

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

May 19, 2000

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the second quarterly meeting of the Board of Regents of Western Kentucky University was held in Room 112 on the South Campus of Western Kentucky University.

The meeting was called to order by Chairman Martin at approximately 9:20 a.m., CDT.

AGENDA ITEM 2 - Invocation

The invocation was provided by Ms. Cassie Martin, a Glasgow junior and newly-elected President of the Student Government Association.

AGENDA ITEM 3 - Roll Call

Ms. Kristen T. Bale
Mr. Amanda J. Coates
Mr. Robert Earl Fischer
Ms. N. Joy Gramling
Ms. Lois W. Gray
Ms. Peggy W. Loafman
Mr. Cornelius A. Martin
Professor Mary Ellen Miller
Mr. James B. Tennill, Jr.
Ms. Beverly H. Wathen

Mr. Sheffer was absent.

Others present included President Gary Ransdell; Ms. Esters, Staff Assistant to the President and Secretary to the Board of Regents; Dr. Barbara Burch, Provost and Vice President for Academic Affairs; Mr. Fred Hensley, Chief Public Affairs Officer; Mr. Tom Hiles, Vice President for Development and Alumni Affairs; Dr. Richard Kirchmeyer, Vice President for Information Technology; Ms. Ann Mead, Chief Financial Officer; Mr. John Osborne, Assistant Vice President for Student Affairs; Dr. Wood Selig, Athletics Director; and Ms. Deborah Wilkins, General Counsel.

AGENDA ITEM 4 - Disposition of minutes of the January 28 and March 15, 2000, meetings

Minutes of the January 28 and March 15, 2000, meetings were presented for adoption without reading inasmuch as copies were mailed to members of the Board on April 5, 2000. Motion for approval was made by Mr. Fischer, seconded by Ms. Bale and carried unanimously.

AGENDA ITEM 4.1 - Resolutions of appreciation

Mr. Fischer offered the following: "Mr. Chairman, Western Kentucky University enjoyed significant success during the recently concluded Legislative Session. The University received funding for a number of new and continuing programs, for important capital renewal projects, and for a new South Central Kentucky Technology Center to be located here on the South Campus. I would like to offer a motion that the Board of Regents approve resolutions of appreciation to be presented to the President of the Senate, Speaker of the House of Representatives and members of Western's local delegation to the General Assembly. The motion was seconded by Ms. Loafman and carried unanimously.

Formal copies of the resolutions will be presented to these members at lunch today; a copy of each is attached to these minutes.

AGENDA ITEM 5.1 - Executive Committee, Mr. Cornelius A. Martin, Chair

5.1.1 A recommendation for (1) approval of a seven (7) percent increase in the President's 2000-2001 salary, and (2) that the University enter into a Second Amended Employment Agreement with President Gary A. Ransdell.

Background:

Chairman Martin appointed a Committee chaired by Regent Peggy Loafman to facilitate the President's 1999-2000 performance review and present to the Executive Committee a recommended salary for 2000-2001.

(1) At its meeting on April 21, 2000, the Executive Committee received a report by Regent Loafman who stated, "As Chair of the President's Performance Appraisal Committee, I have communicated with each Regent and received feedback and then compiled that information for development of the formal evaluation. Chairman Martin and I met with the President to discuss his performance for the previous year and have provided each Regent with a summary of that performance appraisal. The Board of Regents is very pleased with the President's overall performance and looks forward to another successful year." Following this, the Executive Committee unanimously approved and recommends to the full Board an increase of seven (7) percent in the President's salary for 2000-2001.

(2) In addition, Chairman Martin recommends that the term of the Amended Employment Agreement be extended one year, through June 30, 2004.

Motion to approve a recommendation for approval of a seven (7) percent increase in the President's 2000-2001 salary was made by Ms. Loafman, seconded by Ms. Bale, and carried unanimously.

Motion to enter into a Second Amended Employment Agreement with President Gary A. Ransdell was made by Ms. Bale, seconded by Ms. Wathen, and carried unanimously.

Secretary's Note: A copy of the amended contract is filed in the Board's official files

5.1.2 Third and final response to recommendation of the Task Force Study of the Status of Women on Campus

THIRD RESPONSE

TO RECOMMENDATIONS OF THE TASK FORCE STUDY OF THE STATUS OF WOMEN ON CAMPUS

May 19, 2000

The Task Force on the Status of Women at Western issued its final report on March 3, 1998. The Report identified five (5) specific areas of concern, as follows: 1) compensation; 2) sexual harassment; 3) advancement; 4) work environment; and 5) safety.

On May 15, 1998, the Board of Regents took action to 1) accept the Study Report and 2) charged the University with implementing a plan of response to each of the areas of concern outlined in the report. The University was also charged with providing periodic implementation status reports to the Board.

Thereafter, the University submitted the First Periodic Response dated July 15, 1998, and submitted to the Board of Regents on July 31, 1998, and the Second Periodic Response dated October 16, 1998, and submitted to the Board of Regents on October 30, 1998. The Second Response indicated that the recommendations contained in the Task Force Report "should be addressed in the same manner, and with the same degree of priority, as the recommendations outlined in the Institutional Review."

The University now submits the third response to the Task Force Study. **To the extent that the recommendations contained in that report represent ongoing recommendations and/or initiatives, the President recommends that those items be incorporated into appropriate strategic goals and performance indicators outlined in the University's Strategic Plan 1998-2003, *Challenging the Spirit*.**

The Task Force Report outlined the following general recommendations:

1. The University should establish goals for each of the following recommendation areas and develop specific plans, including strategies, timetables, and measurable objectives, through which to reach the goals.

University Response: The University has identified appropriate strategic goals and performance indicators in the University's Strategic Plan 1998-2003 for each of the Task Force recommendations.

2. The Study Report should be public knowledge and distributed widely.

University Response: Done. The Study is available in hard copy at the Helm Reference Desk and in University Archives. It will also be posted, together with the University's Responses, on the University's Website.

3. The University should create a mechanism to examine its success or failure in meeting the recommended goals.

University Response: The University has identified appropriate strategic goals and performance indicators in the University's Strategic Plan 1998-2003 for each of the Task Force recommendations. The Strategic Plan calls for annual progress reports by the institution of the Strategic Plan.

4. A report on the University's success and/or failure in meeting those goals should be published and distributed by February 2000.

University Response: The University has identified appropriate strategic goals and performance indicators in the University's Strategic Plan 1998-2003 for each of the Task Force recommendations. The Strategic Plan calls for annual progress reports by the institution of the Strategic Plan.

The Task Force Report further recommended that the University report on the achievement of goals by February 2000. A report on progress toward the achievement of the specific recommendations is outlined below.

REPORT ON IMPLEMENTATION OF RECOMMENDATIONS TO SPECIFIC AREAS OF CONCERN NOTED IN REPORT:

I. COMPENSATION

Specific Recommendations of Task Force:

1. Gender-based salary problems among staff personnel be addressed and that individual problems found in any category of employees ("outliers") regarding compensation "be examined and any cases of bias eliminated."

University Response: Done. On May 15, 1998, the Board approved equity adjustments for affected employees identified by group in "A Quantitative Assessment of Gender Gaps in WKU Salaries."

Third Response/Recommendation: The provisions of this specific recommendation have been completed and no further action is required.

2. A salary study should be conducted at three-year intervals.

University Response: In progress, with completion of this cycle of study expected by November of 2000. The President has confirmed that fund balance monies will be set aside in 2000 to fund an outside consulting firm to perform an internal salary equity analysis. This study will address internal salary equity in relation to both gender and race.

Third Response/Recommendation: The provisions of this specific recommendation should be addressed and included as part of the University's Strategic Plan Goal 3 and those performance indicators.

Regarding the salary equity analysis, the University will ensure that the study utilizes current and accurate data concerning job descriptions and that a Steering Committee is formed to provide oversight and information to the consulting firm. The Steering Committee will have representation from the Diversity Committee, Women's Alliance, Women's Advisory Committee to the President, and the Women's Task Force, including at least one representative with expertise in statistical analysis.

3. A directory of non-salary benefits and services of particular interest to women should be prepared and distributed among female faculty and staff.

University Response: The Office of Human Resources will explore the feasibility of either producing an additional "Benefits Summary" publication or expanding the current publication to include/delineate this information.

Third Response/Recommendation: The provisions of this specific recommendation have been completed and no further action is required.

4. The University should address inequities in compensation and actively engage in educating the University community about compensation issues.

University Response: See Response to item 2, above.

Third Response/Recommendation: The provisions of this specific recommendation should be addressed as part of the University's Strategic Plan Goal 3 and those performance indicators.

II. SEXUAL HARASSMENT

Specific Recommendations of Task Force:

1. Workshops and seminars have not eradicated the problem of sexual harassment, so other efforts must be made. Posters should be distributed to all floors in all buildings with a strongly worded statement that sexual harassment will not be tolerated.

University Response: The University has purchased and made available posters and other informational material for posting and distribution across campus. In addition, a regular systematic process for review of the content of posted material and the locations for that material is in place to ensure that posted material remains posted and that it is current.

The University will take appropriate steps to institute a schedule of training on the University's Policy Against Sexual Harassment for full-time employees, on a three-year cycle. Likewise, appropriate measures will be taken to incorporate the Policy into the Freshman Seminar and OAR presentations and material. Periodic inspections will be conducted by the University to ensure that posters and brochures regarding sexual harassment remain posted and/or accessible in University buildings.

2. The WKU Sexual Harassment Policy should be rewritten and clarified, especially with regard to informal versus formal procedures for reporting occurrences.

University Response: Done. At this time all complaints are to be investigated and resolved in accordance with the University's Policy Against Sexual Harassment.

3. In order to deal with specific instances, the University should designate an ombudsman to whom staff, students, and faculty could present their cases and seek advice and/or action. That person would be responsible for investigating the situation.

University Response: Done. The Director of Equal Opportunity / ADA Compliance has been identified as the University official responsible for investigating and responding to all sexual harassment investigations. In order to further maximize accessibility to the process and ensure prompt response and resolution to complaints, three other high levels have also been identified and authorized to receive and forward complaints to the Director of Equal Opportunity / ADA Compliance: the Dean of Student Life, the Associate Vice President for Academic Programs and Personnel, and the Director of Human Resources. In addition, the University has appointed six "ombudsmen," representing diversity in terms of both gender and race, from within the various divisions of the University to assist in the reporting of, response to, and investigation of allegations of sexual harassment, and to serve as additional resource persons to complainants.

Third Response/Recommendation: The provisions of each of the foregoing specific recommendations should be addressed as part of the University's Strategic Plan Goal 5 and those performance indicators. The prevention of sexual harassment through appropriate training and/or response to complaints of such conduct is both a legal and moral responsibility of the institution.

III. ADVANCEMENT

Specific Recommendations of Task Force:

The University should develop, promote, and adhere to a rigid policy designed to increase the number of women at all levels of upper administration in non-academic as well as academic areas, including department headships, deanships, vice presidencies, and presidencies.

University Response: Done. The University has adopted formal, detailed Equal Opportunity / Affirmative Action procedures, and has implemented a "Recruitment and Advertising Policy" that requires specific advertising initiatives. All position searches be conducted in accordance with the University's Equal Opportunity / Affirmative Action Hiring Guidelines.

1. The University should *continue* to track and monitor the hiring process; to monitor and track faculty promotions; to continue to track faculty vacancies (to include retirements/optional retirements) and recruitment data; for appropriate offices to review the current system(s) associated with employee turnover, job advertising, interviewing, recruitment, and hiring.

University Response: Done. The University's Annual Affirmative Action Report includes analysis of position hirings, promotions, and terminations for both faculty and staff. It also includes analysis of the University's applicant flow (recruiting). The University currently requires that all position searches be conducted in accordance with the University's Affirmative Action Hiring Guidelines.

Also, during 1998-99, 5,741 persons applied for 275 position openings at WKU. Of these total applicants, 3,079(53.6%)were female. Of these 275 total positions, 166(60.4%) were offered to / filled by women.

During 1998-99, there were a total of 64 promotions. Of these 64 promotions, 61(95.3%) occurred in Administration and Staff Job Groups and 3(4.7%) were in Faculty Job Groups. Of the 64 promotions in the Administration and Staff Job Groups,41(64.1%) were women.

Third Response/Recommendation: The provisions of each of the foregoing specific recommendations should be addressed as part of the University's Strategic Plan Goal 3 and 5 and those performance indicators.

IV. WORK ENVIRONMENT

Specific Recommendations of Task Force:

The University should investigate the conditions of Western's interpersonal and intra-and interdepartmental work environment and develop programs for eliminating any problems.

University Response: The University created a temporary position to implement an employee training and development program in 1997-1998. Unfortunately, financial constraints resulted in the elimination of the funding for this position in May of 1998. The Office of Human Resources has requested permanent funding for the position in each of the subsequent budget development cycles but has not received funding. Human Resources will continue to pursue permanent funding as a priority of that department.

Third Response/Recommendation: The provisions of each of the foregoing specific recommendations should be addressed as part of the University's Strategic Plan Goal 3 and 5 and those performance indicators.

The University will explore implementing a system for feedback of employee satisfaction, such as improving and/or expanding upon the current system of "bottom up" supervisor performance appraisals. Consideration will be given to allowing feedback contained in those appraisals to be returned directly to the Office of Human Resources for review and compilation.

V. SAFETY

Specific Recommendations of Task Force:

1. The University should add more lighting and emergency call boxes in specific areas.
2. The University should reallocate more foot and bicycle police patrols to the interior of the campus instead of so many automobile patrols along the periphery.

3. The University should also review the campus in light of specific spots of danger that are mentioned in the Study.

EMERGENCY TELEPHONES

University Response: Done. Lighting assessments are performed biannually and provided to the Department of Facilities Management. The University will review the current assessment report for funding and implementation.

The University Police recommended the original installation of the emergency call boxes in 1989. Initially eight emergency telephones were installed and later that number increased to 15. In 1997, additional emergency phones were installed on each level of the parking structure. This past year the number rose to 19. These 19 emergency telephones are located throughout campus and in isolated areas where other public phones are not available, including the Campbell Lane Lot (near the Hattie Preston Intermural Fields), the Mimosa Lot, and the Adams Street Lot.

Installation of emergency telephones continue to be included as an important part of the overall safety/security plan, with the funding of the Parking and Transportation Committee.

LIGHTING

As part of their normal duties, University Police Officers report, on a daily basis, any and all unsafe conditions that they encounter in and around the campus community. Additionally, each semester lighting and environment issues that pose safety concerns are delineated in a report to the Department of Facilities Management for correction, replacement and/or repair. Finally, University Police Officers are being directed to leave their patrol vehicles and to randomly patrol, on foot, those areas of campus that are of concern to the faculty, staff, students and visitors.

BICYCLE AND FOOT PATROL

Approximately three years ago, the WKU Police Department secured a COPS Grant for three (3) additional officers. The three additional officers provided sufficient manpower that would allow for intensive bicycle/foot patrol of campus areas. The University has identified and allocated permanent salary funds to retain the positions as permanent positions and will include this funding as part of the 2000-2001 Budget process.

Bicycle and foot patrol is currently being practiced on Western's campus but not at the level desired by the department nor the University community. The Department has secured five (5) bicycles and has every intention of utilizing them, when sufficient manpower allows. The WKU Police department espouses community policing, which recognizes the effectiveness of bicycle and foot patrol as a deterrent to crime and to the prevention of crime.

Finally, preliminary statistics for crime reported to the WKU Police in 1999 continue to evidence a downward trend in the majority of crime categories.

Third Response/Recommendation: The provisions of each of the foregoing specific recommendations should be addressed as part of the University's Strategic Plan Goal 5 and those performance indicators.

RECOMMENDATION:

- To the extent that the recommendations contained in that report represent ongoing recommendations and/or initiatives, the President recommends that those items be incorporated into appropriate strategic goals and performance indicators outlined in the University's Strategic Plan 1998-2003, *Challenging the Spirit*;
- A salary study should be conducted at three-year intervals;
- The University will take appropriate steps to institute a schedule of training on the University's Policy Against Sexual Harassment for full-time employees, on a three-year cycle;

- The University will explore implementing a system for feedback of employee satisfaction

Motion for approval was made by Professor Miller, seconded by Ms. Gramling and carried unanimously.

5.2 Academics and Student Affairs, Ms. Lois Gray

REQUEST: Approval of recommendations for framing a post-tenure review (“PTR”) policy.

FACTS: Senate Bill 11 passed during the 1998 session asked that all universities pursue development PTR review policies. A resolution was passed in the last session of the Legislature that requires the CPE to report on university efforts to put PTR policies in place.

Efforts to comply with SB 11 and to create a PTR system for the University have been extensively considered by a faculty PTR Task Force. The Faculty Senate has presented faculty preferences for the type of PTR system to be put in place. Additionally, the Faculty Regent has attempted to best represent the views of the faculty by presenting recommendations that include those components which she believes the faculty would best support in the Western’s PTR system.

The University currently has in place a policy and procedure for the conduct of annual faculty performance evaluations. Western is using this occasion as an opportunity to strengthen our ongoing faculty evaluation processes.

Regent Miller has recommended that the purposes of PTR can be achieved through the University’s existing continuing review process, which is designed to commend and recognize superior performance through merit pay and university rewards; to encourage and facilitate improvement wherever necessary; to maximize opportunities for professional development; and to advance attainment of institutional goals.

RECOMMENDATION: The President recommends approval of the recommendations presented by Regent Miller. The Provost will convert her recommendation into a formal **PTR policy proposal with implementation plans***. This policy proposal will be submitted to the Board at the May 19, 2000, Board meeting for approval and implementation in the Fall 2000 semester. *Approved by the Academics and Student Affairs Committee, April 21, 2000*

The recommended policy with implementation plan follows:

WESTERN KENTUCKY UNIVERSITY POST-TENURE REVIEW POLICY

PURPOSES

There has been a marked growth in interest in the subject of post-tenure review among institutions of higher education in the United States. There are many factors serving as an impetus to implementing post-tenure review policies at colleges and universities. In Kentucky, in addition to institutional self-study, the impetus has come, in part, from the state legislature. In 1998, Senate Bill 11 was passed by the Kentucky General Assembly calling on all state universities to develop post-tenure review policies. The Council on Postsecondary Education was charged with monitoring the efforts of universities to implement such policies.

The post-tenure review policy described herein is the product of extensive study by a special faculty committee, commentary by the faculty at large and the Faculty

Senate, suggestions by the Faculty Regent, and review by the Provost/Vice President for Academic Affairs and President. Among other things, the policy is intended to: (1) respect important academic values and practices, specifically including academic freedom and tenure; (2) recognize good performance and encourage professional development; and (3) allow intervention in those cases in which there is a demonstrated need for improvement. Western Kentucky University recognizes that the purposes of post-tenure review are achieved through a continuing review process designed:

- to commend and recognize superior performance through merit pay and university awards;
- to encourage and facilitate improvement wherever necessary;
- to maximize opportunities for continuing professional development;
- to advance attainment of institutional goals.

The post-tenure review process should acknowledge good work, point out areas for improvement, identify most productive uses of faculty members' talents and expertise, and identify opportunities to energize all faculty members to reach new levels of achievement.

PROCESS

The post-tenure review process at Western Kentucky University will incorporate and build upon the existing system of annual performance reviews. Key elements of the review process will include annual activity reports submitted by each faculty member, results of student (SITE) evaluations of faculty, and department head evaluations of each faculty member. These elements will encompass:

- annual activity reports that will be consistent in format and will include activities and endeavors in the categories of teaching, research/creative activity, service, and contributions to the university mission, as well as the individual faculty member's long-range goals in each of the above categories;
- results of student (SITE) evaluations for each course taught by the faculty member during the preceding year;
- department head annual evaluations that will explicitly address the post-tenure review goals of commending and recognizing superior performance, encouraging and facilitating improvement wherever necessary, maximizing opportunities for continuing professional development, and advancing attainment of institutional goals.

The results of the annual post-tenure review process will be provided to the college dean and the Provost/Vice President for Academic Affairs and will be incorporated into recommendations for merit salary increases and university recognitions and awards. If areas needing improvement are identified, the department head will work with the faculty member in developing a plan for improvement and will monitor progress during the following year.

Any dispute involving an individual faculty member's evaluation under the post-tenure review process will be resolved, if possible, at these levels (in order): department head; college dean; Provost/Vice President for Academic Affairs. Any unresolved disputes may be submitted to the Faculty Grievance Committee through the President.

Insofar as possible, the post-tenure review process will follow a similar structure and format throughout the university. Only minor department-specific adjustments may be made to this policy and those may be made only by majority vote of the tenured and tenure-track faculty of the particular department and approved by the college dean and the Provost/Vice President for Academic Affairs.

Two years after implementation of this policy, the University Senate will conduct a study of the policy to determine if it has accomplished its stated purposes. The Senate will report its findings to the Provost/Vice President for Academic Affairs.

IMPLEMENTATION

The post-tenure review policy will go into effect beginning with the 2000-2001 academic year. All tenured faculty members are subject to this review.

Each academic department will review its current post-tenure review evaluation criteria to ensure consistency with the adopted post-tenure review policy. Changes in existing departmental criteria will be adopted through a majority vote of all tenured and tenure-track faculty members in the department and will be approved by the college dean and the Provost/Vice President for Academic Affairs. For the initial year of implementation, this process should be completed at the department level and the college dean's level by October 5, 2000, and at the Provost/Vice President for Academic Affairs level by October 30, 2000.

It is recommended that departments refer to existing criteria for faculty evaluation described in the Faculty Handbook (15th edition, pages 10-17, 34, and 38-41). Materials required for the review will include the individual faculty member's annual activity reports (which will follow a consistent university format), student (SITE) evaluations, department head evaluations, and the faculty member's long-range goals in each of the four areas of responsibility.

Post-tenure review will be built upon the existing process of annual performance reviews of faculty. Reviews during the initial year will be scheduled for completion by February 15, 2001 so that the results can be incorporated into the University's system of annual merit salary increases and other recognitions of performance. A similar schedule will be followed in subsequent years.

When areas of needed improvement have been identified through these reviews, the department head will work with the individual faculty member to develop a professional development plan to address those needs. The plan should be based on a clear timetable and should incorporate explicit steps to be taken by the faculty member to achieve the necessary improvement.

MOTION was made by Ms. Gray and seconded by Professor Miller to approve the Formal Post Tenure Review Policy and Implementation Plan as outlined. The motion carried unanimously.

5.2.2 REQUEST: To defer elimination of baccalaureate degree programs in Electrical Engineering Technology, Mechanical Engineering Technology, Civil Engineering Technology, and Electro-Mechanical Engineering Technology until January, 2001. approval and implementation of baccalaureate engineering degree programs by the CPE.

FACTS: Western has requested approval from the Council on Postsecondary Education to establish baccalaureate degree programs in Electrical Engineering, Mechanical Engineering, and Construction Engineering and Management. Contingent upon that approval, Western had planned to immediately phase out degree programs in Electrical Engineering Technology, Mechanical Engineering Technology, Civil Engineering Technology, and Electro-Mechanical Engineering Technology. The Council on Postsecondary Education is expected to approve joint degree programs with WKU, UL, and UK at its July meeting. New degree programs should be ready for WKU Board approval early in the Fall 2000

semester. Therefore, it is necessary to defer elimination of the Engineering Technology programs until we are ready to accept students into our new joint programs. WKU and KCTCS have initiated discussion to create joint associate degrees in the primary Engineering Technology discipline. These will replace WKU's current programs.

RECOMMENDATION: President Ransdell recommends the elimination of baccalaureate degree programs in Electrical Engineering Technology, Mechanical Engineering Technology, Civil Engineering Technology, and Electro-Mechanical Engineering Technology ~~in January, 2001~~. until approval and implementation of baccalaureate engineering degree programs by the Council of Postsecondary Education. [*Approved by the Academics and Student Affairs Committee, April 21, 2000*]

Ms. Gray presented and moved approval of the recommendation as submitted; her motion was seconded by Professor Miller.

President Ransdell noted the recommendation simply defers the elimination of the Engineering Technology degree programs; the current status of baccalaureate degree programs will be addressed later under the President's report.

Mr. Fischer commented that the recommendation moves a date previously approved by the Board and locks in another date of January, 2001 to eliminate the programs. He suggested the recommendation read as reflected above in the minutes.

Ms. Gray and Professor Miller amended their motion in accordance with Mr. Fischer's suggestion. The motion carried unanimously.

REQUEST: Approval of name change from the Department of Industrial Technology to the Department of Architectural and Manufacturing Sciences

FACTS: The Department has undergone an evolution in mission and academic focus. The new title will more accurately reflect the nature of the program that will be offered through the Department.

RECOMMENDATION: President Ransdell recommends approval of a change in the name of the Department of Industrial Technology to the Department of Architectural and Manufacturing Sciences effective upon final approval by the Board of Regents. (*Approved by the Academics and Student Affairs Committee, April 21, 2000.*)

This recommendation was moved for approval by Ms. Gray, seconded by Ms. Gramling, and carried unanimously.

REQUEST: Approval of candidates for appointment as *University Distinguished Professors.*

FACTS: Five years ago the Board of Regents adopted a plan to recognize faculty members at the university who had given long and particularly distinguished service in teaching, research/creativity, and public and university service. Up to two individuals can be recommended annually for the status of University Distinguished Professor. Candidates are recommended by the Provost

and President following a careful screening process involving department colleagues, and department head, and outside peer reviewer, the college dean and the university-wide Distinguished University Professor Selection Committee. Individuals appointed hold the status for a period of five years.

This program supports the overall strategic plan of the university and specifically addresses **Strategic Goal 4: Assuring High Quality Faculty and Staff**.

RECOMMENDATION: President Ransdell recommends the appointment of Dr. Leroy Metze, Professor of Psychology, and Dr. Melvin Borland, Professor of Economics as University Distinguished Professors effective with the 2000-2001 academic year. (*Approved by the Academics and Student Affairs Committee, April 21, 2000*)

- **MELVIN V. BORLAND** - Dr. Melvin V. Borland joined the Economics Department at Western in 1978. He received his baccalaureate degree from Centre College and completed his doctorate in Economics at Washington University in St. Louis. He has been a Full Professor since 1990. Dr. Borland enjoys the respect of both his students and his faculty colleagues for his intelligence, insight and critical thinking abilities. He has had a significant impact on many students as reflected in their responses to alumni surveys.

Dr. Borland has accumulated a solid record of achievement in research as reflected in the number of high quality publications he has in prestigious academic journals. He has applied economic analysis to such diverse topics as student achievement, property tax policy, and college football. He models a commitment to open inquiry and the challenging of assumptions that epitomizes the best faculty members.

He has also been a consistent contributor to the university through his services, both on campus and as a contributor to debates on public issues. His service on numerous department, college and university committees has helped the university address important academic and operational issues.

Dr. Borland's qualifications have been long recognized by his colleagues in the Gordon Ford College of Business. It is appropriate that he now be given university-wide recognition as a University Distinguished Professor.

★ ★

LEROY P. METZE - Dr. Leroy P. Metze is a professor in the Department of Psychology at Western Kentucky University. He received his undergraduate degree from Texas A & M University and his doctorate in Experimental Psychology from the University of Houston. Dr. Metze came to Western in 1970, was promoted quickly through the ranks, and achieved Full Professor status in 1977. In addition to teaching, for which he has earned an excellent reputation with students, Dr. Metze has an active research record in the areas of methodology, statistics and the application of technology in education. His book, Methods of Psychological Research, that he co-authored with James Craig, has been a well-received textbook in the field as has his more recent work in the area of instructional technology.

Dr. Metze is a particularly valued colleague because he willingly serves as a consultant to other faculty on matters concerning assessment and technology. He is an acknowledged expert in the College of Education and Behavioral Sciences in these areas and has given freely of his time to the university to support acquisition of computer hardware and software and to undertake a major, federally-supported, project in performance assessment.

Dr. Metze's sustained and effective service to the university makes him an ideal candidate for recognition as a University Distinguished Professor.

MOTION for approval of Dr. Leroy Metze and Dr. Melvin Borland as University

Distinguished Professors for a five-year term effective with the 2000-2001 academic year was made by Ms. Gray, seconded by Professor Miller, and carried unanimously.

In introducing Dr. Metze and Dr. Borland, President Ransdell commented, "It is a rare and distinct honor to be recognized among your peers for such an honor, particularly on a university campus where intellectual stimulation is everything. These two individuals plan their teaching and research in highly commendable ways. They help lead the intellectual stimulation on this campus. Just last week I had the opportunity to have lunch with all of our Distinguished University Professors as I try to do a couple of times a year, and every time I do that, I come away with insights, thoughts and information that certainly is helpful to me and to this campus community. They not only lead by example, but they're part of a group that helps to shape the future directions of the University."

5.3 Finance and Budget Committee, Mr. Earl Fischer, Chair

REQUEST: Approval of waiving the extended campus fee, effective summer 2000, for Military Tuition Assistance Program enrollees at the Ft. Knox Center.

FACTS: Western Kentucky University is the only institution charging a fee beyond tuition and fees to the military service members on active duty at the Ft. Knox base. As a result, Western has placed itself in a noncompetitive position given that the Army will not pay the extended campus fee and that it must be paid by the enrollees. Western wants to be competitive in offering courses and Ft. Knox and does not want the existence of an extended campus fee to be a deterrent in expanding educational offerings and enrollment at the base. Furthermore, the Army made the request of Western in view of the fact that none of the other 90 colleges with whom the Army Continuing Education Services has memorandum of understandings has such a fee.

The fee waiver is requested for only individuals who are on the Military Tuition Assistance Program and are enrolled at the Ft. Knox Center. In spring 2000, there are only 14 students that meet these criteria; thus, the fiscal impact is minimal.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents approve the waiving of the extended campus fee, effective summer 2000, for Military Tuition Assistance Program enrollees at the Ft. Knox Center. (*Approved by Finance and Budget Committee, April 21, 2000*)

MOTION to approve the waiving of the extended campus fee, effective summer 2000, for Military Tuition Assistance Program enrollees at the Ft. Knox Center was made by Mr. Fischer, seconded by Ms. Gramling. The motion carried unanimously.

REQUEST: Acceptance of the 1999-2000 Third Quarter Financial Report

FACTS: Total realized Educational and General (E&G) revenue, as a percentage of the budget, is comparable to the 1998-99 third quarter revenue. Additionally, the tuition revenue appears comparable with current years anticipated third quarter budget. Budgeted projections for the year continue to remain closer to actual than the 1998-99 budget.

E & G continues the trend of spending less of a percentage of their budget by the third quarter. There appears to be a lag in expenditures, however, it is anticipated that there will be an offset in fourth quarter.

Restricted revenues and expenditures for grants and contracts continue to perform well for the third quarter of the year as Program of Distinction, Head Start and Center for Rural Water Quality have substantially increased activity. Grants and contracts continue the important trend of increasing funding for the University.

For the period first quarter through third quarter, Auxiliary Enterprises has reported more in revenue and less in expenditures, when compared to the same period last year. Auxiliary Enterprises operations continue to have managed their resources effectively.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents accept the Third Quarter Financial Report. (*Accepted by the Finance and Budget Committee, April 21, 2000*)

MOTION to accept the 1999-2000 Third Quarter Financial Report was made by

Mr. Fischer, seconded by Ms. Loafman, and carried.

AGENDA ITEM 5.3.3: Approval of the Western Kentucky University 2000-01 Combined Budgets.

FACTS: The General Assembly and Governor Paul E. Patton have been instrumental in advancing post secondary education. Governor Patton continues to make post secondary education a key component of his vision for Kentucky. The Governor advanced an Executive Budget to the 2000 General Assembly which endorsed the Council on Postsecondary Education's recommendations - - such an endorsement is unprecedented and greatly appreciated by the higher education community. As stated in House Bill 502 (*budget bill*):

The General Assembly reaffirms its commitment to the spirit, intent, and goals of the Kentucky Postsecondary Education Improvement Act of 1997. The General Assembly recognizes the continued need to improved access to post secondary education for all of Kentucky's citizens.

The enacted biennial budget includes a 3.7 percent system-wide increase for 2000-01 and 10.1 percent system-wide increase for 2001-02. The budget includes state appropriation increases of approximately 8 percent and 5.2 percent for Western's base budget in 2000-01 and 2001-02, respectively. Included are increases of approximately \$1.5 million in each year "to move the institution's funding level to the 55th percentile of the benchmark institutions." The Council on Postsecondary Education's funding model supports that Western is underfunded by approximately \$17 million and that these funds are to come from state appropriations and tuition revenue over a three-year period. The 2000 General Assembly provided additional funds that will benefit Western Kentucky University and these funds are allocated to trust funds under the Council on Postsecondary Education. The trust funds to be allocated in 2000-01 include \$4,625,000 from the Endowment Trust Fund (to be matched \$1:\$1 with private funds) and \$700,000 from the Regional University Excellence Trust Fund to address enrollment growth and retention. A table follows which summarizes the actions of the 2000 General Assembly for the 2000-02 biennium.

The *Western Kentucky University 2000-01 Combined Budgets* contains the proposed Operating Budget and Capital Budget. The Operating Budget includes Educational and General (E&G) and Auxiliary Enterprises revenues and expenditures. E&G revenue consists of unrestricted revenue - - primarily state appropriations and tuition and fees - - and restricted revenue (e.g., federal funds for student financial aid and

extramural funding for grants and contracts.) Auxiliary Enterprises revenue is derived from the self-supporting activities of the University such as housing, food services, and bookstore operations. The Capital Budget provides a listing of major capital and lease/purchase projects, funding sources for these projects, and the current status of these projects.

At its April 21, 2000 meeting, the Finance and Budget Committee was presented with the Administration's proposed allocations of increased state appropriations and tuition revenue for the next fiscal year. These proposed allocations are consistent with the following Board-approved budget priorities:

2000-01 Institutional Budget Priorities

Through the allocation of projected increases in tuition and state appropriations revenue and through reallocation of existing budgeted funds, Western 's 2000-01 Operating Budget reflects the following institutional priorities (*not in priority order*):

Recruit and retain quality faculty and staff. Funds are needed to provide salary increases in recognition of outstanding performance, and to keep or improve the market competitiveness of salaries.

Improve our physical resources. Funds are needed on an ongoing basis to address campus maintenance and to protect the University's investment in plant.

Provide permanent funding for needs which have been met routinely by nonrecurring allocations such as fund balances. Funds are needed for selected items which are consistent with the University's Strategic Plan and for which no permanent funding has been identified in previous budgets.

Improve base operating and equipment budgets. Funds are needed to respond to fiscal pressures resulting from cost increases and enrollment increases.

The following table summarizes the proposed allocations within each of these budget priorities. There are numerous other needs identified for which no funding or inadequate funding is available. Where feasible, additional funding must come from reallocations within divisions, carry forward funds, and fund balance allocations.

The *Western Kentucky University 2000-01 Combined Budgets* , which is being submitted to the Board of Regents for approval on May 19, 2000, is the University's financial plan for the fiscal year beginning July 1, 2000 and ending June 30, 2001. The Operating Budget totals \$158,821,000 with an Educational and General (E&G) budget of \$146,260,000 and Auxiliary Enterprises budget of \$12,561,000. This represents a total budget increase of 3.4 percent. The Educational and General budget increases by 6.5 percent. The Auxiliary Enterprises budget decreases by 23 percent due to capitalization plan of Student Life Foundation.

In addition to the increase in state appropriations, it is noted that this budget reflects Board-approved tuition rates. This is the first year that the authority for setting tuition rates has been delegated to the colleges and universities by the Council on Postsecondary Education. For in-state full-time students, tuition rates will increase 6.4 percent for undergraduate students and 5.9 percent for graduate students. The Board of Regents also has approved a separate tuition rate for the Tuition Incentive Program counties and for Western's Community College. The Operating Budget includes the anticipated revenue based on the 2000-01 tuition rates. Tuition revenue

will account for approximately 23.3 percent of the total E&G budget and 30.6 percent of the unrestricted E&G budget of the University.

The Capital Budget totals \$75,377,266 and includes the funding for new and continuing projects: \$54,715,000 for new construction; \$17,839,500 for capital maintenance and campus improvements on Educational and General facilities; \$800,000 for capital equipment; \$1,510,766 for annual lease payments (computers, distance learning, networking, busses, and telephone systems); and \$512,000 for capital maintenance on Auxiliary Enterprises facilities.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents approve the *Western Kentucky University 2000-2001 Combined Budgets*. (Budget document enclosed separately)

Ms. Ann Mead, Chief Financial Officer, provided a presentation on the recommended budget of \$158,841,000, which reviewed the following:

- 2000-01 Combined Budgets
- 2000-01 Estimated Revenue
- WKU State Appropriation
- Student Charges per Semester
- Budget Priorities
- Distribution by Budget Priority
- Focus on Employees
- Distribution of Funds by Expenditure Categories
- Capital Budget Highlights
- Capital Budget Summary

MOTION to approve the *Western Kentucky University 2000-2001 Combined Budgets* and recommended salaries was made by Ms. Gramling and seconded by Mr. Fischer.

Ms. Gramling commented, "I want to make sure the Board is aware that there have been pools provided for market adjustments for faculty salaries. Keep in mind that we need to develop pools for staff salaries in the future in the next budget cycle. I know that doesn't pertain to this budget we have before us, but Human Resources has done a study which shows some areas in particular that are lagging behind, and I just want to ask the administration and this Board to keep that in mind."

Dr. Ransdell responded, "We've commissioned a study to be done in the fall that will be a gender study. Let me put some of our recent history in perspective. Joy is absolutely right in terms of the need for ongoing attention to staff as well as faculty, but historically, major salary adjustments recommended for faculty positions in fiscal years 1999-2000 with additional adjustments in the budget that you are about to approve for faculty total \$1.3 million over that three-year cycle exclusively for market adjustments. Our Strategic Plan calls for a rather serious commitment for faculty market adjustments,

and the current university planning is for one more year to attempt to get our faculty salaries up to benchmark level. We think we can get very, very close with one more year of faculty market adjustments. Staff market adjustments were addressed as a part of the Coroon Study which Regent Gramling just acknowledged in fiscal years 1997-98 with a total investment of some \$800,000 over that two-year period for staff market adjustments. The budget you're about to approve as Ms. Mead has mentioned includes administrative positions, generally director's level and above, to be addressed in this budget with an investment of \$150,000, including incremental benefits associated with the salaries. So since 1997, we've addressed faculty market adjustments at \$1.3 million, staff adjustments at \$800,000, and administrative adjustments at \$150,000. The point that I want to reinforce Joy making is that this budget is the third, next year will be the fourth where we've made a very serious commitment to faculty market adjustments. In the future, I'm going to be very focused on achieving balance in the University's budget for faculty and staff as we make market adjustments in our budget above and beyond the average increases that are included in the base and performance-based salary adjustments. We have some fifteen hundred (1500) employees; and if this University community is to continue to make progress in a cohesive and motivated manner, we need to be sure that all employee groups are addressed as effectively as possible. Our Strategic Plan does call for priority for faculty adjustments, and we're dedicated to that in the Strategic Plan."

Mr. Fischer commended the legislators for their efforts in obtaining funding for Western Kentucky University noting, "Just going back a year or two, what a struggle it has been to give increases to those who more than deserved them here at this University; it was always a struggle because of the cap and the under funding of university budgets. Governor Patton and the legislators have joined together to put the spotlight on higher education, and were willing to commit the dollars to do that. We really must show our appreciation to them, but I think they need to know that no matter how many dollars they roll into that, Western Kentucky University doesn't just automatically get a percentage slice of that. Many have pulled together to get the additional funds, and Western Kentucky University came out very well."

President Ransdell noted, "We had the second highest percentage increase of the

eight universities in the State in our base budget, and that's a tribute to a lot of things-- the confidence being devoted to Western by the General Assembly, Fred Hensley and Paul Cook's work throughout this legislative session, confidence by the Council on Postsecondary Education in what we're doing and how we're going about it, and probably the most significant factor, unfortunately, is a history of relative underfunding in the last eight or ten years. That's the bad news; the good news is we're beginning to show some catch up."

The motion to approve the budget carried with Ms. Gramling and Professor Miller abstaining.

5.4 Special Committee on Diversity and Internationalism, Professor Mary Ellen Miller, Chair

Professor Miller reported a meeting of the Committee on April 21 when a verbal report was provided by Dr. John O'Connor on the Office of Civil Rights visit to campus. A copy of that summary was provided to each Board member, and an official report is expected within 60 days. The visit was felt to be very positive.

The Committee also heard a report from Dr. John Petersen which summarized the international activities on campus and the Report on the Task Force for Internationalizing Western Kentucky University. That report was also distributed to each member.

President Ransdell gave a report on the recent visit to Western by Chinese guests who attended commencement. Dr. Ke-Chang Xie, President of Taiyuan University of Technology, who led a group from his University who participated in an international thermal analysis symposium in our new Materials Characterization Lab, a world-class materials research facility, on Western's campus. He was recognized as the first international adjunct professor. This was the first time he met his daughter-in-law who received her master's degree (MBA) from Western at the commencement ceremony. His son directs the Thermal Analysis Lab on campus and has a master's degree from Western as do his daughter and son-in-law who now live in Atlanta.

5.5 Institutional Advancement Committee, Mr. Ronald G. Sheffer, Chair

Mr. Tennill moved adoption of the resolution which follows:

RESOLUTION

WHEREAS, Since its founding in 1906, Western Kentucky University has been dedicated to providing a quality educational experience for residents of Kentucky, the nation, and the world; and

WHEREAS, the *Challenging the Spirit* strategic plan, a mission, vision, and set of goals for 1998-2003, is designed to guide WKU toward its vision to “be the best comprehensive public institution in Kentucky and among the best in the nation;” and

WHEREAS, substantial private support will be necessary for Western to reach its ambitious goals; and

WHEREAS, on April 27, 2000, Western Kentucky University launched *Investing in the Spirit: The Campaign for Western Kentucky University*, a five-year, \$78 million comprehensive campaign designed to raise money for endowed scholarships, faculty positions and development, university programs, and facility improvements outlined in the strategic plan.

NOW, THEREFORE BE IT

RESOLVED, that the Board of Regents of Western Kentucky University endorses and supports in principle the efforts of *Investing in the Spirit: The Campaign for Western Kentucky University*.

BE IT FURTHER

RESOLVED, that this resolution be spread upon the official minutes of the Board of Regents of Western Kentucky University.

Ordered at Bowling Green, Kentucky, this nineteenth day of May in the year of our Lord two thousand.

Cornelius A. Martin
Chairman, Board of Regents

Gary A. Ransdell
President

Mr. Tennill’s motion was seconded by Ms. Loafman and carried unanimously.

Mr. Thomas Hiles, Vice President for Development and Alumni Affairs, noted that Western’s \$78 million five-year campaign is the second largest campaign goal in Kentucky and the largest public campaign in the State. Mr. Hiles provided an update on the following goals:

- **Increasing University’s combined endowment to \$50 million** - This endowment has more than doubled in the two-year period. The overall performance on the combined investments has been tremendous. The financial report for the WKU Foundation Board has included increases in the last three years of over 19 % each year. That contrasts favorably with 11 % nation-wide.
- **Reaching a level of \$25 in deferred gift inventory** - This number has been spiked tremendously due to a lot of work on bequests, charitable remainder

trusts; as those pay off, the challenge will be to continue to feed the pipeline. There are two exciting possibilities now under way which are several million dollars each.

- **Providing 25 new endowed faculty positions** - This area has grown from no endowed professorships in 1998 to twelve currently; six of those are in the Business College; four in the Sciences; one in Potter College, and one in Education. A second round of \$20 million matching money has now been made available by the State with Western's portion being \$4.6 million, of which \$2.7 has already been used.
- **Achieving 20% participation among alumni in the University's annual giving program** - The nation-wide average in this area for a public institution is 12.5 - 13%, and Western is significantly above that with the hope and expectation of reaching the 18.5% goal this year.
- **Achieving a level of \$10 million a year in private support** - Moving the numbers up in this goal has been successful. A gift announcement soon to be made will put us over the \$7 million mark.

In summary, Mr. Hiles stated, "Along with the cash flow, the endowment (42 new scholarships since we've started this campaign effort), we've increased our corporate donations by over 100%, and our President's Circle giving has grown from about 340 to over 760 this year (doubled in a two-year period).

- **Announcement of estate gift of Dr. James Stuteville in the amount of approximately \$1.3** - Dr. Stuteville is a long-time friend of Dr. Dero Downing; the estate is in the process of being liquidated and has provided a substantial gift to Western in support of scholarship funds for students studying math and/or science.

President Ransdell noted, "This gift is huge because it will be a marvelous recruiting mechanism for students at some point in the future when the Academy for Math and Science is established and up and running to recruit students to that Academy and Western. This is really a terrific enhancement for us."

- **Introduced Mr. Donald Smith as Executive Director of the WKU Alumni Association and Annual Fund.**
- **Campaign Video** was distributed to members of the Board.
- Acknowledged a \$100,000 commitment that was announced as a part of the Campaign kickoff from Chairman Cornelius Martin and his wife Gail.
- **Quarterly Media Report** - found on pages 33 and 34 of the agenda packet. Mr. Hensley noted there were approximately 1100 pieces of legislation enacted during the 2000 session of the General Assembly. Each piece of legislation is now being reviewed to determine its affect on the University; a report will be provided in the next 30-45 days.
- Mr. Hensley complimented the staff in Public Affairs, noting that during the current academic year, staff in publications, media relations, special events, and the internal communications program have won more than twenty awards from three different professional organizations.

**AGENDA ITEM 6 - Recommendation for approval of personnel
recommendation which have transpired since January 28, 2000**

[The recommendations are contained on the next fourteen pages.]

The personnel actions were presented for approval by Chair Martin. Motion for approval was made by Ms. Loafman, seconded by Mr. Fischer, and carried unanimously.

AGENDA ITEM 7 - Recommendation for approval of extension of the Management Services Contract with Sodexho Marriott for the leadership and direction of the Department of Facilities Management, extending said contract through June 30, 2005.

FACTS: The Board of Regents approved the award of a contract for management services of the Department of Facilities Management in May 1995, to Sodexho Marriott. The contract term was for an initial five-year term (July 1, 1995 to June 30, 2000) with an option to extend the contract for 5 additional years (July 1, 2000 to June 30, 2005).

Over the past five academic years, an ongoing review of the program and the performance of the management team has been conducted to ensure that the stated performance goals for the program have been realized. This assessment has determined that the five-year plan submitted in 1995 has been achieved, and that the management team provided by Sodexho Marriott has improved staff performance, services, and overall productivity of the department.

Sodexho Marriott has provided a five-year management plan (2000-2005) that builds on the accomplishments of the past and is focused on “continuous improvement” of the department for the future. This plan retains the fundamental provisions of the original 1995 contract and outlines the standards of performance for the next five years.

A summary of the components contained in the Management Plan includes:

- A Five-Year Facilities Plan with annual goals for each unit within the department focusing on quality, customer satisfaction, training and associate satisfaction
- A provision for \$228,000 in equipment purchases to permit the performance goals to be realized
- A plan to conduct a facilities audit with the assistance of a consultant, Harry Kaiser
- The installation and implementation of an improved CAMMP system (Computer Assisted Maintenance Management Program)
- A revised and improved plan to conduct a Customer Satisfaction study with the aid and assistance of Consumer Metrics
- A commitment to implement a program from APPA known as SAM (Strategic Assessment Model) which is a valuable resource for continuous quality improvement of our Facilities Management performance
- A \$240,000 direct contribution over the 5-year period that specifically targets campus landscape and grounds improvements.

RESOURCE IMPLICATION: An outline of the contract costs for the past five years as well as the costs for 2000-2005 was provided to the Board. The 2000-2001 annual operating budget for Facilities Management has a recommended increase of \$54,000 which would provide the additional funds needed to extend

the contract. The \$54,000 will provide wage and benefit increases for the eight management positions in the department and purchase needed equipment for the department.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents approve a 5-year contract extension for management services for the Department of Facilities Management to Sodexo Marriott.

MOTION: Approval to extend the existing management services contract with Sodexo Marriott for leadership and direction of the Facilities Management Department for 5 additional years, effective July 1, 2000 through June 30, 2005.

Following a review of the recommendation and comments on the positive progress being made in the physical plant by John Osborne, Assistant Vice President for Student Services, motion for approval was made by Ms. Loafman and seconded by Ms. Bale.

Ms. Gramling commented, "I would be remiss in my duties as a representative of the staff of this university if I didn't let this Board know that privatization is a big concern, and it's hard on morale. We're looking at one particular instance right now-- the Sodexo Marriott Corporation. I need to attempt to make this Board understand that privatization is not the answer to all of our problems. We need to think about what we are getting and what we are giving up. We may be gaining corporate resources, but what are we giving up? We have to look at how it affects the culture, how it affects employee morale, and I have to tell you that it usually is not a positive thing. People tend to worry about who is next. We've talked about all of these things before. We're trading the corporate culture, which tends to be somewhat transient and committed to their corporation first and Western, the customer, as a means to an end which is to make a profit. I hope this Board, when looking at arrangements like this, will always be sure to step back and look to make sure you are getting what you are paying for--that there aren't a lot of hidden costs."

Ms. Loafman's motion to approve the recommendation carried with Ms. Gramling voting nay.

AGENDA ITEM 8 - President's Report

- **Radio Network Contract** - Dr. Wood Selig, Athletics Director presented an update on the contract which was recently awarded to Commonwealth Broadcasting Corp. An executive summary of the process for awarding this contract was distributed by Dr. Selig, and a copy is filed in the Board's official files for this meeting.

- **Vice President for Student Affairs and Administrative Services** - Credentials for the four finalists for the position were distributed by President Ransdell. Each of these individuals will be visiting campus and interviewing in the next several days, and a decision on the selection will be forthcoming.
- **Enrollment Update** - CPE Enrollment Data - 1999; 2000 Spring Enrollment, and Admissions Reports for Degree Seeking Students for Fall Semester 2000 indicate positive trends in nearly all categories. Western has the most encouraging enrollment trends in Kentucky. One of the challenges in the Council on Postsecondary Education's Strategic Plan is for enrollment growth and the need to educate more Kentuckians at the post secondary level. Dr. Ransdell noted, "We are very encouraged about our progress. Our Strategic Plan calls for enrollment growth through 2003; and once we achieve those numbers in this Strategic Plan, we will then stabilize our enrollment and focus more on quality and sustaining a level of approximately 16,000 students on our campus. Those numbers will be achieved through continuing growth in our applicant pool and continuing retention. It takes a good combination of both to achieve the progress that we're making. We are indeed becoming a university of choice, and these numbers reflect manifestation of that prevailing perception across Kentucky."
- **Student Life Foundation** - Board members were provided information which summarized the chronology of events with the Student Life Foundation. Dr. Ransdell will be making a presentation to the CPE at its July meeting on this specific project. This list of events had to be checked off one at a time to be in a position to create a 501(c)(3) not-for-profit non-affiliated entity, recruit the right board to oversee a multitude of actions and take personal responsibility for the issuing of \$60 million in tax-free financing, to whom we would transfer the deeds to seventeen buildings housing some 4,600 young people. They now own our residence halls; the closing for those bonds is next Thursday. This project is unfolding and is creating a national model for how to improve the residence hall facilities in a circumstance where there is no capacity through the state to issue bonds to improve those facilities. The State will be paid some \$19 million next week to pay off existing debt on those buildings. A summarized scope of work was also provided to the Board for their information.

MOTION to amend the Board Agenda to include an item related to the

Student Life Foundation as agenda item 9.2 was made by Mr. Fischer, seconded by Ms.

Bale, and carried.

- **Journalism/Technology Building Status Report** - Speaker of the House Jody Richards asked for a description of the manner in which the prevailing wage was a factor in the bids coming in excess of budget for the Journalism & Technology Building. Written information regarding this was provided to the Board. Dr. Ransdell reported the "extreme disappointment" that these bids came in over. A status report will be provided at the August Board meeting.
- **Science Buildings** - Two appropriations, one from the higher education budget and one from the economic development cabinet are available for science facilities. The original objective this legislative session was for Phase I, \$26 million replacement space for the disciplines currently located some in Thompson Complex and some in Science and Technology Hall. The higher education budget, prepared prior to the Legislative Session and the Governor's budget included \$15 of the \$26 million, leaving approximately \$11 million short of completing Phase I of the replacement space needed for science disciplines. Phase II, which will be addressed in the next legislative

session, calls for renovation of the North and Center Wings of Thompson Complex. As the session unfolded, there was money identified to facilitate research; fortunately for Western, this new building and our program of distinction are principally about scientific applied research; therefore, Western was appropriated an additional \$10 million to create research initiatives, space in which to conduct technology-related research initiatives. This blended very nicely with the emerging research capacity in the centers in the program of distinction. Board members were provided with a very preliminary concept for blending the teaching and laboratory space for Ogden College with the new-found capacity for research space to basically achieve the original objective of Phase I - \$26 million in a different configuration that separates the research space from the teaching space with two different buildings rather than one. One building will be located on the South Campus and one will be located on the main campus. The total scope of work called for in this concept is approximately \$30 million. An additional \$5 million will be applied for through the Economic Development Cabinet through a technology-related bill. There is cautious optimism about receipt of this additional appropriation. These scientific endeavors will have a dramatic impact on relevant research to impact the quality of life, particularly technology-oriented research in south central Kentucky.

- **Engineering Baccalaureate Degrees** - Board members were provided a copy of a recent letter and a list of individuals to whom it was directed. This list represents individuals who have contributed financially to the transitioning of engineering education or who have written letters of encouragement to get this done for Kentucky.

The President stated, "I am quite encouraged and optimistic that at the July Council on Post Secondary Education meeting, the Council will take action on a Council staff recommendation to create joint baccalaureate engineering degree programs in the major engineering disciplines. I would expect a joint engineering program with the University of Louisville in electrical engineering and a joint degree program with University of Kentucky in civil/construction engineering and either UofL or UofK in mechanical engineering. This will displace the technology-related degrees that we currently offer. We will then move to create agreements with KCTCS for associate degrees in the technology-related disciplines, furthering the collaboration and partnering that is becoming the norm in higher education in Kentucky. I have tried to maintain the discipline to not lose sight of our objective which is to provide baccalaureate degree programs to serve this area of the State. These joint degrees allow that to be achieved. The staff recommendation that the Council on Post Secondary Education will review in July, will make provisions to allow students at Western to enroll at Western and complete their entire baccalaureate degree in these three engineering disciplines on this campus, with our faculty. There may be a distance education nuance with the joint institutions, but they will be able to graduate from Western with an engineering degree, and we're pleased about that."

- **Kentucky Academy for Math and Science** - There is \$500,000 in planning money in the budget approved by the General Assembly; and this money is not available until the second year of the biennium. Until a recurring budget is in place for the Kentucky Academy, we're restricted on ways to use the planning money because staff can't be hired and students can't be recruited. Until these things can be done to get the Academy under way, the planning money will probably be used to do the architectural work and plan the program and scope for Florence Schneider Hall, the physical home for the Kentucky Academy; to create the plans and visual images and use of space, so that the investment can be used to physically illustrate what the Academy will become when the 2002 Legislative Session is approached in pursuit of funding for the Academy. There is a one-time cost of \$6 million to renovate

and retrofit Florence Schneider Hall and a recurring cost of about \$2 million a year for the Kentucky Academy. The \$500,000 planning money will be used in the most prudent manner to allow achievement of the recurring and non-recurring costs.

- **Community College Information** - Dr. Frank Conley, Dean of the Community College, presented members of the staff who provided informational presentations on the programs offered, faculty, customers served, average ACT score, total student population, etc.

The meeting adjourned for lunch at 12:10 and reconvened from lunch at 1:20 p.m. to a discussion regarding the pros and cons of student mandatory meals/food services enhancements. A recording of this discussion is filed in the Board's official files. Mr. Fischer departed for Texas during the noon hour.

AGENDA ITEM 1 - Ms. Bale made a motion seconded by Ms. Loafman to go into closed session for a discussion:

- to deliberate on the future acquisition and sale of real property by the University, as provided under KRS 61.810(1)(b).

The reason for the closed session is that public discussion would be likely to affect the value of the specific property to be acquired or sold by the University; and

- for discussion related to pending litigation against the University, as provided under KRS 61.810(1)(c). The motion carried unanimously.

The Board accompanied by President Ransdell, Ms. Esters, Dr. Burch, Mr. Hensley, Mr. Hiles, Ms. Mead, Mr. Osborne, Mr. Bailey, Ms. Cassie Martin, and Ms. Wilkins went into closed session at approximately 2:05 p.m.

Returning to campus at approximately 3:10 p.m., Chairman Martin stated, "During the closed session, only items within the motion were discussed, and no formal action was taken."

Ms. Loafman made a motion seconded by Ms. Wathen to sell the property at 1716 Park Street to the Student Life Foundation for \$750,000. This revenue would be returned to the University's Reserve Fund. The motion carried with Ms. Coates and Ms Gramling abstaining.

AGENDA ITEM 9.2 - The President recommends that the Board approve and authorize (1) the transfer of the Housing and Dining Repair and Replacement Fund to the WKU Student Life Foundation; and (2) the transfer of approximately \$4.2 million to the WKU Student Life Foundation's Project Fund.

Background: In conjunction with the conveyance of real property to the WKU Student Life Foundation, Inc., which the Board has previously approved and authorized, additional Board action has been requested by Bond Counsel to document approval of the transfer of Housing assets.

The transfer of approximately \$4.2 million to the WKU Student Life Foundation's Project Fund is in recognition of costs of remediation of environmental problems associated with the residence halls that currently do not have sprinkler systems and the costs of complying with the provisions of the Americans with Disabilities Act.

The funds will come from the proceeds from the sale of the residence halls and real property being conveyed to WKU Student Life Foundation, Inc.

MOTION to approve and authorize the President to execute and deliver such documents, instruments and certificates for the University for (1) the transfer of the Housing and Dining Repair and Replacement fund to the WKU Student Life Foundation; and (2) the transfer of approximately \$4.2 million to the WKU Student Life Foundation's Project Fund was made by Mr. Fischer, seconded by Ms. Gray and carried unanimously

With no further to come before the Board, motion for adjournment was made by Ms. Bale, and seconded by Ms. Gray. The meeting adjourned at approximately 3:10 pm

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 the second quarterly meeting held on May 19, 2000, at the South Campus of Western Kentucky University, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).

Elizabeth W. Esters
Secretary

Kristen T. Bale
Chair
August 3, 2000

Elizabeth W. Esters
Secretary
August 3, 2000

