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UA37/30/2 WKU Research Notecards - Y-Z Topics

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Western Kentucky University

UA37 Faculty Personal Papers

Series 30 Lowell Harrison

Subseries 2 WKU Research Notecards – Y-Z Topics

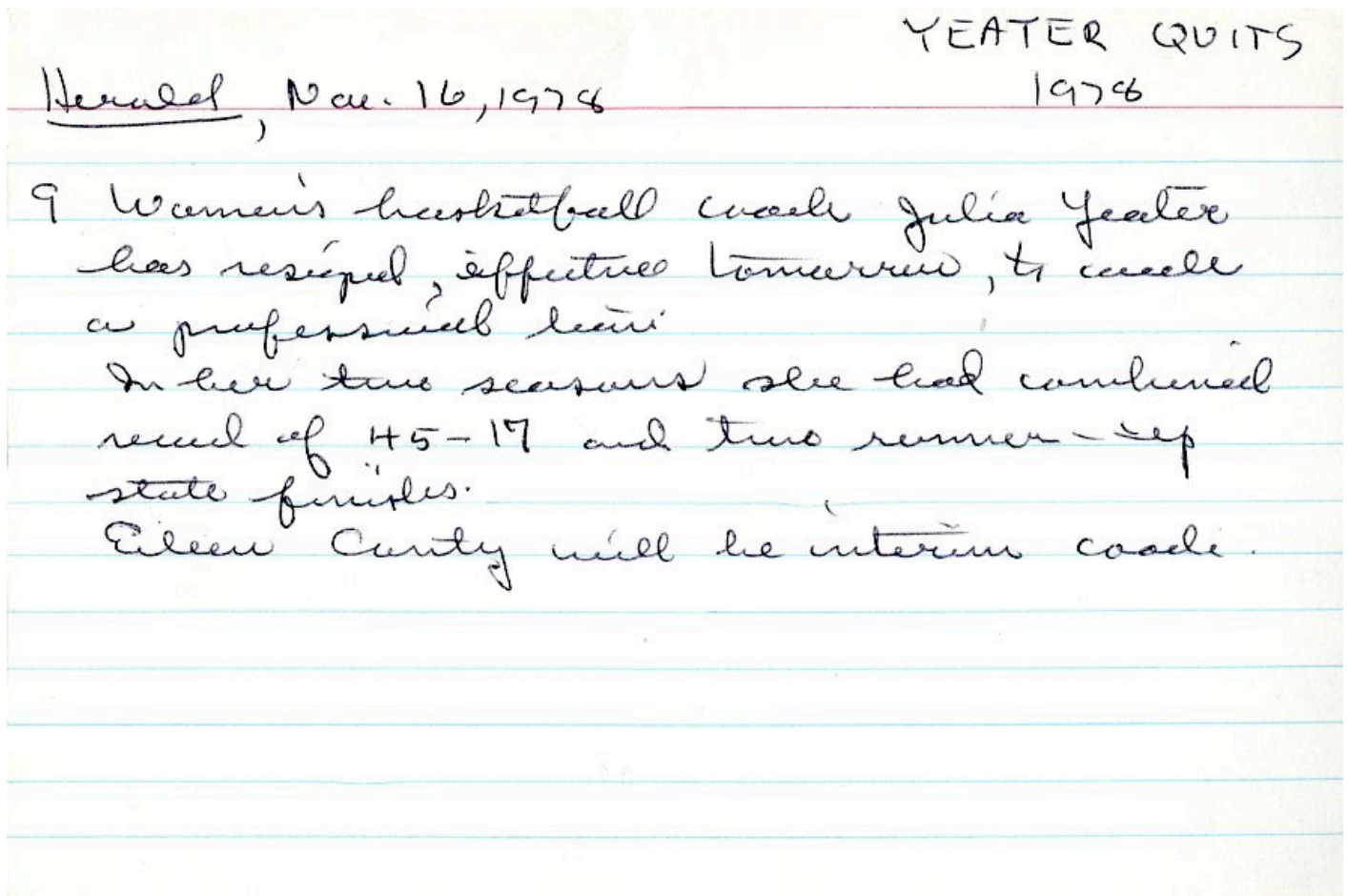
Description: Notecards created by Lowell Harrison while researching his book [Western Kentucky University](#). The cards transcribed below are for 18 topics beginning with Y & Z ranging from Yarbrough, Henry Marcus 1884-1982 to Zephyrus. There are no X topic cards.

Each topic may represent a single card or multiple cards.

A card has a source, a title and a date above the red line. Links to digitized source materials have been added in the database.

Additional information about the source may be included in the note section, such as name of correspondents, dates of correspondence or page numbers of newspapers and books.

Harrison's notes follow and occasionally a direct quote will be made indicated in quotation marks. Some of Harrison's writing is illegible. In these instances a word is indicated by ---.



The source above is *College Heights Herald*, November 16, 1978

Topic is in the upper right hand corner – *Yeater Quits 1978*

Harrison's note:

9 [page number] *Women's basketball coach Julia Yeater has resigned, effective tomorrow, to coach a professional team. In her two seasons she had combined record of 45-17 and two runner-up state finishes. Eileen Canty will be interim coach.*

Title / Card	Date/Subjects
<p>Yarbrough, Henry Marcus 1884-1982 Paul Garrett Papers: 7 – Yarbrough, H.M. 1954 Faculty H.M Yarbrough, Math, to Paul Garrett, Jan. 28, 1954 – Henry Yarbrough was 70 on Jan. 4. He would like to continue unless there are more reasons for him to retire than appear to be. “However, I understand that incipient senility is an insidious sort of thing and has few if any symptoms apparent to the victim. If the time comes when you think the best interests of the institution will be served by changing my status, of course I will acquiesce. I still think I am pretty sound of mind and limb and I am still able to do a fairly good day’s work. I hope that I may be able to serve the institution a few more years anyway.”</p> <p>Paul Garrett to Henry Yarbrough, Feb. 2, 1954 – Don’t worry about it, at least for this semester. “I think we have been, and are fortunate, to have your services for Western.”</p>	<p>1954 Teachers</p>
<p>Yater, Steve College Heights Herald, Tuesday, April 9, 1974 - https://digitalcommons.wku.edu/dlsc_ua_records/3538 4 Letter from Steve Yater, President Associated Student Government. Defends his administration from attacks. Says that it has accomplished a great deal. “My final observation is perhaps the most important. It is evident to the vast majority of students here at Western that reason and diplomacy have replaced the politics of confrontation in student government.” . . . “Like most pseudo-intellectual, semi-liberal, student politicians, [Jim] Baskett has accused the administration of this University of being the roadblock to progress. “Granted, the administration is not as liberal as I’d like them to be but then I’m not as conservative as they’d like me to be. The fact remains, however, that the real reason people like Baskett could never get things done with the administration was because of their vast unwillingness to see both sides of an argument and to effectively communicate to the administration the programs and desires of the student body . . . Lawsuits and arrogance accomplished little for the student body in the past; they will accomplish little in the future.”</p>	<p>1974 Students</p>
<p>Yeater, Julia – Quits College Heights Herald, Nov. 16, 1978 – Yeater Quits 1978 - https://digitalcommons.wku.edu/dlsc_ua_records/3427 9 Women’s basketball coach Julia Yeater has resigned effective tomorrow, to coach a professional team. In her two seasons she had combined record of 45-17 and two runner-up state finishes. Eileen Canty will be interim coach.</p>	<p>1978 Basketball Coaching</p>
<p>Zacharias, Donald Wayne 1935-2013 <i>Includes cards: Zacharias, Donald: President</i></p> <p>Regents Minutes, May 23, 1979 – Zacharias, Don 1979 - https://digitalcommons.wku.edu/bor/1979/spcl/7/ Donald Zacharias and wife Tommie met with Regents & Directors of College Heights Foundation. Donald Zacharias says he is meeting with people and groups, not to outline his plans for the presidency. Expects to return again in about 2 weeks. Wants to be a good listener.</p> <p>July 14, 1979 - https://digitalcommons.wku.edu/bor/1979/mtgs/3/ Donald Zacharias announced that he planned to keep in their positions: John Minton, James Davis, Harry Largen, Paul Cook, William Bivin.</p> <p>Western Alumnus 51:2 Summer 1979 – Zacharias, Don 1979 - https://digitalcommons.wku.edu/dlsc_ua_records/8862 1 Will assume duties Aug. 1, 1979 as 6th president of WKU. Says he expects to “spend a lot of time meeting with the various groups on campus to let them give me their impression of what our immediate needs are.” Says budget for 1980-1982 will have immediate priority. “I think the changes that I make will be ones that evolve out of conferences with many people. I don’t have an agenda that says here are specific changes that I want to accomplish in the next few weeks. 2 PhD, Indiana University, 1963. Speech communications. High school teaching. Instructor & assistant professor at Indiana University. Associate professor & professor at University of Texas. Assistant to president, University of Texas. Executive Assistant to chancellor, University of Texas. Wife: Tommie, children Alan, Eric, Leslie “The university is a center of learning and learning is not something that is regionalized. Graduates of that university as the alumni will know, take prominent positions throughout the country and many in other</p>	<p>1979-1986</p>

countries, so that in no way can you define the mission of the university as being regional." But the university should assign high priority to the needs of the area.

3 Says search committee was headed by Regents Chairman J. David Cole. Received 108 names in nomination; 66 accepted the nominations and submitted credentials. Committee received applications from 59 other persons.

5 Committee cut list to 20, turned it over to Regents. Regents cut to 14, then to 5.

Dr. Kern S. Alexander, 39, University of Florida, director of Institute of Educational Finance.

Dr. Norman A. Baxter, 53, president California State University at Fresno.

Dr. Todd Bullard, provost & vice president for Academic Affairs, Rochester Institute of Technology.

Dr. James E. Drinnan, 40, chancellor of University of Tennessee at Chattanooga.

Then Alexander, Drinnan & Bullard withdrew their names (as process dragged on.)

Donald Zacharias Interview, 9/18/1979 – Zacharias, Don -

https://digitalcommons.wku.edu/dlsc_ua_records/899

Problems at University of Texas & WKU are much the same – scope is different. Attitudes are somewhat different. WKU has a strong traditions. Has to pinpoint what specific issues are here. More freedom (---) here than in University of Texas system (which has line item appropriation while WKU has lump sum.)

Maybe more concern at WKU on enrollment. Donald Zacharias would like to shift emphasis more to quality. Donald Zacharias – is interested in numbers but must not focus on that.

Concerned over "regional" university – it conveys wrong impression. We don't recruit faculty on regional basis. Must not be considered as second class. "I don't feel that way about it; If I had, I wouldn't have come here."

Donald Zacharias says he moved gradually into administration. He had an interest in it. Started at Indiana University, increased administration at University of Texas. Served on number of university committees.

Purdue was talking to him – friend said if you're interested in administration, why not here? Was selected for an administration position there about 1973 with (Dr. Spurr) (president?). Stephen Spurr was then dismissed by chancellor. Went back to department for about 1 year. Then new chancellor asked him to come back into administration. Was still there until he came to WKU.

Important that administrators continue with research & teaching. Helps prevent staleness. Research is probably most self-satisfying. "We exist because we have the responsibility to think. This is our fundamental mission." There are important by-products. Research is also important.

Great changes in students in the 16 years since he started teaching. Classroom is the most exciting part of the university.

Pressing areas:

- 1) Salaries, faculty & staff. Some are shockingly low.
- 2) Strengthen academic programs. Some rapidly growing programs. Get & retain strong faculty members.
- 3) Needs strong development program so support can be provided for some top-notch people.
- 4) Strengthen the support areas.
- 5) Donald Zacharias has personal interest in international education.

General impression is that the university has been well administered. Has one of best Board of Regents he has seen. They have been willing to work to help. Needs to look at programs unique to this area.

Impressed by coal technology. Much can be done in agriculture for this area. Link our resources with the needs of the state. Wants alumni more actively involved – they are loyal.

Extended campus programs is also a problem – Owensboro isn't only one. How can we best expand in this area? Some of Owensboro people want University of Kentucky connection. WKU can provide more education services than we have in the pat.

Long range goals? Donald Zacharias wants advice on this from all groups. Wants stronger program. Our future will depend a great deal upon quality. Some areas hold good growth possibilities in next few years – some business, health care, some chemistry. How is the university going to use its resources?

Future of higher education? Confused and confusing one. What will be its economic condition? Economic planning will be very difficult. What is higher education's mission? To what extent will work experience substitute for classroom? What will constitute general education? Perhaps computer science will have to be included. What will be the curriculum of the future? No other comments.

Memo: President to Deans, Department Heads, Directors – Zacharias 1979

Nov. 27, 1979

Open meeting for everyone employed at university on Tuesday, Dec. 4 at 3:00 in Van Meter. Donald Zacharias will comment upon his first semester and his expectations for the future. Then there will be an open forum for everyone to ask questions.

College Heights Herald, Thursday, Dec. 13 – Zacharias 1979 -

https://digitalcommons.wku.edu/dlsc_ua_records/5576

4 Editorial Says in his short time in office President Donald Zacharias has had some severe ups & downs – university employees, Owensboro, etc. He has "fared well" under difficult conditions – but there hasn't been time to evaluate him under normal conditions. He has "air of experienced youth" and "calm but stern manner."

"So far he's been a good leader . . ." Hopes he "will be able to devote more time to students' needs before they start screaming."

Faculty Senate Papers – Zacharias 1980
Tom Jones Correspondence

Donald Zacharias to Tom Jones, 1/31/1980 re: Tom Jones' letter to George Atkins about more funding. – “. . . you and I have a basic difference in philosophy when it comes to presenting our case to state officials. I believe that more can be accomplished through presenting a persuasive appeal rather than through threats . . . I would recommend that we communicate our confidences in him rather than lecture him on the use of power.”

College Heights Herald, April 24, 1980 – Zacharias 1980 - https://digitalcommons.wku.edu/dlsc_ua_records/5627

4 Alan Judd, "Commentary." Says Donald Zacharias has done well with salaries and with education in Owensboro. But 2 things deserve a closer look. "Those are the demotion of Dr. Raymond Cravens from public service and international programs down to a full-time government professor and the recent confusion over just how much of a salary increase the faculty would get this year. They have served as a cloud, blocking the sun from which Zacharias would like to bask on his inauguration day.

"And what is as disturbing as those two issues is Zacharias quick anger over Herald coverage of them. "Zacharias has gone so far as to contact university publication advisors and accuse the Herald of conspiring to embarrass him just before his inauguration."

Especially unhappy with editorial about the use of funds to pay to retirement equity.

". . . Zacharias should have recognized that he was misunderstood. And a university president has to learn to expect – and accept – criticism.

"Despite the events of the last few days, Zacharias has performed admirably in the past months."

Regents Minutes, April 26, 1980 – Zacharias, Don 1980 - <https://digitalcommons.wku.edu/bor/1980/mtgs/2/>
Board & Donald Zacharias agree to replace old contract (1979) with a new one. 4 years, ending April 25, 1984. Minimum salary of \$55,000 to Aug. 5, 1980; then \$60,000 subject to adjustment annually. (rest seems much the same.) Donald Zacharias was inaugurated in Diddle Arena at 1:30 pm, April 26.

College Heights Herald, Friday, May 9, 1980 – Zacharias 1980 - https://digitalcommons.wku.edu/dlsc_ua_records/5624

1 President & family moved into new home on Wednesday. Some minor exterior work still to be done.

Talisman 1980 – Zacharias 1980 - https://digitalcommons.wku.edu/dlsc_ua_records/137

136 Donald Zacharias was formally installed on Saturday, April 26, 1980, about 9 months after taking office. First time that a WKU president had been formally installed.

John Minton Interview – Zacharias, Don 1980 - https://digitalcommons.wku.edu/dlsc_ua_records/881
(Donald Zacharias has been in office several months.)

"I felt very comfortable about Dr. Zacharias from his first meeting, his first appearance on this campus. . . . he has really taken an aggressive position of leadership. . . ."

WKU has many challenges – the economic situation with inflation; getting more good students to come. Needs unique ways or program to attract them.

College Heights Herald, 1/12/1982 – Zacharias, Don 1982 - https://digitalcommons.wku.edu/dlsc_ua_records/2435

Reports that Donald Zacharias has interviewed for the presidency of North Texas State University.

College Heights Herald, 1/14/1982 - https://digitalcommons.wku.edu/dlsc_ua_records/2436
Donald Zacharias is being considered at University of Wyoming.

College Heights Herald, 2/2/1982 – Zacharias 1982 - https://digitalcommons.wku.edu/dlsc_ua_records/2442

Donald Zacharias will not be going to North Texas State University. The school's vice president for administrative affairs was selected. Donald Zacharias: "I'm very happy with the university and the situation here. I would leave only on an exceptionally tremendous offer – only for my professional career."

College Heights Herald, March 4, 1982 – Zacharias 1982 - https://digitalcommons.wku.edu/dlsc_ua_records/2452

Laramie editor says Donald Zacharias is among the top 9 candidates for president at University of Wyoming.

March 18, 1982 - https://digitalcommons.wku.edu/dlsc_ua_records/2455
Donald Zacharias has been there for interview.

College Heights Herald, 3/25/1982 – Zacharias, Donald 1982 - https://digitalcommons.wku.edu/dlsc_ua_records/2457

Editorial cites letter in Bowling Green Daily News of last Friday. Some dissatisfaction because Donald Zacharias seems to be job hunting. Says he has been loyal to WKU, has been an effective spokesman in troubled times. But “. . . his support here could erode unless he recommit himself to being full-time president of Western – not a potential president for other schools.” Some could wonder “where his interests really lie.”

4/20/1982 - https://digitalcommons.wku.edu/dlsc_ua_records/2465

Donald Zacharias was not picked for Wyoming position. He told reporter Friday he would not allow consideration at any other school.

Regents Minutes, Jan. 22, 1983 – Zacharias, Don 1983 - [https://digitalcommons.wku.edu/bor/1983/spcl/Special Meeting](https://digitalcommons.wku.edu/bor/1983/spcl/Special%20Meeting)

Purpose of meeting was to evaluate performance of President Donald Zacharias, who had requested it. Board has the sole responsibility for evaluating him, but Board also wants input from those who work with him. Went into closed session. Heard from members of Administrative Council, the Organizational Presidents Round Table, the Presidential Advisory Committee, Chair of the Faculty Senate, past & present alumni Presidents. Regents given chance to comment. 3 ½ hours.

William Buckman: “. . . by and large the evaluation of President Zacharias was very, very positive . . . We are fortunate at Western Kentucky University to have him as President.”

Joe Iracane – He has led in a positive way through difficult time. “I look forward to the time when we aren’t in a cutback situation and when we ever have the money – there is no telling how far this University can go under his leadership.”

Joe Campbell: “. . . if Bo Derek is a 10, Dona Zacharias is a 12.” “Don Zacharias has touched this University in such a positive way that whenever, if ever, he leaves this University, the things that he has put in place will remain as a monument to him.” Criticism was minute.

Motion David Cole/Ronald Clark to give Donald Zacharias an outstanding rating.

College Heights Herald, 1/25/1983 – Zacharias, Don 1983 -

https://digitalcommons.wku.edu/dlsc_ua_records/586

After 3 ½ years Donald Zacharias asked Regents for an evaluation. Regents on Saturday spent over 3 hours in closed session with faculty, students, alumni. Then gave him a highly favorable rating. Chairman Joe Bill Campbell: “My evaluation is that if Bo Derek is a 10, Don Zacharias is a 12.” William Buckman said there were a few negative comments, but most were very positive.

College Heights Herald, 2/1/1983 - https://digitalcommons.wku.edu/dlsc_ua_records/1823

Regents Saturday gave Donald Zacharias a new 4 year contract. He had over a year left on old one. Salary is now \$70,000. School will add 10% of it to a TIAA retirement fund. New contract will expire in Jan. 1987.

College Heights Herald, 10/27/1983 – Zacharias, Don 1983 -

https://digitalcommons.wku.edu/dlsc_ua_records/5869

Feature story on “Gone fishin’.” Likes to fish to get away from the pressures of his office. Otherwise: “there’s really no such thing as getting away from your position.” Too little time for family, so tries to see as much as possible of them at events they attend together. Also runs, plays basketball. Amateur photographer. Episcopalian. Music – French horn in high school; taught himself to play piano and organ. “And it’s very obvious if you ever hear me play.” Likes to go to Sally’s Rock, uses cabin there of Dr. Jerry Martin.

Tom Jones Interview – Zacharias, Don - https://digitalcommons.wku.edu/dlsc_ua_records/874

Tom Jones was on the 15 member search committee. (Was this just faculty advising?) Tom Jones went to interview two of the candidates. Tom Jones had been in close touch with Kern Alexander. Feels that he had votes to be elected & would have been a good president. But Kern Alexander didn’t come for interview and called later to say he wouldn’t. “One of the reasons, evidently; was that he didn’t want to be president of an institution that had a chairman of the Board who thought he was president and that seems to be how he viewed [David] Cole.” Says he was deeply hurt. People from Kentucky called people there, all sorts of rumors began to circulate. Three people went to Fresno State (California) to interview Norman Baxter. Failed to discover that a faculty senate poll gave him a 87% negative vote. Two days before he came to Bowling Green as one of the 5 finalists, radio in Fresno called --- here and gave the results. Tom Jones says he was unimpressive here.

Tom Jones defends the selection process that some people were critical of. Thinks that David Cole did “a remarkable job.” Surprised many people by selecting an out-of-state person without WKU ties. Says that the process was far too long, should have been speeded up. Tom Jones says that he and Shepherd [Ronnie Sheffer?] thought much alike. When Donald Zacharias appeared before the Board, they both thought he was arrogant. Ronnie Sheffer was one who didn’t vote for him. Tom Jones said he was dismayed by Donald Zacharias’ selection. This feeling changed when Donald Zacharias called from Texas, wanted to meet with the Faculty Senate’s executive committee on his next trip. Tom Jones took the committee chairman as ---. Told Donald Zacharias that he had opposed his election because he came across as arrogant. Tom Jones: “Well, I have concluded long, long ago that he is not arrogant and that he is an immensely capable president, and we’re darn lucky to have him.”

Tom Jones – Donald Zacharias has been especially good in communications. “People, people just fall in love with the guy. He is so candid, speaks so clearly, thinks so clearly, it’s a pleasure to do anything with him . . . “

“He’s changing the image of the school in academic and social terms in various ways.

Tom Jones: Going back to his bad reaction to Western at First. “That has changed so much, I am proud to be here now.”

William Buckman Interview, 3/27/1984 – Zacharias - https://digitalcommons.wku.edu/dlsc_ua_records/687

Not surprised over Dero Downing’s resignation. Thinks Board had reappointed him for last time. The evaluation was more negative in comments than William Buckman had anticipated – no vision, no leadership, etc. Many were valid, many invalid.

William Buckman – John Minton made it clear he wasn’t interested in the position.

William Buckman – Board had to elect, but he wanted faculty participation. Had trouble getting Faculty Senate to request representation. 20 names to Board – was too many. William Buckman went to most of the campuses. Got very, very touchy when got to final 5. Tom Embertson – tried to get someone who wasn’t in final 5. William Buckman & Steve Thornton were going to stick together if possible. 6 votes needed. Internal – several from on campus, but none got to final 5.

Gene Farley – William Buckman thought it was joke at first. Came closer than most people realized. Much pressure on Steven Thornton. Heard of White House contact – promise of \$100,000 political contribution if Gene Farley was elected. William Buckman was upset, went on TV to report the pressure, got much criticism for it.

Kern Alexander case. Seemed to be an excellent choice. William Buckman doesn’t believe anyone with close Kelly Thompson & Dero Downing connections would be selected. Marion Russell called down there, stirred up trouble. False information. Tom Jones was calling Kern Alexander about every night. Kern Alexander withdrew. Dero Downing & Kelly Thompson switched over to Kern Alexander.

Norman Baxter visit – didn’t find out he was about to be fired.

Donald Zacharias – got very good reports on him at University of Texas campus. William Buckman was very favorably impressed. Seemed well organized, much energy. Donald Zacharias hadn’t held a real decision making position.

Down to Norman Baxter & Donald Zacharias. Norman Baxter was about to withdraw; William Buckman told him there were only 2 in it, recommended he stay in. Regis O’Connor was upset, that Donald Zacharias was about to withdraw.

William Buckman – took too much time on the process. 20 names were too many. Should have been about 8 names. 2 votes (Ronald Clark & Tom Emberton) against his selection. (Not sure if it was Ronald Clark.) Donald Zacharias had no previous ties with WKU & this bothered him.

William Buckman – Donald Zacharias hasn’t moved as rapidly as William Buckman would have liked on some issues. Has had long discussions with Donald Zacharias. Hasn’t changed his advisors. Hasn’t been as innovative as he should be. (Constantine Curris stirred things up at Murray State University, made real improvements.) But William Buckman says his relations with Donald Zacharias have generally had good relations – just a couple of exceptions. Over someone told Donald Zacharias that William Buckman was trying to get his position. But Donald Zacharias has often had far-reaching perspective on problems. The financial problem has been “awful.” John Y. Brown began cutting almost at once. “Back Zach” campaign was very effective.

William Buckman – Says Donald Zacharias communicates well, has worked closely with Board members. Has usually carried Regents along with him. Worked much better on faculty salaries than Dero Downing had. Donald Zacharias and the Council & Harry Snyder – about as good as could become under existing situation. The Collins people were willing to replace him with Jack Hull(?) but WKU helped keep Henry Snyder in power.

Sun Belt Conference – Some regents wanted strong football. William Buckman – this was a major mistake. The ex-football players & some basketball ones banded together and carried it. Faculty was also divided on the issue. William Buckman – decision on funding is going to be very detrimental to WKU. It doesn’t make sense. Doesn’t see very good prospects for football.

William Buckman – main issues

- 1) Not good utilization of resources. Low quality in some programs.
- 2) Resources are becoming worse.
- 3) Having people like Norman Holy leaving(?)
- 4) Low ACT scores.
- 5) Much going downhill.

Have made a lot of wrong decisions. Should decide what areas are strong & support them. Productive research – William Buckman says a real plan should be worked out & provide resources.

William Buckman Interview – Zacharias: President - https://digitalcommons.wku.edu/dlsc_ua_records/687

Donald Zacharias was open, communicated well (his main strength). Faculty had great expectations. Confronted early by possible strike of physical plant workers. He handled that in a firm fashion. On fundamental decisions – he hasn’t made the tough decisions on priorities, on distribution of resources among the academic areas. There have been shifts of students among areas. Athletic budget. William Buckman tried to get him to move quickly on an early retirement program. Just now getting to it. One collage was restructured. Not sure it was a wise move. Cut most of deans office but just restaffed the departments.

Ohio Valley Conference – Sun Belt Decision – Felt more experience, better competition, felt that we would emphasize basketball, which would pay its way.

Policy decision – “bungled” - was to try to continue football. William Buckman felt WKU should have gone one way or the other. David Cole, Margaret Ragan & William Buckman tried to get de-emphasis of football. Donald Zacharias & majority of Board opposed it.

Title IX & women's athletics. The women should have sufficient support. Still not near parity.

Council on Higher Education was becoming stronger. Would make University of Kentucky the flagship university. Much controversy(?). William Buckman was chairman of faculty advisory committee to Harry Snyder. Pleased that we could hand off the --- plan. But feels that it has made many legislators anti higher education.

Budget Cuts – William Buckman said he opposed both the release of 20 faculty members and those who were let go. Should have used it for resource reallocation. Should have frozen capital spending & travel to help take care of it. Effects of the budget cuts. 7 people in physics have left. Degeneration is evident within the department. Most equipment is nearly 70 years old. Morale is low. Faculty doesn't feel higher education is being supported. Physical maintenance has suffered considerably. Our plant had been excellent.

William Buckman – our mistake was in not deciding the areas of strength & concentrate on them. Where can we obtain outside resources. Should have 4-5 good graduate programs. WKU has tried to do everything. We should have decided the areas in which we will be excellent. Can be done within & by each school. President & Vice President & Board should be able to do these things.

Donald Zacharias worked hard to get full support of the Board. William Buckman says that he has obtained it. For about 3 years, the Board would have approved about anything he recommended. William Buckman – Board is less active now than it had been under Dero Downing. Board hasn't been really working. The structure is there, but not much study & effort is being made. New emphasis on research. Wide spread, concern, even fear. William Buckman – administration shouldn't have given faculty this perception. WKU doesn't have the resources to become a major research institution. We haven't set up the infrastructure to support research. Find out the frustrations; how can they be solved? Scientific research requires much more support than teaching. Good people can go elsewhere at double the salary.

Re: the departure of several administrators on upper levels. William Buckman – we've had unrealistic expectations. These positions are more demanding than they used to. So, some quit to avoid the stress now created(?).

William Buckman – re-elected in 1980. Probably should have not run, but he felt that there were still some things coming up that he could help with. But in 1983 he resigned. Partly because of his own commitments to family, personal work, etc. Also, would be best for new regent to work on the budget from the start. So he resigned. William Buckman had been asked, too, about being interim head by some members of Physics.

Dero Downing had controlled budget. Raymond Cravens saw it only after it was made. William Bivin on Finance Committee, so he had some input. Vice President Robert Haynes said that he would have to have much more authority in that office, including the budget. Wouldn't have accepted without that power. How do you assess the future for WKU? Can't be sure what may come, but “I have great concern for higher education in general and especially higher education at Western Kentucky University.” Serious reservations about support from the state or from outside sources. Must make some very hard decisions in next 2-3 years. Will have to cut back. Students have already started cut-back. Frankfort will look closely at the head count when money matters come up.

Charles Keown Interview – Zacharias, Don - https://digitalcommons.wku.edu/dlsc_ua_records/875
https://digitalcommons.wku.edu/dlsc_ua_records/876

Donald Zacharias works unlike other 2 in Charles Keown's area. Rare that Charles Keown ends up in his office with a problem. Donald Zacharias delegates more authority. Charles Keown now deals chiefly with Vice President John Minton. Issues more on timely basis – these things do take time. Of course times are different now – not as many rules & regulations now to cause problems.

Paul Cook Interview, 8/13/1985 – Zacharias: President -
https://digitalcommons.wku.edu/dlsc_ua_records/925

Paul Cook had met Donald Zacharias at WKU a few years earlier and had been impressed by him. They got along well from start – had similar kind of job. Paul Cook came in contact from start. Told Donald Zacharias that he realized president should be able to select his staff. Donald Zacharias – “let's see how it works out.” Paul Cook – “extremely good chemistry.” Generally – a rewarding association.

Work mode – both Dero Downing & Donald Zacharias had great capacity for work. Styles are different. Dero Downing was early riser – often 1st one in the office. Donald Zacharias – doesn't get in as early as Dero Downing. Dero Downing made more use of discussions with a number of ---. Donald Zacharias – delegated more to vice presidents & deans. Donald Zacharias wanted them to carry through on issues. Donald Zacharias – open style, with media as well as on campus. Dero Downing was less comfortable with media. Donald Zacharias is at home with the media.

Donald Zacharias strengths – relative to specific situations. Very important – Donald Zacharias brought a role model for faculty – he had been a faculty member. Came when WKU needed healing – divisions between president & Board, within the Board. There had been effort to organize food service workers. Donald Zacharias started a somewhat different course on academics. Donald Zacharias maximized (got good mileage) what was being done. Got lots of publicity for school. Donald Zacharias quickly established

himself as superb spokesman for higher education in Kentucky. (In Frankfort last 2 days he was praised time and again by people there.)

Should note what happened between his acceptance and taking over. Budget was good for higher education – best in several years. Chiefly Julian Carroll budget. Salaries increases of about 8%. Just days before he was to report, presidents were told by John Y. Brown's administration that resources would not meet estimates & budget would have to be cut. That was first of 3 cuts in first 2 years. Since then, little increase in budgets. After 6 years, the 1984-85 state appropriation is little more than our budget before 1st cut. Donald Zacharias attempted to do a number of things with limited funds. Paul Cook – amazing that he still has the support that he does after such fiscal problems.

Weaknesses – Thinks he has done an exceptional job. Has fallen down in last 2-3 years – hasn't done as well "patting people on back." Less mingling with faculty. Pressures just build up – there are enormous calls upon the time of the president. Not time to do everything. Less effective in expressing appreciation for what people were doing. He has spent more time working on the state level. Some people feel that he is aloof. --- change in administration, academics. More emphasis on research in some colleges. Rules & regulations have bothered some people & Donald Zacharias got the blame. If communications broke down, Donald Zacharias was blamed. Whatever happens on this campus is the responsibility of the president.

College Heights Herald criticism of Raymond Cravens disappearance. In 81-82 fiscal year, some re-organization. Eliminated a college, cut some positions. Donald Zacharias got heat from a number of people.

Donald Zacharias & Regents. Relationship has been superb. Donald Zacharias works at the relationship. Donald Zacharias communicates well, does well in meetings. Keeps them apprised of what is happening. Doesn't get involved in selection of chair. Sometimes successful in persuading, but he knows when to accept their contrary opinion.

Council – Donald Zacharias' relations have been good for the most part. Paul Cook says no other president has the respect that Donald Zacharias has.

John Y. Brown & Julian Carroll – unlike previous governors in regard to higher education. John Y. Brown saw little of the presidents for some time. Presidents & 1 staff member (Paul Cook) from the schools met with John Brown. Obvious that "he was applying Kentucky Fried Chicken principles to management of the institutions." Not much relationship between John Brown & presidents.

Martha Layne Collins – has stayed pretty much away from management. Donald Zacharias & Martha Layne Collins knew each other as undergraduates. Paul Cook – the role of governor has decreased and that of legislature increased, especially over budget matters. Martha Layne Collins' educational interests have been on public school level.

Legislature – Paul Cook & William Biven told Donald Zacharias at first that he should work with the governor, not the legislature. Donald Zacharias has often reminded them of that advice. Donald Zacharias has forged good relationships with key members, such as Bobby Richardson & Don Blandford.

Strategic Planning – big weakness has been the process. There has been little involvement from the schools. Paul Cook – it is now a series of propositions. Putting together a plan will come later. A plan is needed. But faculty input was needed for such things as general education & core curriculum. Centers of excellence – not thought out. The endowed chairs would receive state matching for chairs at only University of Kentucky & University of Louisville. Paul Cook – "plan" is pre-occupied with graduate education. But 87% of students are undergraduates.

Donald Zacharias' departure – Paul Cook – when he came, thought we'd have him for about 4 years. Had Paul Cook known about the resources, facilities etc. at Mississippi State, Paul Cook would not have been as surprised. Big budget, although quite a bit of it is earmarked for specific programs. Research & development center especially caught Donald Zacharias' attention.

College Heights Herald, 8/29/1985 – Zacharias - https://digitalcommons.wku.edu/dlsc_ua_records/6115
Faculty interviewed ranked Donald Zacharias' administration from good to excellent. Most saw him "as a dynamic president who fought to increase the prestige of Western and higher education throughout the state." But some thought he was unable to deal with discontent among some departments and some faculty members. Also, a problem with the emphasis on research. James Ausenbaugh: "I was disappointed in that he seemed to be overly enthusiastic about the athletic programs here."

"Praise heavily outweighed criticisms of Zacharias."

Richard Troutman: "I think that very few people have the ability to articulate the needs of higher education and Western's needs the way Zacharias did."

Donald Zacharias said that he "had learned a lot about being a president and about running a university." Says "Bluegrass Plan" funding formula "probably was the greatest threat to the future of this institution of anything since I've been here." Would have been disastrous.

In 1983 letter to Regents he listed progress on goals he had set when he became president. Among them:

- 1) Raising admission standards
- 2) Hiring more deans & department heads from major school
- 3) Increasing number of nationally accredited programs.
- 4) Intensify research; double to \$3 million private & federal funds for research
- 5) Change faculty salaries to partially merit-based
- 6) President's advisory committee
- 7) Create office of student affairs.

Feels that he helped define WKU's place in higher education.

Editorial: "From the start, Zacharias' ambitions for himself and for the school were frustrated." He became leader of university presidents in fight for funds. A major opponent of Bluegrass Plan. "But some say Zacharias ran before he walked. He was an external president, not an internal president. Students backed him when he first came to Western but drifted away over the years as Zacharias reached toward his outside goal. His monthly meetings with students and faculty were canceled early in his term." When he brought Gov. Martha Layne Collins to WKU he had her speak only to 8 scholarship students. Problems with emphasis on faculty research . Too supportive of I-AA football. "Zacharias was a delegator. He relied on others for information, trusted their judgments and went by their decisions. Internally, he was a figurehead.

"Maybe it is too early to assess what Zacharias has done. If the public and legislative support for higher education that he spoke for becomes a reality, Western will be the beneficiary.

"If not, the university has learned a lesson."

Phil Constans Interview – Zacharias, Don

Got to know Donald Zacharias in Episcopalian church, quite well. Donald Zacharias was first bona fide president with an earned doctorate. Didn't see WKU's future as I saw it.

Phil Constans – WKU needs a very strong undergraduate program. In graduate work, our future centers, must center, on education. Thinks Dero Downing missed opportunity to make WKU the education center in the state. Could have got doctoral program. Phil Constans thinks this is still possible.

Donald Zacharias did want us to be "really good." Wanted more research & publication than Phil Constans thinks is desirable. Needed a broader view of service to region, etc. Not surprised at Donald Zacharias' leaving.

Gene Evans Interview – Zacharias, Don - https://digitalcommons.wku.edu/dlsc_ua_records/700

Thinks it best to stay out of the way of college presidents or any administrators. Knew Donald Zacharias better than Kelly Thompson or Dero Downing. Donald Zacharias was annoyed by the mild tone of Faculty Senate's report on athletics. Was surprised by Donald Zacharias' strong reaction Faculty Senate's mild proposal. (Faculty Senate didn't say WKU should go to Division 3.) Donald Zacharias' reaction – personal commitment & Board politics.

Your evaluation of Donald Zacharias as president? Build good personal & institutional image. Did well in external representation. Good speaker. Not enough real knowledge of internal affairs. Policy from top was sometimes never implemented. He was an outside person. Not surprised by departure – he had been looking for a job since coming here.

Mary Miller Interview – Zacharias, Don

Was a fabulous leader in most ways. Was a reading president. Strong at state level – Council, etc. Best speaker, best prepared of the Kentucky presidents. Was best spokesman for higher education. On good terms with the governors. He was very diplomatic in working with people. He meant to have good relations with the governors. Never heard him make a negative remark about. But – his Chamber of Commerce speech was an exception. He was angry about frat issue. Townspeople insisted it was a college matter; Donald Zacharias thought it should be worked on on neighborhood basis.

Faculty evaluation. Donald Zacharias & Regents had set up a comprehensive system. Mary Miller – didn't believe a Faculty Senate evaluation was needed; Faculty Senate didn't need permission. But Donald Zacharias made too much of it. Donald Zacharias would have received a very good evaluation. She once discussed it with Donald Zacharias.

Always found Donald Zacharias responsive to new ideas.

Donald Zacharias' major contributions: to put WKU on map at state level; some improvement on academic level; strong interest in faculty people who were real contribution, tried to encourage them – enhanced academic atmosphere; some administrative changes.

Wondered what he would have done if he had not been fighting the budget battle all the time.

Zacharias, Donald Wayne 1935-2013: Athletics

Paul Cook Interview, 8/13/1985 - https://digitalcommons.wku.edu/dlsc_ua_records/925

Donald Zacharias instructed John Minton to reduce athletic expenses. Cut a coach & 5 football scholarships. WKU had a bad football season. Some Regents were very interested in football program, said something had to be done. So cuts were restored. Reached peak this last year when football program had overrun. Donald Zacharias got into local headlines – argument with Faculty Senate & its study. Was a mistake to get it in that contest. Paul Cook doesn't know what pressure he was getting from Regents, who are his bosses. Did Donald Zacharias give in on football to get support for more important issues? Paul Cook – quite possible, but Paul Cook doesn't know for sure.

Sun Belt – new – football conference. (This bothers many people). Paul Cook – doesn't subscribe to this. Paul Cook says the loss of TV opportunities is what ruined I-AA fiscal possibilities. As independent, WKU would not have to share with conference. One TV appearance per year would probably have balanced football budget. WKU has generated about as much football as Eastern Kentucky University and more than Murray State University. Sellouts of games would not pay for the program. Paul Cook – IAA football has no good answers on the ---. Can't break even on ticket sales.

1985
Athletics
Sports
Budget
Football

<p>Zacharias, Donald Wayne 1935-2013 – Class College Heights Herald, Sept. 4, 1980 – Zacharias – Class 1980 - https://digitalcommons.wku.edu/dlsc_ua_records/5526 9 Dr. Donald Zacharias is teaching a class of speech 161. On 1st day there were a number of reporters and photographers waiting his arrival. Warned students he would have to miss some classes but someone would be there. Won't teach next semester – one class a year is all he can find time for.</p>	<p>1980 Teachers</p>
<p>Zacharias, Donald Wayne 1935-2013 – Commitment & Change Speech 1981 Donald Zacharias Papers – Zacharias – Commitment & Change Speech Back Zach Folder 1/8/1981 “A Time for Commitment and Change,” Chamber of Commerce Annual Banquet. 1/8/1981, 11 pages. See: Donald Zacharias to Governor John Brown, 1/22/1981 See: James O. King, Secretary of the Cabinet to Donald Zacharias, /21/1981, nearly 3 pages.</p>	<p>1981 Speeches, address, etc.</p>
<p>Zacharias, Donald Wayne 1935-2013 Contract Regents Minutes, Jan. 29, 1983 – Zacharias, Don 1983 Contract - https://digitalcommons.wku.edu/bor/1983/mtgs/4/ Board gives Donald Zacharias a new contract, starting immediately for 4 years (to 1/29/1987). Minimum of \$70,000 to Aug. 15, 1983; may be adjusted then. Board will contribute to his annuity plan with TIAA amount equal to 10% of his pay. (This is in addition to Kentucky retirement, etc.) Minimum of 30 days paid vacation; he & Board may agree upon more. Incidental allowance for entertaining.</p>	<p>1983 Contracts</p>
<p>Zacharias, Donald Wayne 1935-2013 Evaluation Donald Zacharias Papers: Box 17 – Zacharias Evaluation 1980 Evaluation: Academic Units Memo: Donald Zacharias to Phil Constans, Faculty Senate, 4/7/1980 – Donald Zacharias asks to be included in the 1980 faculty senate evaluation of administrators. Says he will find it useful to have his first year evaluated. Congratulations on job they have done.</p> <p>Regents Minutes, Jan. 22, 1983 – Zacharias, Don Evaluation - https://digitalcommons.wku.edu/bor/1983/spcl/ Special Meeting Only 6 of 10 members were present for the special meeting to evaluate Donald Zacharias. Mr. Joe Campbell said Donald Zacharias had requested Board to evaluate him. “. . . the Board has the sole responsibility of evaluating the President of the University.” But they want input from various groups that work with him. David Cole moved that they go into closed session. Meeting had started at 3:25; closed session ended at 6:38. Members heard from members of Administrative Council, Organizational Presidents Round Table, President’s Advisory Committee, Chair of the Faculty Senate, past & current Alumni presidents. Joe Campbell announced that no actions were taken. Each member had chosen to make comments at the public meeting. Willam Buckman: “We heard both positive and negative comments, but it was overwhelmingly positive. We are fortunate at Western Kentucky University to have him as President.” Ronald Clark: “He came on like Solomon in the Bible . . . “ Gratifying to see what a good job we did in selecting him. Joe Iracane: “I look forward to the time when we aren’t in a cutback situation – there is no telling how far this University can go under his leadership.” David Cole: “Mr. President, I’m very proud of you.” Patsy Judd: Wants more informal talks with students in future. Joe Campbell: “My comment would be that if Bo Derek is a 10, Don Zacharias is a 12 . . . [Consensus is] we have the best President of any university in the state of Kentucky.” David Cole moved that Donald Zacharias be given an outstanding rating. Carried by voice vote.</p>	<p>1980-1983</p>
<p>Zacharias, Donald Wayne 1935-2013: Future Daily News, 1/1/1980 – Zacharias: Future 1980 Donald Zacharias is generally optimistic about the 1980s. “There is no doubt in my mind that colleges and universities will find themselves going through a period of reorientation. That means some programs will grow in importance and some programs will experience less attention than they have had.” Campus leadership that can make the necessary changes will be all-important. Survey by faculty senate showed that only about 36% of Kentucky high school graduates go to college & only about 45% ever graduate. Must approach non-traditional students. “I think we should stay out of the vocational educational business.” University training has longer range effects than does vocational training. Must use new development office to develop non-state funds to achieve excellence. “If this state is to achieve economic potential and attract leaders in the professions, it’s got to have universities that excel in research and teaching.”</p>	<p>1980</p>

<p>Zacharias, Donald Wayne 1935-2013 Installed <i>Includes card: Zacharias Inauguration</i></p> <p>Donald Zacharias Papers – Zacharias Inauguration 1980 Inauguration – 3 folders Folder includes the plans, letters, etc. Saturday, April 26, 1980. Scheduled for Outdoor Theatre – had to be moved to Diddle Arena.</p> <p>Courier-Journal, 4/27/1980 – Zacharias Installed 1980 Donald Zacharias was installed yesterday in colorful ceremony. Moved indoors when rain threatened. (Diddle Arena). David Cole: "The goal of this university – without exception, without compromise – is academic excellence, and this board will accept nothing else." Board rescinded his 3 year contract that would have expired July 31, 1982 & gave him one of 4 years – to April 25, 1984. Increased salary to \$60,000 (from \$55,000). Seems that this may have been the first installation ceremony. Donald Zacharias: ". . . the best minds on this campus will have to become directly involved in the day-to-day process of teaching and planning Western's future." Delegates from 88 schools & organizations were present. Over 800 people.</p>	<p>1980</p>
<p>Zacharias, Donald Wayne 1935-2013: Meeting College Heights Herald, Thursday, Oct. 25, 1979 – Zacharias: Meeting 1979 - https://digitalcommons.wku.edu/dlsc ua records/5588 25 Reports that students & faculty are pleased with the informal meetings that President Donald Zacharias has started to enable him to know the consensus of the two groups. Some topics discussed: University budget Faculty salaries Travel expenses Suitcase college Greeks on campus</p>	<p>1979</p>
<p>Zacharias, Donald Wayne 1935-2013 – Resignation Regents Minutes, Aug. 19, 1985 – Zacharias – Resignation - https://digitalcommons.wku.edu/bor/1985/spcl/2/ ([John] Palmore & [Hughlyne] Wilson were absent) Board went into closed session, 11:30 to 11:45. Then [Joe] Iracane read letter of resignation effective Aug. 31, 1985. Accepted by voice vote. [Ronald] Clark moved that Paul Cook be appointed interim president from Sept. 1, 1985 until a new president is appointed. Salary of \$6,000 per month & offered car. Statement from [Paul] Cook about importance of the selection. Called for adoption of the criteria had in 1978 and the use of one outside consultant, Dr. L.L. Waters, Professor Emeritus, Indiana University. Use advisory committee to assist. Asked for suggestions.</p> <p>[Ronald] Clark - [Ron] Sheffer & [Frank] Yeager [Anthony] Page - [William] Meacham, [Rick] Guillaume [Patsy] Judd - [Joe Bill] Campbell [Danny] Butler - [Walter] Pickett, [Tom] Emberton [Mitchell] McKinney - [Beverly] Kirk [Paul] Cook - [John] Holland, [Cal] Turner, [James] Scott [Mary Ellen] Miller - [Tom] Coohill, [Peggy] Keck, [John] Long, [Eula] Monroe -</p> <p>[Oct. 26, 1985 minutes added [Gene] Evans of [Faculty] Senate] - https://digitalcommons.wku.edu/bor/1985/mtg/3/ Paul Cook's plan was adopted. Included support office. Statements of praise for Donald Zacharias from all the Regents. Then staff members [Paul] Cook, [Harry] Largen, [John] Minton, [Bill] Bivin, [Cecile] Garmon Donald Zacharias made statement, ended: "Do keep in mind that I haven't died, I've only moved to Mississippi." Contains two priority list of 31 principals "Capital Construction and Major Equipment Budget Request, 1986-88." Top is chemistry laboratories - https://digitalcommons.wku.edu/bor/1985/exh/3/ https://digitalcommons.wku.edu/bor/1985/spcl/2/</p>	<p>1985 Resignation from office</p>
<p>Zacharias, Donald Wayne 1935-2013 Selection <i>Includes cards:</i> <i>Zacharias – Election</i></p>	<p>1979-1985 Employment</p>

Zacharias, Employed
Zacharias: Search
Zacharias Sworn

John Minton folder – Zacharias Search 1979
Presidential Search Folder

There are a number (10) identical 3 paragraph letters from people in Columbia & Adair County to John Minton on March 28, 1979. All have had Gene Farley as an instructor, recommends him for president. (John Minton replies he has no part in search, has only shown committee --- of support received for candidates.)

Regents Minutes, May 13, 1979 – Zacharias – Election 1979 -

<https://digitalcommons.wku.edu/bor/1979/spcl/8/>

Tom Emberton reported on delegation meeting with Kern Alexander for 2 hours in Nashville. Felt Kern Alexander was justified in withdrawing. Resolution of thanks to John Minton. Motion by Carrol Knicely to appoint Donald Zacharias; 2nd by William Buckman. Terms. (TIAA not included.) Vote 8-2 (Tom Emberton, Ron Sheffer). Statements by Ronald Clark, Tom Emberton, Ron Sheffer

John Minton File – Zacharias Search 1979
Presidential Search Committee Folder

John David Cole, Chair, to President John D. Minton, May 17, 1979 – Is transferring to John Minton the file & records of Dr. Donald Zacharias to help in the transition. Has promised non-Board members of the Senate Committee 1 parking space for 1979-80 football & basketball seasons. Is sure you will concur that this is appropriate.

David Cole to Richard M. Abell (and other members of Search Committee) May 17, 1979 – Says search was “the most objective and open process thus far conducted and will serve as a benchmark for other presidential selection processes.

“There was concern expressed by some as to the length and openness of the process. It is my personal feeling that the end result, as evidenced by the independence of the Board of Regents, should lay to rest any such concerns.”

Asks for his candid suggestions for future improvement. Can he use a reserved parking space?

Daily News, 8/1/1979 – Zacharias Sworn 1979

About 300 watched Donald Zacharias take oath of office from John Palmore, Chief Justice of the Kentucky Supreme Court. Donald Zacharias: “My one goal is that every student who comes to this campus leave with a feeling that it has been of benefit and personal value to have spent whatever period of time with us.” Donald Zacharias is 1st non-Kentuckian among WKU’s 6 presidents.

William Buckman Interview – Zacharias Selection 1979

Pretty obvious there would be an open search. William Buckman had talked with several Board members about that. William Buckman – said he had trouble getting the Faculty Senate to become aggressive and ask for greater participation in the process. Board set up the search committee with ---. Would cut to +/- 20. William Buckman felt that was too many. Board would act(?), visit people. Cut to final 5, bring them in. Pressure from outside the process – came mostly from Gene Farley supporters. Gene Farley’s politically connected brothers-in-law. Supposedly contacted governor’s office & others. Most pressure came from this group. D--- after he told one of Gene Farley’s supports who came to him to “Go to hell.” Gene Farley did nothing wrong to William Buckman. But they worked on all Board members. Happy Chandler made calls. White House called at least one person. William Buckman went on TV and --- this approach. Threats of suits against William Buckman. William Buckman says it stopped the Farley forces. William Buckman said he didn’t get faculty support – surprised him. Brought forth great deal of sympathy for Gene Farley. Kern Alexander case. Early, assumed Kern Alexander would be the favorite. Kern Alexander had a distinguished career, father with strong Kentucky connections. William Buckman felt Kern Alexander would be a very strong candidate. Surprised he had an interest – he & is wife’s income was then over \$100,000. Was well established at Florida. Situation affected Kern Alexander very much. Frank Six gave William Buckman some very bad information re: Kern Alexander – contrary to other information they had re: Kern Alexander. (William Buckman visited most of the other candidates. Ron Sheffer & Tom Jones visited Kern Alexander.) Marvin Russell had called down there – a Mrs. Carr to get information. Some of Gene Farley’s people were working there to discredit Kern Alexander. This upset him very much. Early on, Dero Downing had been strongly opposed to Kern Alexander.

(Thinks that Donald Zacharias came out of screening committee 17th of 20). Donald Zacharias had --- only one person – his secretary – hadn’t seemed in a line administration position, etc. “Shows how you can be so wrong about things.”

Dero Downing tried to be very involved in the process, but he was pretty much cut out of it. Kelly Thompson also tried to exert influence. Ronald Clark, Tom Emberton & Hugh Poland were the Regents they worked with. But they were the Board minority. Ronald Clark was pipeline to Dero Downing. But at final 5, Dero Downing & Kelly Thompson switched to Kern Alexander.

Search committee cut list to 20, turned it over to Regents. They cut to 15, then started visiting them & interviewing --- ones. Cut to 5; no --- in that group. 2-3 Regents visit each candidate. Donald Zacharias

began to move up – some people here (---) were lobbying for him. “He’s a very persuasive individual once you meet him.” Donald Zacharias --- his choice. His application letter was very short, not very good. Hadn’t had much administrative experience – no line-staff position.

Norman Baxter: William Buckman says Daily News got more information than William Buckman did visiting the campus. Final 2: Norman Baxter & Donald Zacharias.

Process had been far too long – his major criticism of it. Should have cut number to less than 20; should have brought candidates in earlier. Board wanted total control. Last weekend Norman Baxter called William Buckman, was about to withdraw. William Buckman told him that he was 1 of 2. Some wanted to re-open the process. Board felt it had backed itself into corner. No real opposition to Donald Zacharias, except that 2 or 3 Regents voted against him.

Regents Minutes, Jan. 29, 1983 – Zacharias, Employed 1983 -

<https://digitalcommons.wku.edu/bor/1983/mtgs/4/>

New contract for Donald Zacharias. 4 years, ending Jan. 29, 1987. \$70,000 per year until Aug. 15, 1983, subject to adjustment then. In addition to Kentucky Retirement System, WKU will contribute to his TIAA-CREF plan 10% of his annual salary. 30 days vacation + more as mutually agreed to. Is required to live in presidential house. (Others, same as old contract.)

April 30, 1983 - <https://digitalcommons.wku.edu/bor/1983/mtgs/2/>

Passed 6.5% salary increase for Donald Zacharias. (Would be about \$4,550. Total of something like \$74,550.)

Tom Jones Interview – Zacharias: Selection - https://digitalcommons.wku.edu/dlsc_ua_records/874

Tom Jones was on the 15 man search committee. Went to Gainesville to interview Kern Alexander who could have had the job but withdrew. Tom Jones & Kern Alexander had talked nightly for months. Majority of Board favored him. Kern Alexander called Tom Jones 2 nights after telling David Cole he wasn’t coming. One reason was “that he didn’t want to be president of an institution that had a chairman of the board who thought he was president and that seemed to be how he viewed David Cole.” Kern Alexander was deeply hurt by the rumors started by Kentucky people who called down there – that he was getting a divorce, etc. “I think he would have made an excellent president.” If he couldn’t take that pressure, it is perhaps best that he didn’t accept, for there is much pressure on the job.

3 of the committee spent 2 days at Fresno State and didn’t discover(?) that 87% of faculty had rated him negatively. Radio station there called one in Bowling green & story broke. Tom Jones thinks the selection process was very well handled. Praises David Cole. The process was too long, much too long.

When Donald Zacharias met with Board (open meeting) Tom Jones thought he was arrogant and lacking a sense of humor. Was concerned because Donald Zacharias paid little attention while here to Faculty Senate. But later Donald Zacharias asked to meet with Faculty Senate’s executive committee. Tom Jones says that Donald Zacharias has been most effective in his tenure here in improving communications. “He’s changing the image of the school in academic terms and social terms in various ways.” Examples: tail-gate parties, drinking. We are “shedding our moralistic local kind of image in the state, and I think we very much needed to shed it.”

Paul Cook Interview, 8/13/1985 – Zacharias: Search -

https://digitalcommons.wku.edu/dlsc_ua_records/925

Selection process: Paul Cook says WKU was extremely lucky to get Donald Zacharias. Could have fallen apart. Disagrees with David Cole’s assessment that process was excellent. People acted unprofessionally in efforts to benefit themselves in the search process. Board required too many names (20) to be submitted to it.

Paul Cook – as member of president’s staff, he tried to remain aloof from the process. Thinks sending teams to campus opened up possibility of people using it for their benefit. Careful phone calls can accomplish as much. Mississippi State used telephone in checking on Donald Zacharias.

Paul Cook says Board was thinking off-campus from start. Paul Cook – WKU was at the point where on-campus was needed.

Kern Alexander – Paul Cook doesn’t know what facts really were. Some people saw personnel changes if Kern Alexander came.

Gene Farley – brothers-in-law who were influential in politics. Pressure exerted to see that Gene Farley made list.

Donald Zacharias has told Paul Cook that after one more glitch he would probably have dropped out.

Zacharias, Donald Wayne 1935-2013 Starts

College Heights Herald, Tuesday, Aug. 28, 1979 – Zacharias, Starts 1979 -

https://digitalcommons.wku.edu/dlsc_ua_records/5599

1B Donald Zacharias said the transition has been very smooth and people have been helpful.

7B Has plunged into preparation of the budget. His main priority will be on salaries and wages.

[Children] Alan 14, Eric 12, Leslie 8. “I don’t consider myself a parent of the campus. I have three children; they present enough of a challenge without trying to adopt 13,000 more.”

Favors athletic program, but it shouldn’t overshadow the academic program. Will meet with group of about 30 students each month to exchange views.

1979

<p>6B Met with faculty Friday. "Some of you may not know who I am. I'm Don Zacharias, and I'm happy to be here as president." Asked faculty to "give us a chance to work on the problems" through the university frameworks.</p> <p>4B Editorial: Quotes Donald Zacharias as being opposed to the term "regional university." Says it is a political, not an educational term. "If we think of ourselves as serving only a fixed geographical area, we're only limiting our horizons."</p>	
<p>Zacharias, Donald Wayne 1935-2013: Students College Heights Herald, 2/9/1984 – Zacharias: Students 1984 - https://digitalcommons.wku.edu/dlsc_ua_records/5891 On Wednesday night President Donald Zacharias and 4 staff members spent about 2 hours in Center Theater answering questions from students, about 80 attended. Sponsored by University Center Board. Some topics: athletic budget, coed housing, tuition, telephone rates, alleged "black-listing" in 1970s, grade scale.</p>	<p>1984 Students</p>
<p>Zacharias, Donald Wayne 1935-2013: Views Regents Minutes, April 7, 1979 – Zacharias: View 1979 - https://digitalcommons.wku.edu/bor/1979/spcl/4/ In a statement Donald Zacharias read: "The most important mission of the university is to teach its students. Its second responsibility is to provide the faculty a place to grow professionally. Third, it is a cultural center where art, music, theatre and the heritage of a democratic society are preserved and displayed." His impression of WKU: seriousness of students. Good physical plant – lack of big debt. Training of teachers is much less important now – less part of WKU's future. Not comfortable with idea of "regional" university. It is a political distinction, not an academic one. Intercollegiate athletics have an important role, but basically the university is an academic center. Board went into executive session for 1 ¼ hours. No decisions made.</p> <p>From Donald Zacharias' "Remarks to the Faculty and Students," April 6, 1979 – Some major points:</p> <ol style="list-style-type: none"> 1) "The president at a state institution must operate in a partnership with the campus and the state leadership." 2) "The president has to be the leading advocate for the university." 3) "The case for this university should be based upon excellence in instruction, quality in curriculum design, and innovation in public service to the community and the state." <p>College Heights Herald, Thursday, Sept. 13, 1979 – Zacharias: Views 1979 - https://digitalcommons.wku.edu/dlsc_ua_records/5573 12 President Donald Zacharias spoke Monday to Faculty Senate, stressed need for faculty-administration cooperation in presenting more positive public image. "The legislature would like to hear some of our success stories instead of always more money. We have a responsibility to provide information not only on what we need but what we have accomplished. "I think we will distort and confuse the public if we don't constantly report the successes we enjoy in our work and if we constantly emphasize how poorly we are paid." Hopes Faculty Senate will work with him. "It is not possible to have numerous managers of this campus, and I hope you will not attempt to take over my responsibilities." Must seek non-state support. Said that he had discussed WKU with over 1,000 people in past 5-6 weeks.</p>	<p>1979</p>
<p>Zephyrus https://digitalcommons.wku.edu/eng_stu_write/ This is an annual publication of the Department of English. Runs to poetry and short stories. (The 1st one in the file in Archives is 1969.) Wanda Gatlin, Advisor to Sara Tyler. Zephyrus was not published in 1973 and 1974.</p>	