

**MINUTES**  
**EXECUTIVE COMMITTEE**  
**OF THE BOARD OF REGENTS**  
**WESTERN KENTUCKY UNIVERSITY**  
**September 25, 1998**

**AGENDA ITEM 1 - Call to Order**

Required statutory notice having been given, a meeting of the Executive Committee of the Board of Regents of Western Kentucky University was held in the Regents Conference Room of the Wetherby Administration Building with three informational items on the agenda: 1) Self Insurance; 2) Athletics Review; and 3) Salary Analysis of Administrative Positions. The meeting was called to order at 8:35 a.m., CDT, by Mr. Cornelius A. Martin, Chair.

**AGENDA ITEM 2 - Roll Call**

Ms. Kristen Bale  
Mr. Robert Earl Fischer  
Ms. Lois Gray  
Ms. Peggy Loafman  
Mr. Cornelius Martin

Regent Joy Gramling was in attendance for the full meeting and joined for a portion of the session by Regents Cosby, Sheffer, and Tennill.

Others in attendance were President Ransdell, Mrs. Liz Esters, Staff Assistant and Secretary to the Board of Regents; Mrs. Deborah T. Wilkins, University Counsel; Mr. Warren Irons, Internal Auditor; Dr. Barbara Burch, Provost and Vice President for Academic Affairs; and Ms. Ann Mead, Chief Financial Officer.

**AGENDA ITEM 3 - Athletic Review**

At the request of the Board at the July meeting, President Ransdell sought input from the Athletic Director, the President of the Hilltopper Athletic Foundation, and from the Faculty Athletic Representative, and prepared an analysis to each recommendation. A copy of this initial response to the Athletics Review was provided to the Executive Committee prior to the meeting, and a copy is filed in the Board's official files.

President Ransdell provided the Committee with a Faculty Senate response to the Athletic Review for their information.

Two recommendations that have to do with student fees and the number of sports need considerable review and analysis, and a recommendation will come to the Board, probably at the January meeting. Updates will be provided at each Board meeting until all recommendations have been addressed.

Board members were given the opportunity to ask questions and make comments.

- On Recommendation #4, Mr. Fischer asked how the Governor's Special Funding affects the current institutional commitment of 3.4 percent to Athletics. *President Ransdell indicated that much of the funding coming to higher education through the various incentive funds in HB 1 are non-recurring funds; and therefore do not affect the 3.4% commitment for Athletics. The HB 1 money has been very specifically earmarked for specific uses.*
- Mr. Fischer asked about the \$230,000 deficit mentioned in Recommendation #17. *President Ransdell noted that the deficit had to do with changes in coaching staffing and coaches' salaries, ticket sales, etc. The University has covered this deficit with the understanding that the Athletics Department will repay the central E & G budget the \$230,000. With that repayment, the President intends to fund the most expensive expenditure called for in the Athletic Review which is resurfacing of the track that has to be done within another fourteen months or the \$214,000 investment made in 1997 becomes obsolete.*
- Recommendation #24 calls for a full-time compliance officer. Mr. Fischer encouraged the University to pursue ways to meet this recommendation. *The fee for Title IX compliance was mentioned as a possible source for partial funding of this position. The possibility of the compliance officer reporting to the General Counsel was also discussed. This would allow complete and clean separation from the program. The Administration will continue to study ways to address this recommendation.*

#### **AGENDA ITEM 4 - Salary Analysis of Administrative Positions**

In response to Item #26 of the Institutional Review, a salary analysis of administrative positions was prepared and has been forwarded to the Executive Committee of the Board. On page 4 in the Executive Summary, the item states, "The Institutional Review indicated that administrative salaries are well above national salary means." This analysis does not reveal that. Additional follow up is being done by Institutional Research, and the Committee will receive additional information later.

Mr. Fischer noted that five or six years ago, the Board set a goal that the salaries for those involved in the education end of the University would be equal to or better than the other regional institutions in the state. Mr. Fischer asked that the study track the progress made toward completing this goal.

Ms. Gray stated, “We need to keep focus on what we said we want to do, and that is be above what our other regional institutions are doing. We’ve chosen some benchmark schools, and we need to make sure that we’re comparing ourselves at the highest level. We need to be doing better than alright. We need to value excellent staff and we need to attract excellent people, and that’s one way to do it.”

Mr. Fischer felt the Board should put itself under a time frame for accomplishing this goal in salaries.

**AGENDA ITEM 5 - Self Insurance**

Ms. Bale moved that “The Board go into closed session for purpose of discussing information contained in proposals submitted by competing offerors pursuant to KRS 45A.085(6) and KRS 61.810(k). The reason for the closed session is that the specific information to be discussed is required to be conducted in privacy under Kentucky law until such time as a contract is awarded.” The motion was seconded by Ms. Loafman and carried.

The Board, accompanied by President Ransdell, Ms. Esters, Ms. Wilkins, Mr. Irons, Internal Auditor; Mr. Glisson, Director of Human Resources; Ms. Debby Coons, Client Consultant, J&H Marsh McLennan; Mr. Patrick Caruso, Client Consultant, J&H Marsh McLennan, and Brenda Keith, Benefits and Compensation Manager, Human Resources, went into closed session at 9:10 a.m.

Returning from closed session at 11:40 a.m., Mr. Martin stated, “During the closed session, the Board discussed only matters within the scope of the motion, took no formal action and made no decisions.”

With nothing further to come before the Committee, motion for adjournment was made by Ms. Loafman and seconded by Ms. Gray. The Committee adjourned at 11:40 a.m.