in the form of bringing:

distinguished scholarly efforts and service to the University; or substantial support to the University's building programs - for example, a gift covering the major portion of the cost of a given construction; or honor to the University and the Commonwealth of Kentucky through outstanding public service to our State or Nation.

To provide recognition to persons who have made significant contributions to the University, but of less magnitude than those indicated above, spaces and physical features, such as small auditoriums, reading rooms, laboratories, observatories, theaters, conference rooms, gardens, plazas and similar distinguishable interior and exterior spaces may be named for an honoree. When the request for such a distinctive honor comes from other than a family member, suitable donations may be sought from those making the request and others advocating such recognition.

Dr. Meredith stated, "The individual I'd like to bring to you today fits into that category, and it is a recommendation that follows:

#### **RECOMMENDATION**

President Thomas C. Meredith recommends approval of the naming of the new coed hall for former President Donald W. Zacharias. The name for the building would be *Zacharias Hall*.

#### **BACKGROUND:**

Dr. Zacharias served as the sixth President of Western Kentucky University from 1979-1985. As President of Western, he helped raise academic standards, develop a strategic plan, and establish the first comprehensive development program. Dr. Zacharias served as a leader and spokesperson for higher education in the Commonwealth.

He had previously been an administrator in the University of Texas system, serving as executive assistant to the chancellor of the 14-campus statewide system and as assistant to the president of the Austin campus.

Dr. Zacharias began his higher education career as a faculty member in communication at Indiana University, where he served from 1963 to 1969. He joined the University of Texas communication department in 1969 and attained full professor rank before moving into administration.

He won awards for outstanding teaching at both Indiana and Texas. He was born in Salem, Indiana, and is married to the former Tommie Kline Dekle. They have two sons and a daughter.

Dr. Zacharias received the B.A. degree from Georgetown College in Kentucky in 1957. He received a master's degree in 1959 from Indiana University and was awarded the doctorate in communication from the same institution in 1963.

He also holds an honorary Doctorate of Law from Georgetown for distinguished contributions to the college and received the institution's 1963 Alumni Achievement Award

Dr. Zacharias became the 15th president of Mississippi State University in September 1985. Since then, the university has grown significantly in enrollment and has set records for private contributions and levels of research activity. From the beginning of his presidency, he has been one of Mississippi's leading spokesmen for higher education and has been active in national higher education circles.

Dr. Zacharias has served as a member of the executive committee and the steering committee of the National Association of State Universities and Land-Grant Colleges, and currently is a member of the organization's Commission on Food, Environment and Renewable Resources. He also has been a member of the Commission on Arts and Sciences and the Subcommittee on Federal Student Financial Assistance.

He is a member of the 1997 Hall of Fame Committee of the Mississippi Press Association. He has previously served as a member of the National Agribusiness Education Commission, and was president of the Southeastern Conference for intercollegiate athletics in 1990.

In 1992, he received the Justin Smith Morrill Medal from the U.S. Department of Agriculture's Office of Higher Education.

President Meredith stated,

"He served with distinction at this institution, and the thing that has become clear to me that Dr. Zacharias accomplished here is that he really turned the institution into a new direction and stood tall for quality and helped move Western in another direction, and I would make this recommendation to you."

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

Mr. Mercer commented, "I was on the Council on Higher Education when Zach was here at Western, and he was a tremendous statewide influence as well as at Western. His advice was sought by many people, and I think this is an honor that is really deserving of him. I'm glad to see you come forward with this recommendation."

Mr. Gray added, "I agree with what Burnie said. He was a gentlemen who meant a lot to this area."

An annual report for the Office of International Programs was distributed to the Board members and summarized by Dr. John Petersen, Director, International Programs and Projects.

With no further business to come before the Board, motion for adjournment was made by Mr. Mercer, seconded by Mr. Martin and carried. The meeting adjourned.

Following adjournment, the Board of Regents joined the Board of Trustees of the WKU Foundation for lunch at the Kentucky Building where they heard a report from the Division of Institutional Advancement on the Comprehensive Major Gifts Campaign.

#### **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 January 31, 1997, 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).

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Elizabeth W. Esters  
Secretary

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Peggy W. Loafman  
Chair  
April 29, 1997

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Elizabeth W. Esters  
Secretary  
April 29, 1997