

MINUTES OF MEETING OF THE EXECUTIVE COMMITTEE  
BOARD OF REGENTS  
WESTERN KENTUCKY UNIVERSITY  
January 21, 1982

Required statutory notice having been timely and properly given, a meeting of the Executive Committee of the Board of Regents of Western Kentucky University was held on Thursday, January 21, 1982, at 3 p.m., CST, in the Regents Conference Room of the Wetherby Administration Building on the Western campus. Mr. Joe Bill Campbell, Chairman, presided.

All members were present; namely,

Dr. William G. Buckman  
Mr. Joe Bill Campbell  
Mr. Ronald W. Clark  
Mrs. Patsy Judd

Also present were Dr. Donald W. Zacharias, President; Dr. James L. Davis, Vice President for Academic Affairs; Mr. Harry Largen, Vice President for Business Affairs and Treasurer; Dr. John D. Minton, Vice President for Student Affairs; Mrs. Mary Sample, Secretary; Dr. Paul B. Cook, Assistant to the President for Resources Management and Director of the Budget; Dr. Randall Capps, Assistant to the President and Parliamentarian; Mr. William E. Bivin, University Attorney; and Mr. Fred Hensley, Director of Public Information.

Chairman Campbell announced that the purpose of the meeting was to give consideration to Kentucky's Plan in Response to Office for Civil Rights Letter, January 15, 1981, which required the signatures of the President and Board Chairman of each of the state universities signifying endorsement. In response to the request of the Office for Civil Rights, the plan had been developed principally by a Council on Higher Education Subcommittee with suggestions from the Council staff and some institutional representatives for submittal by the Governor to the Office for Civil Rights. After providing background information on the development of the plan, President Zacharias gave the following summary of major recommendations contained in Kentucky's Response to the Office for Civil Rights along with explanatory comments.

(Secretary's Note: The document entitled Kentucky's Plan in Response to the Office for Civil Rights Letter of January 15, 1981, Final Revision, January 1982, is made a part of the official records of the Board of Regents.)

SUMMARY OF MAJOR RECOMMENDATIONS - KENTUCKY'S RESPONSE TO OCR

Part I

1. This plan commits the Governor, Council on Higher Education, and the public universities to its provisions. p.1

2. Development of this plan should not be construed as acknowledgment of the accuracy of the findings or the data contained in the Office for Civil Rights letter of January 15, 1981. p.5

## Part II

1. There are numerous comments about changing the missions of universities and the assertion that the 1977 mission statements have "had a positive impact on Kentucky's institutions of higher education." p.13, p.15
2. Note the funding increases from 1976/77 to 1980/81. Western Kentucky University has had the lowest percentage increase in the state. p.25
3. The redefined mission of Kentucky State calls for it to excel in three areas: delivering a liberal studies curriculum, meeting the educational needs of community students, and serving the educational needs of state employees. p.30
4. There is considerable discussion of the specific enhancement plans and levels of funding for Kentucky State University.
5. The Council on Higher Education will establish and coordinate a Faculty/Staff Relocation Program to assist individuals affected by the change in KSU's mission.
6. The Commonwealth is committed to withholding approval of any changes in the operation of the state system or of any institution that may have the effect of thwarting the achievement of its desegregation goals. p.59
7. During the life of this Plan, the Commonwealth is committed to advise the U. S. Department of Education's Office for Civil Rights of proposed major changes in the mission or character of any institution within the state system before they are adopted. p.59
8. The Commonwealth is committed to specifying timetables for sequential implementation of the actions necessary to achieve the goals herein as soon as possible but no later than within five years of the date of Plan acceptance. p.60
9. A specific time limit is provided for achieving the objectives of this section.

## Part III

1. The Commonwealth is committed to making the proportion of black Kentucky high school graduates who enter the state higher education system equal to the proportion of white Kentuckians who do so. p.61
2. The Commonwealth is committed to increasing annually the proportion of undergraduate blacks enrolled in the traditionally white four-year institutions. p.62
3. The Commonwealth is committed to raising the proportion of black Kentuckians who receive undergraduate degrees and enter graduate or professional programs to equal the proportion of white Kentuckians who do so. p.70 Note specifically the deadlines listed on p.72.
4. The Commonwealth is committed to taking all reasonable steps to reduce the disparity in graduation rates between black and white students at all public higher education institutions. p.74

## Part IV

1. The Commonwealth is committed to increasing the proportion of black employees in positions not requiring the doctoral degree at the traditionally white institutions and on the staffs of the Council on Higher Education and the Kentucky Higher Education Assistance Authority. p.82
2. The Commonwealth is committed to increasing the proportion of black employees in positions requiring the doctoral degree at the traditionally white institutions and on the staffs of the Council on Higher Education and the Kentucky Higher Education Assistance Authority. pp.83-84

3. The Commonwealth is committed to increasing the proportion of black nonacademic personnel at the traditionally white institutions and on the staffs of the Council on Higher Education and the Kentucky Higher Education Assistance Authority. p.85
4. The Commonwealth is committed that hereafter and until the foregoing goals are met, traditionally white institutions will adopt the goal of employing blacks to fill vacancies in proportions at least equal to the proportion of black individuals with the credentials required for such positions in the relevant labor market. p.85

#### Part V

1. The Commonwealth, through the Council on Higher Education and the higher education institutions, is committed to enforcing institutional and agency goal attainment efforts and to reporting progress made toward attainment of the goals stated herein to the Office for Civil Rights. p.88
2. The Council has the power to consider censuring a university that does not show satisfactory progress toward attaining goals. p.90
3. A major system for monitoring programs and compiling statistics will be required to remain in compliance with this plan.

University Attorney Bivin pointed out that relative to Western's Affirmative Action Plan, there is unavoidable duplication of supervision which could conceivably produce cross currents at some future point. He commented that this results from the fact that implementation of the University's Affirmative Action Plan is by agreement monitored by the U. S. Department of Labor while at the same time the Plan under consideration accepts the University's Affirmative Action Plan as Western's commitment of employment level thereby necessitating monitoring of the institution's Affirmative Action Plan by the Council on Higher Education.

A period of discussion followed in which the following points were made:

1. The Affirmative Action Plan in place at Western Kentucky University was accepted by OCR as satisfactory for its purpose.
2. A possible conflict in implementation as viewed by the two monitoring agencies might result from the relocation activities of the Council staff for displaced Kentucky State University employees in which case Mr. Bivin felt any action taken should be acceptable to the Department of Labor.
3. It is essential under the University's agreement with the Department of Labor, even before the Plan under consideration was ever introduced, that the institution commit itself wholeheartedly, earnestly, and diligently to recruiting and retaining black faculty and staff members.
4. At the present time, Western does not have an office with the sole responsibility for monitoring the Affirmative Action Plan; implementation of the plan is carried out by individuals who also have other responsibilities.
5. Mr. Campbell proposed that annually at a regular meeting of the Board a report be made on compliance with Affirmative Action requirements of the Department of Labor and the Office for Civil Rights. Chairman Campbell suggested that the report be made by an appropriate Board committee.

6. Under the Plan, any change in the mission of any institution in the system is required to be reviewed in terms of whether it thwarts the achievement of the desegregation plan. Approval of the Plan commits the University to do everything in the Plan that eliminates on this campus vestiges of the racially dual system of higher education.

7. Members of the Executive Committee expressed the feeling that they could not endorse the "Mission Model" concept.

Following thorough discussion and upon the recommendation of University Attorney Bivin, Mr. Clark moved that it was the sense of the Executive Committee, since the University already has in place a policy statement adopted by the Board of Regents committing Western to equal opportunity and to taking whatever steps necessary to continue eligibility to receive Federal funds, that the President and the Chairman of the Board be authorized to communicate to

~~Mr. Harry Snyder, Executive Director of the Council on Higher Education; support~~  
of the Affirmative Action and student recruiting dimensions of the document under discussion without endorsing the "Mission Model" concept and that the full Board be so advised at its meeting on January 30. The motion was seconded by Mrs. Judd. Following an opportunity for discussion, the roll call vote was as follows:

Aye: Buckman, Campbell, Clark, Judd

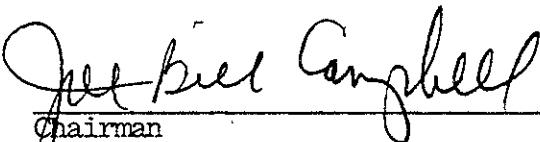
Nay: None

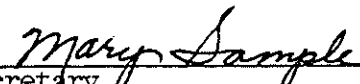
There being no further business to come before the Executive Committee, the meeting adjourned at 3:50 p.m.

#### CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Executive Committee of the Board of Regents of Western Kentucky University in a meeting held on January 21, 1982, in the Regents Conference Room of the Wetherby Administration Building on the Western campus and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4, and 5 of House Bill 100, 1974 Regular Session, General Assembly ).

  
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Mary Sample, Secretary

  
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Chairman

  
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Secretary