

## MINUTES OF THE BOARD OF REGENTS

### WESTERN KENTUCKY UNIVERSITY

March 28, 1991

Required statutory notice having been given, a special meeting of the Board of Regents of Western Kentucky University was held in the Regents Conference Room of the Wetherby Administration Building. The meeting was called to order at 10:10 a.m., CST, by Mr. Joseph Iracane, Chairman.

#### **AGENDA ITEM 1 - Invocation**

The meeting opened with a prayer of invocation by Mr. John Foe, Director of Institutional Research.

#### **AGENDA ITEM 2 - Roll call**

The following members were present:

Mr. Bobby R. Bartley  
Mr. Danny Butler  
Mr. Robert L. Chambless, Jr.  
Mr. Michael S. Colvin  
Dr. Eugene E. Evans  
Mr. Monnie L. Hankins  
Mr. Joseph Iracane  
Mrs. Patsy Judd  
Mr. Wendell K. Strode  
Mr. Fred L. Travis

Also present were Dr. Thomas C. Meredith, President; Dr. Paul B. Cook, Executive Vice President for Administration and Technology; Dr. Robert V. Haynes, Vice President for Academic Affairs; Dr. Jerry Wilder, Vice President for Student Affairs; Mrs. Liz Esters, Staff Assistant for Special Projects and Secretary to the Board of Regents; Mr. Franklin Berry, University Attorney and Parliamentarian; and Mr. Fred Hensley, Director of University Relations.

#### **AGENDA ITEM 3 - Review of the 1991-92 Operating Budget Process**

President Meredith gave a presentation on the process that will be used to develop the 1991-92 Operating Budget. The first phase of the process, the Western XXI strategic planning process, established priorities on the campus. The second phase, the budget review process, began last November and is still ongoing. The University Budget Committee has spent the last several weeks reviewing the 127 individual budgets that are outlined in Exhibit 5. Detailed information was obtained for the past three years on each budget unit concerning budgets and expenditures. Other information studied involved activities in which the unit is engaged, staffing information, FTE and faculty-ratio information, and information on the number of

majors. The next step in the process was to develop unit plans for each budget unit to detail ways to bring to life the priorities established by Western XXI Strategic Plan. Priorities were identified up the ladder through the dean, vice president, etc. to the President. Each of the four divisions--Academic Affairs, Administration and Technology, Student Affairs, and the President's area--developed a set of priorities for their respective division. The next step for the Budget Committee is to review the priorities of the four major areas in conjunction with Western XXI and determine the funding priorities for Western Kentucky University.

A new format is planned for presenting the 1991/92 budget document. Overlays were used to demonstrate the format currently being used for the departmental budget (Exhibit 1) and the departmental salary information (Exhibit 2), and the new format for 1991-91 (Exhibit 3). The new format will combine information currently contained in Exhibits 2 and 3.

An overlay of Exhibit 4 displayed a monthly departmental account statement which allows the director of each budget unit to have an update on their budget. Long range plans are for each budget unit to have a terminal that will enable them to have immediate access to the budget information.

President Meredith outlined the categories for the following expenditure expectations for 1991-92:

- new needs
- funded but not budgeted projects
- priorities from Western XXI
- precommitments
- campus-wide topics
- salary increases

Exhibit 6 illustrates tuition rates for 1990-91 and 1991-92 as established by the Council on Higher Education.

Exhibit 7 reflects the average salary by institution for 1990-91 and indicates that Western Kentucky University holds fourth place in 1990-91 average faculty salaries among the institutions in the state.

Exhibit 8 charts the projected 1991-92 salary increases for each of the Kentucky universities, and the cost of 1991-92 salary increases for Western Kentucky University for 1991-92 at various percentages. Exhibit 9 is a resolution passed by the Faculty Senate that compares Western salaries to those of other institutions and recommends a 9% salary increase. President Meredith noted that the CPI inflation rate for 1989 was 4.8%; the inflation

rate for 1990 is 5.3% according to the Congressional Office of Budget Management. In 1991, the estimated inflation rate is 3.9%, 1992 is 3%, 1993 is 3.4%.

Dr. Meredith stated that he felt it was crucial to mail salary letters to faculty before they left for the summer. The budget committee was now considering the implications. He will contact the Board and seek their advice and input prior to such a decision.

Exhibit 10 shows the total budget for 1990/91 of \$102,315,300. Of that amount Education & General is \$89,810,600 and Auxiliary is \$12,504,700. Total new money from the state for 1991/92 is \$4,060,300. State appropriations provide 49.1% of the money needed to run Western Kentucky University. State appropriations provide 55% funding for Education & General. New debt service (\$881,100) and KTRS Overmatch (\$1,031,800) will leave only \$2,147,400 in new money appropriated by the state. An increase in tuition will add \$2,193,000, and increases from other miscellaneous sources will add approximately \$200,000 bringing the total increase to \$4,540,000. The total net new money to work with for 1991/92 is \$4,540,000.

President Meredith stated, "We received funding at 84% of the formula request in the current year. The formula request of 100% gets us to the average of the benchmark institutions. One hundred percent doesn't get us fat, it gets us to the average of our benchmark institutions. That's all it does is get us to the average of that group; 100% of the formula doesn't even get us in the top half of that benchmark group. That's why we seem to be shedding tears all of the time saying, "Give us 100%, all we are asking for is to be average. So what the state is doing is giving us 84% of what it takes just to be average. That is a point that can't be lost. The legislators see 100% as funding everything you need when it is only the average of the benchmark institutions." It was noted that 100% formula funding for 1991/92 would have been \$60,000,000 compared to the \$54,298,700.

Mr. Hankins felt it would be good to have a ratio of the dollars that are in each particular budget compared to the number of students who are going to be actually served from that department and a prioritized ranking from Western XXI on that page to show how it relates to the strategic plan. Mr. Hankins stated, the analysis would show what we are looking at as far as an increase or decrease in that particular area."

Mr. Iracane noted that between now and the final budget presentation time, the President will meet in small groups with Board members to keep

everyone informed on the budget process and to get their input. Mr. Iracane stated, "I think Mr. Hankins made an excellent point when he said that the values added for the students through Western XXI must be incorporated into this budget not only in academic areas but also in the administrative areas. That has been a concern. Western XXI focused on it, made recommendations. We are assuming that not only student-teacher ratios as they apply to majors or service areas or whatever in the consideration of that budget will be explored so that the Board can look at those things in academic areas as well as the student's needs being met in non-academic areas in administration."

Mr. Strode asked if it would be feasible to look at refinancing some of the bond issues for various projects on campus and reducing some of our debt service on an annual basis now that interest rates are down.

Dr. Cook stated that those are consolidated bond issues which means they are all rolled together, and the state pretty well makes that call. The State Office of Debt Management looks at those, and Western does not have a lot of latitude. The Education and General Bond issue in debt service that you saw on the overlay is just on education and general. If the debt service is reduced, then the state takes that back, because they provide that on the front end. We would not pick up anything there. The only place where we potentially would realize savings would be through the refinancing in the housing and dining bond issues.


The date of May 17 was selected as the tentative date for the next Board meeting. Between now and that period of time, President Meredith will meet in groups of two or three with members of the Board for their input into the budget process. The President noted two factors relative to setting the date for the next meeting of the Board: it's the first time for the new budget format with a lot of the new elements; and the materials will need to be forwarded to Board members in plenty of time for their review. This means that for whatever date is set for the Board to meet, it will be a goal to get the budget materials to the Board members 10 days to 2 weeks ahead of time for their review.

There being no further business to come before the Board, a motion for adjournment was made by Mrs. Judd, seconded by Mr. Hankins, and the meeting adjourned at 12:10 p.m.

MAR 28 1991


**CERTIFICATION OF SECRETARY**

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in a regular meeting held on March 28, 1991, in the Regents Conference Room of the Wetherby Administration Building on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).

  
Elizabeth W. Esters  
Secretary

  
Joseph Iracane  
Chairman

July 29, 1991

  
Elizabeth W. Esters  
Secretary

July 29, 1991

ACCOUNT NUMBER	ACCOUNT TITLE	EXPENDITURES AND ENCUMBRANCES 1988-89	APPROVED BUDGET 1989-90	APPROVED BUDGET 1990-91
	PERSONAL SERVICES			
2-10307-1000	SALARIES-NG BUD POOL	22,192.02	23,605.00	27,600.00
2-10307-1111	SALARIES-REGULAR	490,474.40	572,256.00	607,944.00
2-10307-1112	SALARIES-FACULTY-PT	3,690.00	-0-	-0-
2-10307-2000	FRINGE BENEFITS POOL	104,406.56	125,458.00	133,583.00
	TOTAL	620,762.90	721,319.00	769,127.00
2-10307-3000	MAT-SUPP BUDGET POOL	14,546.10	15,450.00	17,435.00
2-10307-3302	TELEPHONE-VEND-LOCAL	5,632.19	5,693.00	5,346.00
2-10307-3303	TELEPHONE-VEND-LONGD	4,589.36	2,900.00	4,465.00
2-10307-4000	TRAVEL BUDGET POOL	3,029.31	4,450.00	4,450.00
2-10307-5000	EQUIPMENT POOL	32,265.93	-0-	-0-
	TOTAL	60,062.97	28,493.00	31,696.00
	TOTALS	680,825.95	749,812.00	800,823.00

WESTERN KENTUCKY UNIVERSITY  
SALARY LIST FOR 1990-1991  
DEPARTMENT OF PHYSICS AND ASTRONOMY  
01-407

NAME	POSITION TITLE	POSITION NUMBER	MO	1989-90 SALARY	INCREASE	1990-91 SALARY	NOTATION CODE
THOMAS P COOHILL	DEPARTMENT HEAD	233-00-1-01	12	54,840	3,840	58,680	
WILLIAM G BUCKMAN	PROFESSOR	233-00-2-01	09	43,764	3,288	47,052	
MARVIN W RUSSELL	PROFESSOR	233-00-2-02	09	44,040	2,652	46,692	
DOUGLAS HUMPHREY	PROFESSOR	233-00-2-03	09	45,216	3,168	48,384	
ED S DORMAN	ASSOCIATE PROFESSOR	233-00-2-04	09	35,436	1,776	37,212	
CLARENCE NEAL WOLFF	ASSISTANT PROFESSOR	233-00-2-05	09	32,268	2,100	34,368	
FARNSWORTH DUDLEY BRYANT	PROFESSOR	233-00-2-06	09	38,688	2,088	40,776	
RAHDALL L HARPER JR	ASSISTANT PROFESSOR	233-00-2-07	09	33,612	3,096	36,708	
ROBERT S HALL	ASSOCIATE PROFESSOR	233-00-2-08	09	33,672	1,692	35,364	
KAREN R HACKNEY	PROFESSOR	233-00-2-09	09	32,652	1,644	34,296	
PAUL DROWNING CAMPBELL	ASSISTANT PROFESSOR	233-00-2-10	09	30,084	1,956	32,040	
GEORGE VOURVOPOULOS	PROFESSOR	233-00-2-11	09	46,548	4,164	50,712	
RICHARD L HACKNEY	PROFESSOR	233-00-2-12	09	37,632	3,804	41,436	
WIER VANDERMEER	ASSISTANT PROFESSOR	233-00-2-13	09	31,656	3,336	34,992	
PEGGY E THOMPSON	SENIOR DEPARTMENTAL SECRETARY	233-00-3-01	12	16,620	1,392	18,012	
MORETTA LYNN BAXTER	ADMINISTRATIVE SECRETARY	233-00-3-02	12	8,496	2,724	11,220	12

12 = CONVERSION FROM 10 TO 12 MONTHS

Exhibit 3

**DRAFT**SAMPLE PAGE  
1991-92 OPERATING BUDGET

<u>DEPARTMENT</u>	<u>POS. NO.</u>	<u>FTE</u>	<u>MOS.</u>	<u>BUDGET 1990-91</u>	<u>INCREASE DECREASE</u>	<u>BUDGET 1991-92</u>
<b>Physics &amp; Astronomy 210307</b>						
1. Morgan LeFay Dept. Head	233-00-1-01	1.0	12	54,840	3,840	58,680
2. Joseph P. Blow (Radar grant 50%)	239-00-2-01	1.0	12	34,000	2,000	36,000
3. Alexandra G. Bell (Chemistry 50%)	239-01-2-02	.5	9	14,500	750	15,250
(Other Faculty and Staff Members would follow)						
<hr/>						
<b>Dept Budget</b>						
210307-1000 Student Salary Pool				23,605	3,995	27,600
210307-1111 Salaries Regular Full-time Fac. & Staff				572,256	35,688	607,944
210307-1117 Graduate Assistants				8,000	-0-	8,000
210307-2000 Fringe Pools				125,458	8,125	133,583
TOTAL SALARY & FRINGE BUDGET				<u>729,319</u>	<u>47,808</u>	<u>777,127</u>
210307-3000 Material-Supply Pool				15,450	1,985	17,435
210307-3302 Telephone - Local				5,693	-347	5,346
210307-3303 Telephone - LD				2,900	1,565	4,465
210307-4000 Travel Pool				4,450	-0-	4,450
210307-5000 Equipment Pool				-0-	-0-	-0-
TOTAL OPERATIONAL & EQUIPMENT BUDGET				<u>28,493</u>	<u>3,203</u>	<u>31,696</u>
<b>DEPT TOTAL BUDGET</b>				<u>757,812</u>	<u>51,011</u>	<u>808,823</u>



Exhibit 4

DATE RUN 03/05/91 WESTERN KENTUCKY UNIVERSITY REPORT PAGE 22  
 TIME RUN 20:48:44 FINANCIAL RECORDS SYSTEM PROGRAM ID FBH090  
 FBH090 - A1 ACCOUNT STATEMENT FOR 02/28/91 ACCOUNT PAGE 1

ACCT:	DEPT:	SUB	CODE DESCRIPTION	ORIGINAL	BUDGETS	REVISED	CURRENT MONTH	ACTUALS	FISCAL YEAR	OPEN	BALANCE	PERC
										COMMITMENTS	AVAILABLE	USED
		1000	SALARIES-NG DVD POOL	5,500.00		2,014.45	22,275.60	178,050.00			2,014.45	0
		1111	SALARIES-REGULAR	287,700.00		292.50	328.80	1,734.22			109,650.00	61
		1118									292.50-	0
		1600	SALARIES-STU-INSTITI	1,724.22		1,724.22	319.20	1,751.33				100
		1700	SALARIES-STU-WORK-ST	1,751.33		1,751.33						100
			SALARIES, PAGES, OTHER	293,200.00		293,200.00	23,213.50	181,828.05			111,371.95	62
		2000	FRINGE BENEFITS POOL	62,042.00		19,495.99	299.19	592.27			19,495.99	0
		2100	EMPLOYEE BENEFITS			592.27						100
		2120	EMPLOYER'S FICA			11,406.84	87.76	702.08				100
		2122	EMPLOYER'S RET-KERS			702.08	2,919.82	23,337.82				100
		2123	EMPLOYER'S RET-KTRS			23,337.82	535.00	3,711.82				100
		2223	EMPLOYER'S HLTH INS			3,711.82	4.59	159.61				100
		2224	EMPLOYER'S LIFE INS			159.61	53.45	427.24				100
		2227	WHLY DISABILITY INS			427.24	139.27	1,090.83				100
		2232	WORKMEN'S COMP			1,090.83	442.50	1,117.50				100
		2235	FACULTY/STAFF SCH			1,117.50						100
			EMPLOYEE BENEFITS	62,042.00		62,042.00	5,760.92	42,546.01			19,495.99	68
		3000	MAT-SUPP BUD POOL	5,110.00		3,090.32	818.19	100.82			3,090.32	0
		3101	OFFICE SUPPLIES			818.19	50.00	203.00				100
		3114	CLASSROOM SUPPLIES			100.82	128.10	924.00				100
		3122	DATA PROCESSING SUPP			203.00	68.84	398.52				100
		3251	POST & POST METERS			225.45	141.14	672.22				100
		3302	TELEPHONE-VEND LOCAL	2,100.00		1,600.00					676.00	57
		3303	TELEPHONE-VEND LONGD	995.00		995.00					596.48	40
		3951	PRINTING			672.22						100
			MATERIALS & SUPPLIES	8,205.00		7,705.00	616.43	3,342.20			4,362.80	43
		4000	TRAVEL BUDGET POOL	1,510.00		610.00		900.00			610.00	0
		4200	DUI-OF-STATE TRAVEL			900.00						100
			TRAVEL	1,510.00		1,510.00		900.00			610.00	59
			OTHER DIRECT COSTS	9,715.00		9,215.00	616.43	4,242.20			4,972.80	46
			TOTAL EXPENSES	364,957.00		364,457.00	29,590.05	228,616.26			135,840.74	62
			ACCOUNT TOTAL	364,957.00		364,457.00	29,590.05	228,616.26			135,840.74	62

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Exhibit 5

OG -- 3-28-91

Operating Budgets Reviewed by  
Budget Committee 1990-91

Exec. VP for Administration & Technology	Agriculture
Alumni Affairs	Biology
Computer/Informational Services	Allied Health
Institutional Research	Chemistry
Development	Computer Science
University Relations	Engineering Technology
Athletic Director	Geography and Geology
Hilltopper Athletic Foundation	Health and Safety
Faculty Senate	Industrial Technology
University Attorney	Nursing
Institute for Economic Development	Physics and Astronomy
Internal Auditor	Center for Industry and Technology
President's Office, Home, Board of Regents	Math
Vice President for Academic Affairs	Career Services Center
Faculty Research	University Center
International Programs	Health Services
Summer School	Public Safety
Asian Center	Counseling Service Center
Independent Study	Dean, Student Life
Honors	Academic Counseling and Retention
Student Publication	Associated Student Government
Academic Advising	Black Student Recruitment
Ctr. for Evening & Nontraditional Students	Residence Life
Community College	Student Activities and Organization
Graduate College	Admissions
Continuing Education	Housing
SPAN	Intramural & Recreational Sports
Extended Campus	Student Financial Aid
Library	Vice President Student Affairs
Kentucky Museum	Dean's Office Potter
Library Special Collections	Forensics
Art	College of Business
Communication and Broadcasting	Accounting
English	Economics
Government	Finance & MIS
History	Management
Modern Language and Intercultural Studies	Marketing
Music	Food Services
Philosophy and Religion	Bookstore
Journalism	Personnel
Sociology and Anthropology	Ticket Office
Social Work	Vice President Business Affairs
Theatre and Dance	Accounts and Budgetary Control
Southern Folklore Journal	Physical Plant
Dean's Office - Education	Purchasing
Gerontology	Print Shop
Educational Leadership	Duplicating Service
Home Economics	Central Stores
Military Science	Academic Computing and Research Services
Psychology	Sponsored Programs
Teacher Education	AV Center
Physical Education and Recreation	ETV
Dean's Office - Ogden	Campus Radio
AHES	Public Radio
Water Quality Lab	Registrar
Planetarium	Scholastic Development
Coal Science Center	

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Exhibit 6

WESTERN KENTUCKY UNIVERSITY

Tuition Rates  
Fall and Spring 1991-92  
Fall and Spring 1990-91

	<u>Kentucky Residents</u>		<u>Non-Kentucky Residents</u>	
	<u>Undergraduate</u>	<u>Graduate</u>	<u>Undergraduate</u>	<u>Graduate</u>
1991-92	\$1,440	\$1,580	\$4,040	\$4,460
1990-91	<u>1,320</u>	<u>1,440</u>	<u>3,680</u>	<u>4,040</u>
Increase	\$ 120	\$ 140	\$ 360	\$ 420

Exhibit 7

## 1990/91 Average Faculty Salaries

<u>Institution</u>	<u>Average Salary</u>
University of Kentucky	46,298
University of Louisville	42,556
Eastern Kentucky University	38,293
Western Kentucky University	36,595
Northern Kentucky University	36,116
Northern Kentucky University (Excl Law)	34,585
Murray State University	35,655
Morehead State University	34,491
UK Community College System	28,530

Exhibit 8

**Kentucky Universities  
Salary Increases 1991-92**

UK	10%
EKU	10%
UL	8%
Morehead	8% Staff, 7% Faculty
NKU	7 1/2%
Kentucky State	7%-8%
Murray	7%

**Western Kentucky University  
Cost of Salary Increases for 1991-92**

1%	\$ 439,000
5%	2,195,000
6%	2,634,000
7%	3,073,000
8%	3,512,000
9%	3,951,000
10%	4,390,000

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Exhibit 9

Executive Committee

3/14/91

To the Faculty Regent and the President of Western Kentucky University

Whereas, the regional universities of Kentucky have announced their cost of living adjustments for the 1991-1992 contract year to be in the 7-8% range and,

Whereas, recent salary studies of benchmark institutions show Western to be considerably behind in all ranks in most departments and,

In keeping with presidential statements concerning achieving excellence comparable to the University of Kentucky and the University of Louisville and,

Because of a University history of failure to provide cost of living increases and difficulties with severe salary compression

Be it resolved that faculty salaries for the 1991-1992 academic year be raised by at least 9 percent, a level commensurate with announced increases at the University of Kentucky and the University of Louisville, and that salary inequities be addressed.

Exhibit 10WESTERN KENTUCKY UNIVERSITY  
OPERATING BUDGET

Total Budget 1990/91	<u>\$102,315,300</u>
E & G	89,810,600
Auxiliary	12,504,700
Total State Appropriation to Western Kentucky University	
1991/92	\$ 54,298,700
1990/91	<u>50,238,400</u>
Increase	\$ 4,060,300
Increase in State Appropriation	\$ 4,060,300
New Debt Service	- 881,100
	<u>\$ 3,179,200</u>
KTRS Overmatch	- 1,031,800
Available Increase In State Appropriation	\$ 2,147,400
Tuition Increase	+ 2,193,000
	<u>\$ 4,340,400</u>
Increase Other Sources	+ 200,000
Total Available Increase	\$ 4,540,000

3/28/91  
CWG