MINUTES OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY
July 6, 1989

Required statutory notice having been given, the third quarterly meeting of the Board of Regents of Western Kentucky University was held Thursday, July 6, 1989. The meeting was called to order at 10:30 a.m., CDT, by Mr. Joseph Iracane, Chairman.

AGENDA ITEM 1 - Invocation

Following a silent prayer offered for the Wedge family during the loss of their son, David, the meeting opened with a prayer of invocation by Dr. Luther Hughes, Head, Department of Agriculture.

AGENDA ITEM 2 - Oath of office

Mr. Amos E. Gott, a senior from Hopkinsville, having been elected by the student body, qualified as student regent for the 1989-90 school year by taking the Constitutional Oath. The Oath was administered by Mrs. Liz Esters, Notary Public for the Commonwealth and Secretary to the Board.

AGENDA ITEM 3 - Roll call

The following members were present:

Mr. Danny Butler
Mr. Ronald W. Clark
Dr. Eugene E. Evans
Mr. Amos E. Gott
Mr. Joseph Iracane
Mrs. Patsy Judd
Mr. Wendell K. Strode
Mr. Fred L. Travis
Mrs. Hughlyne P. Wilson

Also present were Dr. Thomas C. Meredith, President; Mr. Franklin Berry, University Attorney and Parliamentarian; Dr. Paul B. Cook, Executive Vice President for Administrative Affairs and Interim Vice President for Business Affairs; Dr. Robert V. Haynes, Vice President for Academic Affairs; Mr. Howard Bailey, Dean, Student Life; Dr. Stephen D. House, Executive Assistant to the President; Mrs. Liz Esters, Staff Assistant for Special Projects and Secretary to the Board of Regents; and Mr. Fred Hensley, Director of Public Information.

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting by the President to members of the Board.

AGENDA ITEM 4 - Appointment of a Treasurer

The office of Treasurer to the Board of Regents was vacated with
the retirement of Mr. Harry Largen. Dr. Paul Cook, who is serving as Interim Vice President for Business Affairs, was appointed Treasurer of the Board of Regents.

AGENDA ITEM 5 - Disposition of minutes of the regular meeting of April 27, 1989

The minutes of the meeting of April 27, 1989, were presented by Chairman Iracane. Motion was made by Mr. Strode and seconded by Mr. Clark to approve the minutes as submitted inasmuch as copies had been mailed to members prior to the meeting. The motion carried by voice vote.

AGENDA ITEM 6 - Committee reports

6.1 - Finance and Investment Committee - Mr. Wendell Strode. Chairman; Mrs. Patsy Judd; Mr. Fred L. Travis - Mr. Strode reported that the above-listed members of the committee had met at 9 a.m. to review the following recommendations from the President:

6.1.1 - RECOMMENDATION:

President Meredith recommends approval of Western Kentucky University’s biennial capital request. Western Kentucky University’s request for capital construction and capital equipment purchase is listed below by priority and by time frame.

CAPITAL REQUESTS - CONSTRUCTION

1990-92

<table>
<thead>
<tr>
<th>Project Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Replace Boilers</td>
<td>$1,600,000</td>
</tr>
<tr>
<td>2. Repair and renovate Page Hall</td>
<td>476,000</td>
</tr>
<tr>
<td>3. Repair and replace Chillers and Cooling Towers</td>
<td>235,000</td>
</tr>
<tr>
<td>4. Asbestos Abatement</td>
<td>1,425,000</td>
</tr>
<tr>
<td>5. Repair and Upgrade Utility Distribution System</td>
<td>556,000</td>
</tr>
<tr>
<td>6. Repair and Replace Mechanical Systems</td>
<td>345,000</td>
</tr>
<tr>
<td>7. Remodel and Renovate Various Structures</td>
<td>630,000</td>
</tr>
<tr>
<td>8. Brown Agricultural Exposition Center Convert to a Gas Heat and Air Condition</td>
<td>350,000</td>
</tr>
<tr>
<td>9. Renovation of Potter Hall</td>
<td>3,500,000</td>
</tr>
<tr>
<td>10. Life Safety Projects</td>
<td>246,600</td>
</tr>
<tr>
<td>11. Industrial Drive Intramural Facility</td>
<td>350,000</td>
</tr>
<tr>
<td>12. Renovation of Academic-Athletic Building No.1</td>
<td>10,000,000</td>
</tr>
<tr>
<td>13. Dairy Barn</td>
<td>500,000</td>
</tr>
<tr>
<td>14. Center for Computing and Telecommunications</td>
<td>11,300,000</td>
</tr>
</tbody>
</table>
15. Renovation of Academic Complex 700,000
16. Kentucky Building Construction and Renovation 4,000,000
17. Journalism Building 4,000,000
18. Renovation of Jones-Jaggers 200,000
19. Instrumental Ensemble Rehearsal Annex 787,500
20. Renovation of Science and Technology Hall 2,200,000

**CAPITAL REQUESTS - EQUIPMENT**

1990-92

21. Allen Bradley Vision System 52,000
22. Numerical Controlled Milling Machine 86,000
23. Numerical Controlled Lathe 86,000
24. Electronic Engine Indicating System 145,000
25. Astronomical CCD Imaging System 56,900
26. Cryoultramicrotome 52,000
27. Ultracentrifuge 51,000
28. High Performance Liquid Chromatography 60,500
29. Scanning Electron Microscope 78,500
30. Time-Sharing Host Computer 373,000
31. Electronic picture editing system 52,000
32. Studio/field television camera system 60,000
33. Video tape machine for television production 75,000
34. Food Service Equipment 250,000
35. Network LAN 81,000
36. Multiplexor (fiber optics) 58,000
37. Disk Storage Units 60,000
38. Upgrade of 4381-P14 Computer 145,000
39. System Printer 50,000
40. Software 155,000
41. Tape Drives 63,000

**CAPITAL REQUEST - CONSTRUCTION**

1992-94

New Residence Hall Construction 9,000,000
Residence Hall Renovations and Improvements 3,000,000
New Classroom Building 10,000,000
Renovation of Snell Hall 1,500,000
Family Student Apartment Housing 2,277,000
Library Expansion and Renovation 1,200,000

CAPITAL REQUESTS - EQUIPMENT
1992-98

Mainframe Computer (1992-94) $ 750,000
Communications Controller & Software (1992-94) 60,000
Data Multiplexors (fiber optics) 100,000
Software (1992-94) 195,700
Disk Storage Units (1992-94) 100,000
Local Area Network (1994-96) 100,000
Tape Drives - Cartridges (1994-96) 60,000
Local Area Network (1996-98) 100,000
Mainframe Computer Expansion (1996-98) 250,000

Background:

By July 1, 1989, all public institutions of higher education are required to submit to the Council on Higher Education requests for approval of capital construction (of at least $200,000 each) and capital equipment (of at least $50,000 each) for the biennia 1990-92, 1992-94, and 1994-96. Western Kentucky University's request for capital construction and capital equipment purchase is listed by priority and by time frame.

Commenting on the capital construction requests, President Meredith reported that this request places in priority order those items on the campus that are $200,000 or more in terms of renovation, repair, or new construction. It was pointed out that the priorities established in this request are those items that keep the University operating on a day-to-day basis.

The capital equipment list requires approval from the State before they can be purchased even though most will be purchased with private funds and grant funds.

Following a thorough discussion of the capital requests and with approval of the Finance and Investment Committee, Mr. Strode moved approval of the biennial capital request. The motion was seconded by Mr. Clark, and the roll call vote follows:

Aye: Butler, Clark, Evans, Gott, Iracane, Judd, Strode, Travis, Wilson

Nay: None

6.1.2 - RECOMMENDATION:

President Meredith recommends approval of Western Kentucky
University's formula calculation and the University's request for additional funding outside the formula in two areas, salary catch-up and additional student credit hour production.

[THE FORMULA CALCULATION SUMMARY IS ATTACHED TO THE MINUTES AS EXHIBIT 1 - pp. 33-38].

Background:

I. Formula

By July 1 of each year preceding a regular session of the legislature, all public institutions of higher education in Kentucky submit a request for biennial funding through the Kentucky Formula. Western Kentucky University's calculation is attached, (pp. 11-30 of the agenda packet)

The revised (1989) formula has twelve main components or program areas as listed on the Summary Sheet (page 11). Many of the components also contain significant subcomponents (see page 12 of the agenda packet).

Western is permitted to seek funding in all main components except "Hospitals" but does not qualify for funding in several subcomponents (e.g., Kentucky Residency Program, Agriculture Experiment Station, Research Center of Excellence, etc.).

Formula guidelines permit institutions to request additional support outside the formula in several components. Western requests additional support in two areas: salary catch-up (Instruction) and student credit hours (Instruction and Institutional Support).

II. Request for Additional Funding Outside the Formula

A. Salary Catch-up

Western requests salary catch-up resources for two groups, faculty members and staff members.

Facility: A comparison of Western faculty salaries and corresponding faculty salaries at benchmark institutions assigned by the Council on Higher Education reveals that Western faculty salaries lag behind their counterparts. The all-ranks salary average difference for 9-month faculty members is $5,250; for 12-month faculty members, the difference is $6,383 (see page 31). The total catch-up needed to move average Western Kentucky University faculty to the benchmark average is $2,767,512.

Administrative Staff: Salaries of Western staff members also fall below the average salaries of comparable groups (see page 32). Raising average administrative staff salaries to the comparable average salary at the seven benchmark institutions which most closely resemble Western Kentucky University in terms of budgets and FTE enrollments would require $574,212.

Classified Staff: Western competes for classified staff members primarily with other businesses and industries in southern Kentucky. A comparison of average Western Kentucky University classified salaries with salaries of comparable positions in the southern Kentucky survey by Associated Industries of Kentucky shows that the University would need $618,987 to raise classified salaries to the surrounding area's average. Combined needs for administrative and classified staff catch up total $1,193,199.

Catch-up for faculty and staff salaries ($2,767,512 and $1,193,199) totals $3,960,711. Western requests that amount of money outside the formula calculations.
B. Student Credit Hours

Institutions were permitted to project enrollment in previous biennia if they expected significant increases in enrollment. This policy was changed for the 1990-92 biennium, and the change has had adverse impact on those institutions which have experienced rapid enrollment increases. In 1987 Western projected increased enrollment for 1988-90 and will suffer during the 1990-92 biennium if some allowance for enrollment growth is not continued. Two factors should be considered in this regard.

1. The first year used to calculate the three-year average student credit hours base for the 1990-92 biennium is 1986-87. In 1986-87, Western generated 303,516 student credit hours. In 1988-89 Western generated 351,509 student credit hours, a dramatic increase of nearly 48,000 student credit hours. Using a three-year average in this situation severely distorts the reality of student credit hour production during 1990-92.

2. In the normal course of events, the students who entered Western in fall 1986 will have completed their program of studies before the first year of the biennium for which funds are presently requested (1990-92). Applications for fall 1989 admission indicate that the enrollment growth trend will continue. With the opening of 1989 fall semester, Western will have enrolled four consecutive large freshman classes. Enrollment figures based on 1986-87 are not reflective of the number of students in the system and are, therefore, inappropriate.

To provide the instructional support for these additional students, we request $1,241,370 in 1990-91 and $1,300,346 in 1991-92. These amounts were derived by using a two-year average (1987-88 and 1988-89) which more accurately reflects biennial enrollment. The attached calculations (see pp. 33-36) are based on the differences by discipline in this two-year average and the formula's three-year average. The two-year average produces 12,989 more student credit hours than does the three-year average.

The increased student credit hours generated by the more appropriate two-year average should also be applied to the "Institutional Support" category. The additional $142,758 in 1990-91 and $149,609 in 1991-92 is included in the attached revision (p.33).

President Meredith noted that the request for biennial funding is submitted to the Council on Higher Education. In September the Council will calculate the formula for each particular institution. The formula is used to generate the amounts to be asked for from the General Assembly.

The Council asked each institution to submit outside of the formula anything that they wanted to ask for separately, and Western requests additional support in two areas: salary catch-up and student credit hours. Detailed explanation of these two items was provided to the Board and is outlined in the exhibit.

Mr. Strode summarized the request as follows: for 1990-91, formula calculation of $61,340,800 with additional support requested for salary
catch-up and student credit hours in the amount of $5,344,839; for 1991-92, formula calculations of $65,045,300 with an additional $1,450,555 for the student credit hours.

Following a discussion of the formula calculations, Mr. Strode, with concurrence of the Finance and Investment Committee, moved approval of Western Kentucky University's formula calculation and the University's request for additional funding outside the formula in two areas, salary catch-up and additional student credit hour production. The motion was seconded by Dr. Evans, and the roll call vote follows:

Aye: Butler, Clark, Evans, Gott, Iracane, Judd, Strode, Travis, Wilson

Nay: None

6.1.3 - RECOMMENDATION:

President Thomas C. Meredith recommends adoption of the following resolution related to granting a permanent easement to the Warren County Water District (County) across the University's property road to a Warren County water storage tank to be located on adjacent property owned by Claudia Compton Bell and the Estate of Charles R. Bell.

RESOLUTION

WHEREAS, the Warren County Water District (County) has requested that Western Kentucky University (University) grant a permanent easement for ingress and egress across University's property road to a County's water storage tank to be located on adjacent property owned by Claudia Compton Bell and the Estate of Charles R. Bell, and

WHEREAS, it is considered in the best interest for the Commonwealth of Kentucky, County and University to enter into such an easement and request the approval of this easement from the Commonwealth of Kentucky.

BE IT RESOLVED that the President of University is authorized to enter into and execute on behalf of University a permanent easement with County's ingress and egress to its water tank to be located on adjacent property owned by Claudia Compton Bell and the Estate of Charles R. Bell if the easement is approved by the Commonwealth of Kentucky, and

BE IT FURTHER RESOLVED, that the President of University is authorized to request the Commonwealth of Kentucky to consent to and execute the said easement between County and University.

Having been approved by the Finance and Investment Committee, motion to adopt the above resolution related to granting a permanent easement to the Warren County Water District was made by Mr. Strode, seconded by Dr. Evans, and passed by voice vote.

6.1.4 - RECOMMENDATION:

President Thomas Meredith recommends approval of the following resolution to permit Western Kentucky University to open an account with Merrill Lynch Pierce Fenner and Smith, Inc.
RESOLUTION

BE IT RESOLVED: That this unincorporated organization, Western Kentucky University, be, and it hereby is, authorized and empowered to open and maintain an account with Merrill Lynch Pierce Fenner & Smith Inc., and its successors, by merger, consolidation or otherwise, and assigns, hereinafter called the brokers, for the purchase and sale of stocks, bonds, options, or securities, on exchanges of which the brokers are members or otherwise, and that any of the officers hereinafter named be, and he hereby is, authorized to give written or verbal instructions by telephone, or telegraph, or otherwise, to the brokers to buy or sell stocks, bonds, options, or securities, either for immediate or future delivery and, if he deems proper to secure payment therefor with property of this organization; and he shall at all times have authority in every way to bind and obligate this organization for the carrying out of any contract, arrangement or transaction which shall, for or on behalf of this organization, be entered into or made with or through the brokers; and that the brokers are authorized to receive from this organization, checks and drafts drawn upon the funds of this organization by the President or Executive Vice President for Administrative Affairs, and to apply the same to the credit of this organization or to its account with said brokers and the said brokers are authorized to receive from the President and/or Executive Vice President for Administrative Affairs stocks, bonds, options, or securities for the account of this organization with said brokers; said brokers are further authorized to accept instructions from any officer herein named as to the delivery of stocks, bonds, options, or securities from the account of this organization and at his direction to cause certificates of stocks, bonds, options, or securities held in said account to be transferred to the name of any officer hereinafter named or of this organization in the discretion of said officer; and delivery to any such officer of such stocks, bonds, options, or securities, issued as directed by him, shall be deemed delivery to this organization; and any such officer shall have the fullest authority at all times with reference to any transaction deemed by him to be proper to make or enter into for or on behalf of this organization with the brokers or others. All confirmations, notices, and demands upon this organization may be delivered by the brokers verbally or in writing or by telegraph, or by telephone to any such officer and he is authorized to empower any person, or persons, that he deems proper, at any time, or times, to do any and all things that he is hereinbefore authorized to do. That this resolution shall be and remain in full force and effect until written notice of the revocation hereof shall be delivered to the brokers.

Background:

A benefactor has offered to contribute stock in a limited partnership to Western Kentucky University. In order to process the gift, an account must be established with MERRILL LYNCH PIERCE FENNER AND SMITH, INC. The firm requires the approval of the above resolution to establish the account.

Approved by the Finance and Investment Committee, Mr. Strode moved approval of the above resolution. The motion was seconded by Mr. Butler and passed by voice vote.

Mr. Strode moved that the Board of Regents go into closed session for deliberations on the future acquisition of real property by Western Kentucky University. The purpose of the closed session is to advise the Board as to the negotiations regarding such property; otherwise, public information regarding the property could affect the negotiated value of the property. The motion was seconded by Mr. Clark, and passed by voice vote.
The board went into closed session at 11:05 accompanied by President Thomas Meredith, Mr. Franklin Berry, University Attorney; and Dr. Paul Cook, Executive Vice President for Business Affairs.

Returning from closed session at 11:20, the Chairman reported that during the closed session the Board discussed only matters within the scope of the motion and took no formal action and made no decisions.

The following recommendation was distributed to the Board members and news media.

6.1.5 - RECOMMENDATION:

President Thomas C. Meredith recommends adoption of the following resolution related to the possible receipt as gifts, mortgage notes and to enter into negotiations of lease with College Heights Foundation on certain property to be located in Warren County.

RESOLUTION

WHEREAS, Western Kentucky University (University) has been advised that it may possibly receive as gifts, mortgage notes on certain properties to be located here in Warren County, and

WHEREAS, at the time of the gift to the University of those mortgage notes, there would be a gift of the property, subject to certain mortgage notes, to the College Heights Foundation (Foundation), and

WHEREAS, the Foundation has indicated that if the said property is received by the Foundation as a gift, Foundation would only receive the said property as a gift with the understanding that University would enter into a lease arrangement for said property.

BE IT RESOLVED, that the Board of Regents of University hereby authorize the President of University to accept the gifts of the two promissory notes secured by property in Warren County, Kentucky, and acknowledge receipt, provided the necessary state approvals have been obtained for receipt of said gifts, and

BE IT FURTHER RESOLVED, that the President of University is authorized to enter into negotiations and the execution of a lease on the said property with the Foundation provided the necessary state agency approvals have been obtained for University to enter into such transaction, and

BE IT FURTHER RESOLVED, that the President of University is directed to contact the necessary state agency for the approval of a receipt of said gifts and the lease arrangement of said property with the Foundation.

Motion for adoption of the resolution was made by Mr. Strode, seconded by Mr. Butler, and the roll call vote follows:

Aye: Butler, Clark, Evans, Gott, Iracane, Judd, Strode Travis, Wilson

Nay: None

6.2 Student Affairs Committee - Mr. Freddie Travis, Chairman; Mr. Ronald W. Clark; Dr. Eugene E. Evans; Mr. Scott Whitehouse; Mrs. Hughlyne Wilson - Mr. Travis reported that the committee met at 10 a.m. to consider the following recommendation:
6.2.1 - RECOMMENDATION:

President Thomas Meredith recommends adoption of the following changes in the student life policies which are a part of Hilltopics: A Handbook for University Life Proposed Revisions for 1989-90.

STUDENT LIFE POLICIES

Responsibilities - p. 3

There will be a total of nineteen (19) responsibilities listed, with number six (6) being a new addition in its entirety. The responsibilities for which changes are being proposed are listed below.

- 2. Forgery, alteration or misuse of university documents, records of identification, including student identification cards. Students are expected to carry their ID at all times and to present upon request by university officials.

- 6. Sexual assault, including but not limited to sexual misconduct or abuse, rape, acquaintance rape, sodomy, or any nonconsensual sexual contact. Where there is probable cause to believe that the university regulations prohibiting sexual assault have been violated, the university will pursue strong disciplinary action through its own channels. This discipline includes the possibility of suspension or dismissal from the university even if criminal justice authorities choose not to prosecute.

- 13. Use, possession, production, manufacture, sale, possession with intent to sell, trafficking or distribution of narcotics, dangerous drugs or controlled substances as defined in KRS 218A, including marijuana, or other drug related activities including those involving anabolic steroids, except as expressly permitted by law.

- 16. Violation of any university policy, guidelines, campus rule, or regulation of conduct which adversely affects the student’s suitability as a member of the university community.

Disciplinary Actions - p. 3

There will be a total of ten (10) sanctions listed, with number two (2) being a new addition in its entirety. The only other proposed change is number seven (7) which is also listed below. The reason for this change is that as it is presently stated, number seven (suspension) reads exactly the same as number eight (deferred suspension). This appears to be erroneous as presently stated.

- 2. Creative Discipline—A sanction which may be used in lieu of, or in combination with, sanctions numbered three through six below. Creative discipline will be consistent with the offense committed. In some cases, at the discretion of the hearing officer, a student found in violation may attend special educational seminars, classes, or workshops offered in the subject area of the violation or be sanctioned in another way which is directly related to the violation. In these cases, the student must always submit written proof of completion of the sanction to the hearing officer.

- 7. Suspension—Exclusion for a period of time, generally from one term to one year.

Policies & Guidelines Regarding Student Organizations

Section IV: Offenses - p.5
There will be a total of nine (9) offenses listed with item #1 being a new addition in its entirety.

- 1. Student organizations or individuals representing student organizations are subject to discipline by the university when found in violation of any of the categories one through nineteen as listed on page three in the "Responsibilities" section of this handbook.

With the concurrence of the Student Affairs Committee, Mr. Travis moved adoption of the above recommendation. The motion was seconded by Mrs. Wilson and passed by voice vote.

AGENDA ITEM 7 - Presentation of personnel actions since April 27, 1989

RECOMMENDATION:

President Thomas C. Meredith recommends that the Board of Regents approve the recommended personnel changes which have expired since the meeting of the Board on April 27, 1989.

(Those recommendations are contained in the next 17 pages.)
### FACULTY APPOINTMENTS

#### Bowling Green College of Business Administration

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Economics:</strong></td>
<td></td>
<td></td>
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<tr>
<td>Mr. Maury Granger</td>
<td>$38,000</td>
<td>August 16, 1989; Assistant Professor; budgeted position</td>
</tr>
<tr>
<td><strong>Finance and Management</strong></td>
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<tr>
<td>Information Systems:</td>
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<tr>
<td>Mr. Zubair Mohamed</td>
<td>45,000 w/d</td>
<td>August 16, 1989; Assistant Professor; replace Dr. Monsen M. Darwish Hassan</td>
</tr>
<tr>
<td><strong>College of Education and Behavioral Sciences</strong></td>
<td></td>
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<tr>
<td><strong>Educational Leadership:</strong></td>
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<tr>
<td>Mr. Bill Liu</td>
<td>30,000</td>
<td>July 1, 1989, through June 30, 1990; Visiting Assistant Professor and Executive Director of USA/China Consortium; budgeted position, with one-half being provided by USA/China Teacher Education Consortium</td>
</tr>
<tr>
<td>Dr. Susan Hackbarth</td>
<td>28,000</td>
<td>August 16, 1989; Assistant Professor; replace Dr. Faye Robinson</td>
</tr>
<tr>
<td>Dr. Dwillis G. Wallman</td>
<td>30,500</td>
<td>August 16, 1989; Assistant Professor; replace Dr. Robert G. Schrader</td>
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<tr>
<td><strong>Psychology:</strong></td>
<td></td>
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<tr>
<td>Ms. Elizabeth L. Jones</td>
<td>27,200</td>
<td>August 16, 1989; Instructor; replace Dr. Harry R. Robe</td>
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<tr>
<td><strong>Teacher Education:</strong></td>
<td></td>
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<tr>
<td>Dr. Tabitha Daniel</td>
<td>25,000</td>
<td>August 16, 1989; Assistant Professor; replace Mrs. Sara Taylor</td>
</tr>
<tr>
<td>Ms. Barbara Kacer</td>
<td>26,000</td>
<td>August 16, 1989; Assistant Professor; budgeted position</td>
</tr>
<tr>
<td>Dr. Vicki D. Stayton</td>
<td>30,000</td>
<td>August 16, 1989; Associate Professor; replace Dr. David B. Watts</td>
</tr>
<tr>
<td>Mr. Terry Wilson</td>
<td>28,000</td>
<td>August 16, 1989; Assistant Professor and Director of the Center for Environmental Education; replace Dr. Glenn Crumb; will be paid stipend of $4,666 for period of July 5 through August 15, 1989</td>
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## Part I. Faculty Personnel Changes

### FACULTY APPOINTMENTS (continued)

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<tr>
<th>Name</th>
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<tr>
<td><strong>Ogden College of Science, Technology, and Health</strong></td>
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<tr>
<td>Computer Science:</td>
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<tr>
<td>Dr. Greg Baur</td>
<td>$44,500</td>
<td>August 16, 1989; Associate Professor; budgeted position</td>
</tr>
<tr>
<td>Dr. Darlene Pigford</td>
<td>44,500</td>
<td>August 16, 1989; Associate Professor; budgeted position</td>
</tr>
<tr>
<td>Mathematics:</td>
<td></td>
<td></td>
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<tr>
<td>Ms. Wanda Weidemann</td>
<td>23,000</td>
<td>1989-90 academic year only; Instructor; replace Miss Carol Lois Reagles</td>
</tr>
<tr>
<td><strong>Potter College of Arts, Humanities, and Social Sciences</strong></td>
<td></td>
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<tr>
<td>History:</td>
<td></td>
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<tr>
<td>Mr. Matthew Gore</td>
<td>20,000</td>
<td>1989-90 academic year only; Instructor; budgeted position</td>
</tr>
<tr>
<td>Modern Languages and Intercultural Studies:</td>
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<tr>
<td>Dr. Erika Brady</td>
<td>25,000</td>
<td>1989-90 academic year only; Visiting Assistant Professor; budgeted position</td>
</tr>
<tr>
<td>Dr. Luz Maria Umpierre-Herrera</td>
<td>49,000</td>
<td>July 1, 1989; Department Head, with rank of Professor and tenure in the Department; replace Dr. Carol Paul Brown</td>
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### FACULTY REAPPOINTMENTS

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<thead>
<tr>
<th>Name</th>
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<tr>
<td><strong>College of Education and Behavioral Sciences</strong></td>
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<tr>
<td>Teacher Education:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Alice Mikovich</td>
<td>21,000</td>
<td>1989-90 academic year only; reappointed as Instructor</td>
</tr>
<tr>
<td>Ms. Kathleen Moore</td>
<td>21,000</td>
<td>1989-90 academic year only; reappointed as Instructor</td>
</tr>
<tr>
<td><strong>Ogden College of Science, Technology, and Health</strong></td>
<td></td>
<td></td>
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<tr>
<td>Geography and Geology:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Eugenie Roval-Williams</td>
<td>25,000</td>
<td>August 16, 1989; Instructor; Assistant Professor upon completion of doctorate; appointed to a regular budgeted position</td>
</tr>
<tr>
<td></td>
<td>26,000 w/d</td>
<td></td>
</tr>
</tbody>
</table>
Part I. Faculty Personnel Changes

Salary

FACULTY REAPPOINTMENTS
(continued)

Potter College of Arts,
Humanities, and Social Sciences

Communication and Broadcasting:
Mr. Terry Likes

$ 23,000

August 16, 1989;
Instructor; appointed
to a regular budgeted
position

FACULTY - ADDITIONAL RESPONSIBILITIES

Academic Services

University Academic
Advising Center:
Dr. David M. Coffey

150

May 7, 1989, through
per month
May 6, 1990; continue as
honorarium
Interim Director in
1989-90
addition to responsibil-
3,644

ties as Associate
May 7-June 30
Professor of Agriculture

University Libraries:
Mr. Reginald Laswell

700

1989 summer session;
administrative
Acting Director
stipend

Ogden College of Science,
Technology, and Health

Industrial Technology:
Dr. Franklin Conley

250

May 16, 1989, through
per month
May 15, 1990; Interim Head
admin. stipend
of still-combined
plus $5,000
Industrial and Engineering
summer stipend
Technology through summer
of 1989

Ogden College of Science,
Technology, and Health

Agriculture:
Mr. Orville W. Dotson

no change

August 16, 1989; requests
that rank be changed from
Assistant Professor to
Instructor

Academic Affairs

University Libraries:
Mrs. Rose Davis

no change

July 1, 1989; title in
Library Automation and
Technical Services
changed from Science
Catalog Librarian to
TOPCAT Operations
Coordinator and Science
Catalog Librarian
<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Nelda Sims</td>
<td>no change</td>
<td>July 1, 1989; title in Library Public Services changed from Collection Management Librarian to TOPCAT Systems Coordinator and Collection Management Librarian</td>
</tr>
<tr>
<td><strong>Media Services:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(title changes not indicated in personnel changes of April 27, 1989, Board meeting)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Charles M. Anderson</td>
<td>Recommended salary in Personnel Compensation 1989-90</td>
<td>August 16, 1989; title changed from Director of Media Services and Associate Dean of Academic Services to Director of Public Television and Associate Dean for Telecommunications</td>
</tr>
<tr>
<td>Dr. James Earl Sanders</td>
<td>Recommended salary in Personnel Compensation 1989-90</td>
<td>August 16, 1989; title changed from Associate Director of Media Services</td>
</tr>
<tr>
<td>Mr. David T. Wilkinson</td>
<td>Recommended salary in Personnel Compensation 1989-90</td>
<td>August 16, 1989; title changed from Station Manager to Director of Public Radio</td>
</tr>
<tr>
<td><strong>FACULTY - SALARY ADJUSTMENTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Academic Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Media Services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Roger D. Hall</td>
<td>$28,352</td>
<td>August 16, 1989, Instructor and Television Engineer; salary adjusted upward from $25,352</td>
</tr>
<tr>
<td><strong>Bowling Green College of Business Administration</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Economics:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Hak Youn Kim</td>
<td>48,000</td>
<td>August 16, 1989; Associate Professor; salary adjusted upward from $45,996</td>
</tr>
<tr>
<td>Dr. John Wassom</td>
<td>57,264</td>
<td>August 16, 1989; Head of Department and Professor; salary adjusted upward from $56,256</td>
</tr>
</tbody>
</table>
Part I. Faculty Personnel Changes (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
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</thead>
<tbody>
<tr>
<td>FACULTY - SALARY ADJUSTMENTS</td>
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<tr>
<td>Bowling Green College of</td>
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<tr>
<td>Business Administration</td>
<td></td>
<td></td>
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<tr>
<td>(continued)</td>
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<td></td>
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<tr>
<td>Finance and Management</td>
<td></td>
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</tr>
<tr>
<td>Information Systems:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Wade Ferguson</td>
<td>$ 51,144</td>
<td>August 16, 1989; Professor; salary adjusted upward from $50,508</td>
</tr>
<tr>
<td>Dr. Herman Manakyan</td>
<td>47,004</td>
<td>August 16, 1989; Assistant Professor; salary adjusted upward</td>
</tr>
<tr>
<td></td>
<td></td>
<td>from $46,356</td>
</tr>
<tr>
<td>Dr. Arnold Redman</td>
<td>42,000</td>
<td>August 16, 1989; Associate Professor; salary adjusted upward</td>
</tr>
<tr>
<td></td>
<td></td>
<td>from $41,688</td>
</tr>
<tr>
<td>Dr. John Raymond Tanner</td>
<td>53,004</td>
<td>August 16, 1989; Professor; salary adjusted upward from $52,104</td>
</tr>
<tr>
<td>Mr. Samanta Thapa</td>
<td>46,008</td>
<td>August 16, 1989; Assistant Professor; salary adjusted upward</td>
</tr>
<tr>
<td></td>
<td></td>
<td>from $44,444</td>
</tr>
<tr>
<td>Management and Marketing:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Ronald Milliman</td>
<td>47,256</td>
<td>August 16, 1989; Associate Professor; salary adjusted upward</td>
</tr>
<tr>
<td></td>
<td></td>
<td>from $47,028</td>
</tr>
</tbody>
</table>

LEAVES OF ABSENCE

Bowling Green College of Business Administration

Accounting:
Dr. Joel Philhours

1989-90 academic year; Professor; work toward doctoral degree in Accounting; did not accept previous leave of absence offered with one-half of regular salary

Ogden College of Science, Technology, and Health

Health and Safety:
Dr. William R. Hourigan

June 9, 1989, through August 15, 1990; will continue work with Cabinet for Human Resources
Part I. Faculty Personnel Changes (continued)

### LEAVES OF ABSENCE (continued)

Potter College of Arts, Humanities, and Social Sciences

**History:**
- Dr. Carlton Jackson

1989 fall semester; has accepted Fulbright Bicentennial Chair of American Studies at University of Helsinki

**REAPPOINTED WITHOUT TENURE FOR 1989-90**

**Bowling Green College of Business Administration**

**Management and Marketing:**
- Dr. Gabriel F. Buntzman
  - Salary: $35,688
  - Effective Date and Remarks: August 16, 1989; Assistant Professor

**DECEASED**

**Potter College of Arts, Humanities, and Social Sciences**

**English:**
- Mrs. Jennie Upton

June 4, 1989, at age of 99; retiree who was on change of work status

**Theatre and Dance:**
- Mr. Jeffrey Mildenstein

May 3, 1989; Artist-in-Residence

**RESIGNATIONS**

**Academic Affairs**
- Dr. Ruby F. Meador
  - Salary: $150 per month stipend discontinued
  - Effective Date and Remarks: August 15, 1989; resigned assignment as Associate Affirmative Action Officer; will continue in regular position as Head of Department of Allied Health

**University Libraries:**
- Mr. John S. Goodin

June 23, 1989; Assistant Professor and Education Catalog Librarian in Library Automation and Technical Services; declined 1989-90 appointment
Part I. Faculty Personnel Changes (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RESIGNATIONS</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Bowling Green College of Business Administration**

Administrative Office Systems:  
Dr. J. William Murphy  

Finance and Management Information Systems:  
Dr. Mohsen Hassan  

Dr. David Shull  

Management and Marketing:  
Dr. Jerry L. Kinard  

**College of Education and Behavioral Sciences**

Physical Education and Recreation:  
Dr. K. Dale Adkins  

Psychology:  
Dr. Doris L. Redfield  

Ogden College of Science, Technology, and Health  

Allied Health:  
Mrs. Doris Thayer  

**Potter College of Arts, Humanities, and Social Sciences**

Philosophy and Religion:  
Dr. William Lane  

**FACULTY - EARLY RETIREMENT WITH SPECIAL TENURE STATUS**

**Bowling Green College of Business Administration**

Accounting:  
Mr. Rodney Veitschegger  

|$ 12,814 | August 16, 1989; Associate Professor |

College of Education and Behavioral Sciences  

Educational Leadership:  
Dr. David W. Shannon  

| 11,378 | August 16, 1989; Professor; to correct salary shown at $10,020 in 1989-90 Personnel Compensation listing |
### FACULTY - EARLY RETIREMENT WITH SPECIAL TENURE STATUS (continued)

<table>
<thead>
<tr>
<th>College of Education and Behavioral Sciences (continued)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychology:</td>
</tr>
<tr>
<td>Dr. William Cunningham</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

**FACULTY RETIREMENTS**

**Bowling Green College of Business Administration**

Accounting:
- Mr. Frederick Clark

Ogden College of Science, Technology, and Health

Agriculture:
- Dr. Wilbert C. Normand

Industrial and Engineering Technology:
- Mr. Boyce D. Tate

**Potter College of Arts, Humanities, and Social Sciences**

Journalism:
- Mr. Edwin (Ted) Kidd

**DISABILITY RETIREMENT**

**Potter College of Arts, Humanities, and Social Sciences**

English:
- Ms. Wanda Gatlin

June 30, 1989; Assistant Professor
## Part II. Other Personnel Changes

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Academic Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Media Services:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Dana Austin</td>
<td>$957 per month</td>
<td>June 1, 1989; Television Programming Assistant with WKYU-TV; effective July 1, 1989, monthly salary will increase to $977</td>
</tr>
<tr>
<td>Ms. Charolene W. Burden</td>
<td>1,118 per month</td>
<td>July 1, 1989; Operations Clerk with WKYU-FM/WDCL-FM Public Radio; monthly salary increased from $1,079</td>
</tr>
<tr>
<td>Ms. Jeanine M. Howard</td>
<td>1,400 per month</td>
<td>August 16, 1989; News Producer/Reporter with WKYU-FM/WDCL-FM Public Radio; monthly salary increased from $1,300, which includes an adjustment for 1989-90 plus $500 in recognition of completion of B.A. Degree</td>
</tr>
<tr>
<td><strong>College of Education and Behavioral Sciences</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Educational Leadership:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miss Susan Edwards</td>
<td>1,840</td>
<td>May 1-31, 1989; Director; one-month training period on Training Project on Evaluation/Training Project on Retention; will be employed full time beginning October 1, 1989</td>
</tr>
<tr>
<td><strong>Training and Technical Assistance Services:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Cindy Durfey</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Amy S. Hood</td>
<td>800 per month</td>
<td>May 15 - July 31, 1989; reappointed as Teacher with Day Care program</td>
</tr>
<tr>
<td>Ms. Ruth Miller</td>
<td>720 per month</td>
<td>May 1 - July 31, 1989; reappointed as Teacher with Day Care program</td>
</tr>
<tr>
<td>Ms. Melissa A. Sims</td>
<td></td>
<td>April 28, 1989; Teacher with Day Care program; resigned position</td>
</tr>
<tr>
<td>Ms. Beth Weber</td>
<td></td>
<td>May 12, 1989; Teacher with Head Start Program; resigned position</td>
</tr>
</tbody>
</table>
Part II. Other Personnel Changes

(A) Salary

TEMPORARY -- GRANT FUNDED
(continued)

Ogden College of Science, Technology, and Health

Agriculture:
Mr. Rodney Spradlin

Student Affairs

Black Student Recruitment and Retention:
Ms. Glenna L. Mercer

$ 954
per month

EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF
STAFF APPOINTMENTS

Academic Affairs

Media Services:
Mr. James A. Grimes

24,000

May 15, 1989; Radio Engineer; budgeted position

Administrative Affairs

Athletics:
Mr. Michael Dean Dawson

23,124

April 19, 1989; Assistant Football Coach; replace Mr. Lonnie B. Hansen

Mr. Daniel L. Mosier

15,000

July 1, 1989; Assistant Baseball Coach

Student Affairs

Student Health Service:
Dr. Phillip Wayne Turner

63,492

August 16, 1989; Chief Physician; will receive $45 per hour for a 20-hour week July 3-August 15, 1989; WKU will pay liability insurance with Kentucky Medical Insurance Corporation, effective August 16, 1989; replace Dr. William J. Travis

June 20, 1989; Research Technician; 18-month position expires

July 1, 1989; reappointed as Senior Administrative Secretary; Governor's Minority Student College Preparation Program; monthly salary adjusted upward from $902
Part II. Other Personnel Changes

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STAFF REAPPOINTMENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Academic Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>University Academic Advising Center:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Marvin G. Daniel</td>
<td>$17,808</td>
<td>July 1, 1989, through June 30, 1990; Academic Advisor</td>
</tr>
<tr>
<td><strong>Ogden College of Science, Technology, and Health</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industrial and Engineering Technology:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Matthew Simmons</td>
<td>8 per hour</td>
<td>July 1 - December 31, 1989; Electrical/Electronics Technician</td>
</tr>
<tr>
<td><strong>STAFF PROMOTIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Academic Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registrar's Office:</td>
<td>18,000</td>
<td>April 15, 1989; promoted from Transcript Assistant to Coordinator of Degree Certification; effective August 16, 1989, annual salary will be adjusted to $18,900</td>
</tr>
<tr>
<td>Mrs. Faye S. Anderson</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>STAFF TITLE CHANGES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Academic Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community College:</td>
<td></td>
<td>May 8, 1989; title changed from Project Director, Academic Enrichment Program, to Head, Academic Support Division</td>
</tr>
<tr>
<td>Dr. Alice Rowe</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Administrative Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Center for Computer and Informational Services: (title changes not indicated in Personnel Changes for April 27, 1989, Board meeting)</td>
<td></td>
<td>August 16, 1989; title changed from Programmer II to Senior Programmer/Analyst</td>
</tr>
<tr>
<td>Mrs. Norma S. Barkman</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Thomas J. Bohuski</td>
<td></td>
<td>August 16, 1989; title changed from Programmer I to Systems Programmer II</td>
</tr>
<tr>
<td>Recommended salary in Personnel Compensation 1989-90</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

22
### Executive, Administrative, and Professional Staff (continued)

#### Staff Title Changes (continued)

**Administrative Affairs (continued)**

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Diane Gay Carver</td>
<td></td>
<td>August 16, 1989; salary in Personnel, Applications Programmer, 1989-90</td>
</tr>
<tr>
<td>Mrs. Amy T. James</td>
<td></td>
<td>August 16, 1989; salary in Personnel, Applications Programmer, 1989-90</td>
</tr>
<tr>
<td>Mr. Charles D. Wimpee</td>
<td></td>
<td>August 16, 1989; salary in Personnel, Systems Programmer II, 1989-90</td>
</tr>
</tbody>
</table>

**Staff - Additional Responsibilities**

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Alonzo D. Alexander, Jr.</td>
<td>$21,892</td>
<td>August 16, 1989; assumed additional responsibilities as Technical Assistant; salary adjusted upward from $19,392</td>
</tr>
<tr>
<td><strong>Business Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. Paul B. Cook</td>
<td></td>
<td>June 1, 1989; Interim Vice President for Business Affairs in addition to responsibilities as Executive Vice President for Administrative Affairs; replace Mr. Harry Largen</td>
</tr>
<tr>
<td>Personnel Services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Michael C. Dale</td>
<td></td>
<td>June 1, 1989; named Interim Director of Department of Personnel Services; replace Mr. James B. Tomes</td>
</tr>
</tbody>
</table>
Part II. Other Personnel Changes (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
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</thead>
<tbody>
<tr>
<td>EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF (continued)</td>
<td></td>
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</tr>
<tr>
<td>STAFF - SALARY ADJUSTMENTS</td>
<td></td>
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</tr>
<tr>
<td>Administrative Affairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Athletics:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Darryl Drake</td>
<td>$ 22,164</td>
<td>April 19, 1989; Assistant Football Coach; $22,164 plus $1,200 increment approved by Board on 4/27/89 brings salary to $23,364, effective 8/16/89</td>
</tr>
<tr>
<td>Mr. David Huxtable</td>
<td>26,220</td>
<td>April 19, 1989; Assistant Football Coach; salary adjusted upward from $23,124</td>
</tr>
<tr>
<td>Mr. David Watkins</td>
<td>22,104</td>
<td>April 19, 1989; Assistant Football Coach; salary adjusted upward from $19,008</td>
</tr>
<tr>
<td>Student Affairs</td>
<td></td>
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</tr>
<tr>
<td>University Counseling Services Center:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Saundra H. Starks</td>
<td>24,114</td>
<td>August 16, 1989; Staff Counselor; salary adjusted upward from $20,964</td>
</tr>
<tr>
<td>Potter College of Arts, Humanities, and Social Sciences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Journalism:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. David LaBelle</td>
<td>38,000</td>
<td>August 16, 1989; salary adjusted upward from $34,236 (approved by Board on 4/27/89)</td>
</tr>
<tr>
<td>Student Life:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. David Parrott</td>
<td></td>
<td>August 1, 1989, through July 31, 1990; leave of absence to work toward doctoral degree at University of Louisville; Western will pay one-half of regular salary and doctoral-level tuition and fees</td>
</tr>
<tr>
<td>STAFF RESIGNATIONS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ogden College of Science, Technology, and Health</td>
<td></td>
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<tr>
<td>University Farm:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Charles Jones</td>
<td></td>
<td>June 30, 1989; Dairy Herdsman</td>
</tr>
</tbody>
</table>
Part II. Other Personnel Changes (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
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<tbody>
<tr>
<td><strong>EXECUTIVE, ADMINISTRATIVE, AND PROFESSIONAL STAFF</strong> (continued)</td>
<td></td>
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</tr>
<tr>
<td><strong>STAFF RESIGNATIONS</strong> (continued)</td>
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</tr>
<tr>
<td><strong>Business Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical Plant and Facilities Management:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Eric Vance</td>
<td></td>
<td>June 16, 1989; Communication Specialist</td>
</tr>
<tr>
<td><strong>Student Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Residence Life:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Theresa C. Abel</td>
<td></td>
<td>July 15, 1989; Residence Hall Director, W. R. McCormack Hall; declined 1989-90 appointment</td>
</tr>
<tr>
<td>Mr. Gregory Gaynor</td>
<td></td>
<td>May 31, 1989; Senior Level Residence Hall Director, Barnes-Campbell Hall</td>
</tr>
<tr>
<td>Ms. Kimberly L. Logan</td>
<td></td>
<td>May 31, 1989; Residence Hall Director, J. T. Gilbert Hall; declined 1989-90 appointment</td>
</tr>
<tr>
<td><strong>Student Health Service:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr. William J. Travis</td>
<td></td>
<td>June 30, 1989; Chief Physician</td>
</tr>
<tr>
<td><strong>STAFF RETIREMENT</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Business Affairs</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Harry Largen</td>
<td></td>
<td>May 31, 1989; Vice President for Business Affairs</td>
</tr>
<tr>
<td>Accounts and Budgetary Control:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mr. Robert M. Dawson</td>
<td></td>
<td>May 31, 1989; Staff Accountant; declined 1989-90 appointment</td>
</tr>
</tbody>
</table>
### Part II. Other Personnel Changes (continued)

#### CLASSIFIED PERSONNEL

#### APPOINTMENTS

**Ogden College of Science, Technology, and Health**

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Allied Health:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Alana Mann</td>
<td>$884</td>
<td>May 1, 1989; Senior Departmental Secretary; replace Mrs. Diane Trotter; monthly salary adjusted upward to $917, effective July 1, 1989</td>
</tr>
</tbody>
</table>

**Administrative Affairs**

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Alumni Affairs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Kelli Suzanne Cardwell</td>
<td>819</td>
<td>May 8, 1989; Administrative Secretary; replace Ms. Paula Owens; monthly salary adjusted upward to $850, effective July 1, 1989</td>
</tr>
<tr>
<td>Ms. Doris Jean Vance</td>
<td>819</td>
<td>May 15, 1989; Administrative Secretary; replace Ms. Teresa Simpson; monthly salary adjusted upward to $850, effective July 1, 1989</td>
</tr>
</tbody>
</table>

**Business Affairs**

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Accounts Payable:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Diana Lynn Mimms</td>
<td>819</td>
<td>May 30, 1989; Accounts Clerk; replace Ms. Toynia Walker; effective July 1, 1989, monthly salary adjusted upward to $850</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purchasing:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Marcía Lynn Duncan</td>
<td>884</td>
<td>May 8, 1989; Purchasing Assistant; replace Ms. Kathleen Davenport; monthly salary adjusted upward to $917, effective July 1, 1989,</td>
</tr>
</tbody>
</table>

**Student Affairs**

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student Financial Aid:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Daphne Markay Mills</td>
<td>819</td>
<td>May 15, 1989; Data Entry Operator II; replace Ms. Sandra West; effective July 1, 1989, monthly salary adjusted upward to $850</td>
</tr>
</tbody>
</table>

#### REASSIGNMENTS, RECLASSIFICATIONS AND/OR PROMOTIONS

**Academic Affairs**

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>University Libraries:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Paula Lynn Owens</td>
<td>902</td>
<td>May 15, 1989; transferred from Administrative Secretary in Alumni Affairs and promoted to Library Clerk IV in Library Automation and Technical Services; effective July 1, 1989, monthly salary adjusted upward to $936</td>
</tr>
</tbody>
</table>
## Part II. Other Personnel Changes (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CLASSIFIED PERSONNEL</strong></td>
<td></td>
<td>(continued)</td>
</tr>
<tr>
<td><strong>REASSIGNMENTS, RECLASSIFICATIONS AND/OR PROMOTIONS</strong></td>
<td></td>
<td>(continued)</td>
</tr>
<tr>
<td><strong>Potter College of Arts, Humanities, and Social Sciences</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>History:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Elizabeth Ann Jensen</td>
<td>$ 902 per month</td>
<td>May 22, 1989; transferred from Library Assistant III in Library Public Services and promoted to Senior Departmental Secretary in History; effective July 1, 1989, monthly salary adjusted upward to $954</td>
</tr>
<tr>
<td><strong>Theatre and Dance:</strong></td>
<td>no change</td>
<td>April 17, 1989; transferred from position of Library Clerk IV in Library Automation and Technical Services to position of Senior Departmental Secretary in Theatre and Dance</td>
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<tr>
<td><strong>SALARY ADJUSTMENTS</strong></td>
<td></td>
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<tr>
<td><strong>Potter College of Arts, Humanities, and Social Sciences</strong></td>
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<td></td>
</tr>
<tr>
<td><strong>Government:</strong></td>
<td></td>
<td></td>
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<tr>
<td>Mrs. Sonya S. Jewell</td>
<td>1,012</td>
<td>July 1, 1989; Senior Departmental Secretary; monthly salary adjusted upward from $938 to $1,012; reclassification from Departmental Secretary to Senior Departmental Secretary not reflected in salary approved by Board on 4/27/89</td>
</tr>
<tr>
<td><strong>RESIGNATIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Ogden College of Science, Technology, and Health</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Allied Health:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Dianne W. Trotter</td>
<td></td>
<td>May 17, 1989; Senior Departmental Secretary</td>
</tr>
<tr>
<td><strong>Potter College of Arts, Humanities, and Social Sciences</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>History:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ms. Trena Lee Wilhoite</td>
<td></td>
<td>June 22, 1989; Senior Departmental Secretary</td>
</tr>
</tbody>
</table>
Part II. Other Personnel Changes (continued)

<table>
<thead>
<tr>
<th>Name</th>
<th>Salary</th>
<th>Effective Date and Remarks</th>
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</thead>
<tbody>
<tr>
<td><strong>CLASSIFIED PERSONNEL (continued)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>RESIGNATIONS (continued)</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Academic Affairs**

University Libraries:
  - Ms. Rebecca E. Raymer

Administrative Affairs

Alumni Affairs:
  - Ms. Teresa Ann Simpson

Center for Computer and Informational Services:
  - Mr. Tim Devore

Business Affairs

Accounts and Budgetary Control:
  - Ms. Toynia O'Sherry Walker

Purchasing:
  - Mrs. E. Kathleen Davenport

**RETIREMENT**

College of Education
  and Behavioral Sciences

Teacher Education:
  - Mrs. Helen R. Henderson

June 15, 1989; Museum Assistant III

May 11, 1989; Administrative Secretary

April 28, 1989; Computer Operator V

May 8, 1989; Accounts Clerk

April 28, 1989; Purchasing Assistant

May 31, 1989; Administrative Secretary
The personnel actions were presented by Chairman Iracane. There being no discussion, motion for approval was made by Mr. Clark, seconded by Mr. Travis, and the roll call vote follows:

Aye: Butler, Clark, Evans (on positions), Gott, Iracane, Judd, Strode, Travis, Wilson

Nay: None

Pass: Evans (on compensation)

AGENDA ITEM 8 - Presentation of items submitted from the Vice President for Academic Affairs

Two items, approved by the Academic Council, were forwarded to the Board of Regents for informational purposes. They included:

1. Revision in the Social Studies Major Program Leading to Teacher Certification--Teacher Education Committee/Department of History

2. Addition of a General Option under the Electro-Mechanical Engineering Technology Curriculum--Department of Industrial and Engineering Technology

Dr. Robert Haynes, Vice President for Academic Affairs, discussed each of the items briefly. Pages 60 and 61 of the agenda materials provided to the members of the Board prior to the meeting contain an explanation of each item. Note: A third item related to the reactivation of the Master of Science in Physics was withdrawn.

AGENDA ITEM 9 - Report by the President

The President’s report included the following:

- **Faculty Recognition** - Continuing the practice of recognizing two faculty members at each Board meeting. Dr. Meredith recognized Dr. Julia Link Roberts and Dr. Richard Salisbury.

*Dr. Julia Link Roberts* is a professor in the Department of Teacher Education. She earned the B. A. degree from the University of Missouri and the doctorate of education from Oklahoma State University. Prior to coming to Western in 1974, Dr. Roberts taught at the University of Houston and Indiana University Northwest.

On the national level, Dr. Roberts has been active in gifted education. She is co-chairperson of the Inservice/Staff Development Committee of the National Association for Gifted Education. Dr. Roberts is a member of the board of The Association for the Gifted which is a part of the Council for Exceptional Children, and she serves as Political Action Coordinator for that group. Within the past two years she has made national presentations to the annual meetings of the National Association for Gifted Children, the American Educational Research Association, The Association for the Gifted, the Gifted Students Institute, and The World Conference on Gifted and Talented Children. She has co-authored a book entitled "Assessing Complex Program Outcomes: A Challenge in Gifted Education" which will be released by D. O. K. Publishers this year.

Julia has been a leader in gifted education in Kentucky. In
1987 she was appointed by Governor Martha Layne Collins to the Kentucky Advisory Council on Gifted and Talented Education and then reappointed by Governor Wallace Wilkinson to the Advisory Council. Julia has been active in the Kentucky Association for Gifted Education as president during 1987-88 and currently as editor. She was the principal developer of the Configuration Checklist for the Kentucky Gifted Education Curriculum Guidelines. In addition, Julia was a member of the writing team for the Gifted Education Curriculum Guidelines which are now a part of the Kentucky Program of Study. Another statewide program she has coordinated for the past seven years is the annual Kentucky Awards Ceremony for the Duke Talent Identification Program. This summer Julia will serve as faculty director of the Commonwealth Institute for Teachers which will be held at Western.

Julia has developed and directed several programs for gifted young people, teachers, and parents. This June she led the WKU European Experience Program. Twenty-five high school honors students, four counselors, and Dr. Roberts went on a study/tour of Belgium, Germany, Switzerland, and France. Last week 160 teachers were at Western for the WKU Advanced Placement Summer Institute. These teachers came from 51 school districts in Kentucky, 20 school districts in Tennessee, as well as nine states and British Columbia. The WKU Summer Camp for Academically Talented Junior High Students involves 140 young people from 46 school districts in Kentucky as well as from 6 other states. Next Sunday 120 young people will arrive for the WKU Summer Program for Verbally and Mathematically Precocious Youth. These young people come from 11 states to spend three weeks at Western.

Professor Richard Salisbury joined Western's Department of History in 1978. The recipient of degrees from Hamilton College, Wisconsin, and Kansas, he is a distinguished Latin American historian who as a Peace Corps volunteer, researcher, and lecturer, has visited the area repeatedly over the past twenty-five years.

Drawing on this extensive firsthand experience, Professor Salisbury has earned a campus-wide reputation as a truly superior classroom teacher. Students invariably react warmly to his special mix of enthusiasm and information.

In addition to teaching four classes and 150 students per semester, Professor Salisbury is actively engaged in original research. He has been a formal participant at over forty professional meetings and published some thirty articles, including four in the Hispanic-American Historical Review, the preeminent journal in his field. Last year, Scholarly Resources Press published his latest monograph, Anti-Imperialism and International Competition in Central America, 1890-1929.

Professor Salisbury also has visited five countries as a lecturer for the United States Information Service and has held a Senior Fulbright Lectureship to Costa Rica and a Fulbright Research Fellowship to Spain. He recently returned from a research trip to Britain undertaken by a grant from the National Endowment for the Humanities.

A committed and gifted classroom teacher who brings his students an analysis rooted in his prodigious work in the field, Professor Salisbury has received the Potter College Faculty Excellence Award and the university award for Distinguished Contributions in Research and Creative Activity.
Vice President for Academic Affairs, and Dr. Ronnie Sutton, Dean of Scholastic Development, were complimented along with others on their staffs for developing the booklet.

- **LIBERTY** - "One of the best little towns," a publication of students of the 1987 photojournalism workshop, was recognized. A segment of photos by Amy Deputy from the workshop was featured in a three-page display in the June 28, 1989, issue of the Chronicle on Higher Education. Amy Deputy was selected as the National Photojournalism Student of the Year.

- **Summer Enrollment** - is up again this summer.

- **Brag Sheet** - outlining many of the Western student accomplishments was distributed to Board members to assist them in promoting Western.

Note: A copy of the Brag Sheet is attached to the Minutes as Exhibit II pp. - 59-63.

**AGENDA ITEM 10 - Other business**

Mr. Amos Gott introduced the following resolution:

**RESOLUTION**

WHEREAS, Mr. Scott Whitehouse served as the student member of the Board of Regents of Western Kentucky University from July 6, 1988, to July 6, 1989; and

WHEREAS, this was a historical period in the life of Western Kentucky University; and

WHEREAS, his term of office was characterized by able leadership, faithful service, and dedication to his responsibilities; and

WHEREAS, such leadership and dedicated efforts are deserving of special recognition; Therefore, be it

RESOLVED, That the Board of Regents of Western Kentucky University in a meeting on July 6, 1989, does hereby express its appreciation to Mr. Scott Whitehouse for his contributions and extends best personal wishes for his continued success in all his endeavors; be it

FURTHER RESOLVED, That a copy of this resolution be spread upon the minutes and that a copy thereof be presented to Mr. Whitehouse as a token of the esteem in which he is held by members of the Board.

Ordered at Bowling Green, Kentucky, this sixth day of July in the year of our Lord one thousand nine hundred and eighty-nine.

Joseph Iracane
Chairman
Board of Regents

Thomas C. Meredith
President

Motion for adoption of the above resolution of appreciation was made by Mr. Gott, seconded by Mrs. Wilson, and passed by voice vote.

There being no further business, motion for adjournment was made by Mr. Strode and seconded by Dr. Evans. The meeting adjourned at 11:50 a.m.
## EXHIBIT I

### FORMULA SUMMARY
**STATE SUPPORT OF CURRENT OPERATIONS***

Institution: Western Kentucky University

<table>
<thead>
<tr>
<th>Program Area</th>
<th>1989/90</th>
<th>1990/91</th>
<th>1991/92</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction</td>
<td>34,733,000</td>
<td>37,331,900</td>
<td>39,121,600</td>
</tr>
<tr>
<td>Research</td>
<td>110,500</td>
<td>110,500</td>
<td>110,500</td>
</tr>
<tr>
<td>Public Service</td>
<td>805,900</td>
<td>843,700</td>
<td>884,200</td>
</tr>
<tr>
<td>Academic Support/Libraries</td>
<td>10,528,500</td>
<td>11,020,400</td>
<td>11,548,900</td>
</tr>
<tr>
<td>Equal Educational Opportunities</td>
<td>211,200</td>
<td>221,100</td>
<td>231,700</td>
</tr>
<tr>
<td>Hospitals</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Student Services</td>
<td>3,965,500</td>
<td>4,152,900</td>
<td>4,350,600</td>
</tr>
<tr>
<td>Student Financial Aid</td>
<td>1,515,600</td>
<td>1,596,600</td>
<td>1,616,100</td>
</tr>
<tr>
<td>Operation &amp; Maintenance of Plant</td>
<td>9,636,800</td>
<td>10,505,800</td>
<td>11,243,600</td>
</tr>
<tr>
<td>Institutional Support</td>
<td>7,073,300</td>
<td>7,453,100</td>
<td>7,830,000</td>
</tr>
<tr>
<td><strong>Less:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td>16,526,300</td>
<td>16,526,300</td>
<td>16,526,300</td>
</tr>
<tr>
<td>Investment Income</td>
<td>359,400</td>
<td>359,400</td>
<td>359,400</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>51,694,600</td>
<td>56,350,300</td>
<td>60,051,500</td>
</tr>
<tr>
<td>Debt Service (E&amp;G)</td>
<td>3,161,400</td>
<td>4,990,500</td>
<td>4,993,800</td>
</tr>
<tr>
<td><strong>Total State Support (E&amp;G Operations)</strong></td>
<td>54,856,000</td>
<td>61,340,800</td>
<td>65,045,300</td>
</tr>
</tbody>
</table>

| 1989/90 Formula Calculation       | 54,856,000 |
| 1989/90 Appropriation             | 46,166,300 ** |
| Appropriation as % of Formula     | 84.2% |

*Amounts have been rounded to the nearest hundred dollars ($100).

**Consists of formula-based appropriation ($45,129,100); equal educational opportunities ($211,200); and new debt service authorization ($826,000).
<table>
<thead>
<tr>
<th>Program Area</th>
<th>1989/90</th>
<th>1990/91</th>
<th>1991/92</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Instruction</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Instruction</td>
<td>33,728,100</td>
<td>35,303,100</td>
<td>36,987,300</td>
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<tr>
<td>Kentucky Residency Program</td>
<td>116,400</td>
<td>125,400</td>
<td>129,500</td>
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<tr>
<td>Area Health Education System</td>
<td>826,000</td>
<td>864,900</td>
<td>906,400</td>
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<td>Salary Incentive Fund</td>
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<td>Centers of Excellence</td>
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<td>973,100</td>
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<td>Unfunded Retirement</td>
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<td><strong>Research</strong></td>
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<tr>
<td>Research</td>
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<tr>
<td>Agric Experiment Station</td>
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<tr>
<td>Centers of Excellence</td>
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<tr>
<td>Subtotal</td>
<td>110,500</td>
<td>110,500</td>
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<tr>
<td><strong>Public Service</strong></td>
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<tr>
<td>Community Service</td>
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<td>843,700</td>
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<tr>
<td>Agric Cooperative Extension</td>
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<tr>
<td>University Press of Kentucky</td>
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<td>0</td>
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<tr>
<td>Subtotal</td>
<td>805,900</td>
<td>843,700</td>
<td>884,200</td>
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<tr>
<td><strong>Academic Support/Libraries</strong></td>
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<tr>
<td>Acad Support/Inst Mission Scope</td>
<td>6,745,600</td>
<td>7,060,600</td>
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<tr>
<td>Libraries</td>
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<td>3,551,300</td>
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<tr>
<td>Preparatory Education</td>
<td>172,900</td>
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<td>189,500</td>
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<td>Community Education</td>
<td>124,200</td>
<td>130,000</td>
<td>136,200</td>
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<tr>
<td>Extended-Campus Centers</td>
<td>258,400</td>
<td>260,000</td>
<td>272,400</td>
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<td>Subtotal</td>
<td>10,928,500</td>
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<tr>
<td><strong>Equal Educational Opportunities</strong></td>
<td>211,200</td>
<td>221,100</td>
<td>231,700</td>
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<tr>
<td><strong>Hospitals</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td><strong>Student Services</strong></td>
<td>3,965,500</td>
<td>4,152,900</td>
<td>4,350,600</td>
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<td>1,515,600</td>
<td>1,596,600</td>
<td>1,616,100</td>
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<td>9,636,800</td>
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<td>11,243,600</td>
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<td><strong>Institutional Support</strong></td>
<td>7,073,300</td>
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<tr>
<td><strong>Less:</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Tuition</td>
<td>16,526,300</td>
<td>16,526,300</td>
<td>16,526,300</td>
</tr>
<tr>
<td>Investment Income</td>
<td>359,400</td>
<td>359,400</td>
<td>359,400</td>
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<tr>
<td>Subtotal</td>
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<td>16,885,700</td>
<td>16,885,700</td>
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<tr>
<td><strong>Debt Service (E&amp;G)</strong></td>
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<td>56,350,300</td>
<td>60,051,500</td>
</tr>
<tr>
<td><strong>Total State Support (E&amp;G Operations)</strong></td>
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<td>61,340,800</td>
<td>65,045,300</td>
</tr>
</tbody>
</table>

| 1989/90 Formula Calculation                      | 54,856,000 |
| 1989/90 Appropriation                            | 46,166,100 |
| Appropriation as % of Formula                    | 84.2% |
### INSTRUCTION
Institution: Western Kentucky University

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Undergraduate</td>
<td>27,605,683</td>
<td>28,892,767</td>
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<tr>
<td>B. Masters</td>
<td>6,122,436</td>
<td>6,410,319</td>
<td>6,717,892</td>
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<tr>
<td>C. Doctoral</td>
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</tr>
<tr>
<td>D. Professional</td>
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<td>0</td>
</tr>
<tr>
<td>E. Total (A + B + C + D)</td>
<td>33,728,119</td>
<td>35,303,086</td>
<td>36,997,332</td>
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### KENTUCKY RESIDENCY PROGRAM
(Detail Follows)

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### CHE CENTERS OF EXCELLENCE
Dev. Grant: Teacher Education & Professional Development

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**Institution:** Western Kentucky University

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### INSTRUCTION - AREA HEALTH EDUCATION SYSTEM

**Institution:** Western Kentucky University

<table>
<thead>
<tr>
<th>Year/Discipline</th>
<th>Number of Student Wks</th>
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<th>Support</th>
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<tr>
<td><strong>1989/90</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Medicine</td>
<td>0</td>
<td>509</td>
<td>0</td>
</tr>
<tr>
<td>B. Nursing, Physical Therapy, and clinical Associates</td>
<td>0</td>
<td>373</td>
<td>0</td>
</tr>
<tr>
<td>C. Dental</td>
<td>0</td>
<td>342</td>
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<tr>
<td>D. All Others</td>
<td>436</td>
<td>267</td>
<td>116,412</td>
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<tr>
<td>E. Total</td>
<td>436</td>
<td></td>
<td>116,412</td>
</tr>
<tr>
<td><strong>1990/91</strong></td>
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</tr>
<tr>
<td>A. Medicine</td>
<td></td>
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<tr>
<td>B. Nursing, Physical Therapy, and clinical Associates</td>
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<td>391</td>
<td>0</td>
</tr>
<tr>
<td>C. Dental</td>
<td></td>
<td>358</td>
<td>0</td>
</tr>
<tr>
<td>D. All Others</td>
<td>448</td>
<td>280</td>
<td>125,440</td>
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<tr>
<td>E. Total</td>
<td>448</td>
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<td>125,440</td>
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<tr>
<td><strong>1991/92</strong></td>
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</tr>
<tr>
<td>A. Medicine</td>
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<tr>
<td>B. Nursing, Physical Therapy, and clinical Associates</td>
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<td>C. Dental</td>
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<td>375</td>
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<td>D. All Others</td>
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<td>E. Total</td>
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<td>129,506</td>
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### RESEARCH

Institution: Western Kentucky University

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<tr>
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<tbody>
<tr>
<td>I. Greater of Match or Base</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A. Governmental (Federal and Local) and Private Gifts, Grants, and Contracts for Sponsored Research</td>
<td>368,279</td>
<td>368,279</td>
<td>368,279</td>
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<tr>
<td>30% of A</td>
<td>110,484</td>
<td>110,484</td>
<td>110,484</td>
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<tr>
<td>B. Base</td>
<td>100,000</td>
<td>104,700</td>
<td>109,700</td>
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<tr>
<td>C. Greater of A or B</td>
<td>110,484</td>
<td>110,484</td>
<td>110,484</td>
</tr>
<tr>
<td>II. Mandated Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| III. Total (I + II)      | 110,484 | 110,484 | 110,484 |

---

### AGRICULTURE EXPERIMENT STATION (UK)

I. Support Per Acre
- A. Number of KY Farm Acres
- B. Rate per Farm Acre
- C. Subtotal (A x B)

II. Fringe Benefits
- D. Fringe Benefit Rate
- E. Fringe Benefits (C x D)

III. Total (I + II)

---

### CHE CENTERS OF EXCELLENCE

---

TOTAL RESEARCH | 110,484 | 110,484 | 110,484
## Community Service

### I. Greater of Match or Base

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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<tbody>
<tr>
<td>A. Instruction Subcomponent</td>
<td>33,728,119</td>
<td>35,303,086</td>
<td>36,997,332</td>
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<tr>
<td>1% of Instruction</td>
<td>337,281</td>
<td>353,031</td>
<td>369,973</td>
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<td>B. Base</td>
<td>62,100</td>
<td>55,000</td>
<td>68,100</td>
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<tr>
<td>C. Greater of A or B</td>
<td>337,281</td>
<td>353,031</td>
<td>369,973</td>
</tr>
</tbody>
</table>

### II. Specific Missions

### III. Mandated Programs

| Owensboro Consortium | 468,626 | 490,651 | 514,203 |

### IV. Total (I + II + III)

| | 805,907 | 843,682 | 884,176 |

## Agriculture Cooperative Extension (KSU, UK)

### I. Support Per County

| | A. Number of Counties | B. Rate per County | C. Subtotal (A x B) |

### II. Fringe Benefits

| | A. Fringe Benefit Rate | B. Fringe Benefits (IIA x IC) |

### III. Total (I + II)

### University Press of Kentucky (UK)

### Total Public Service

<p>| | 805,907 | 843,682 | 884,176 |</p>
<table>
<thead>
<tr>
<th>ACADEMIC SUPPORT/LIBRARIES</th>
<th>Institution: Western Kentucky University</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>ACADEMIC SUPPORT/INSTITUTIONAL MISSION SCOPE</th>
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</thead>
<tbody>
<tr>
<td>Instruction Subcomponent</td>
</tr>
<tr>
<td>20% of Instruction</td>
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</table>

<table>
<thead>
<tr>
<th>LIBRARIES (Detail Follows)</th>
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</thead>
<tbody>
<tr>
<td>3,237,420 3,388,863 3,551,256</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>PREPARATORY EDUCATION (Except UK &amp; UL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Base</td>
</tr>
<tr>
<td>II. Freshmen &amp; Sophomores Scoring Less</td>
</tr>
<tr>
<td>Than 12 on the American College Test</td>
</tr>
<tr>
<td>C. Subtotal</td>
</tr>
<tr>
<td>III. Total (I + II)</td>
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</table>

<table>
<thead>
<tr>
<th>COMMUNITY EDUCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Base</td>
</tr>
<tr>
<td>B. Mandated Program (UKCCS)</td>
</tr>
<tr>
<td>C. Total (A + B)</td>
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</table>

<table>
<thead>
<tr>
<th>EXTENDED-CAMPUS CENTERS (CHE-Designated)</th>
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</thead>
<tbody>
<tr>
<td>A. Number of Centers</td>
</tr>
<tr>
<td>B. Base per Center</td>
</tr>
<tr>
<td>C. Total (A x B)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOTAL ACADEMIC SUPPORT/LIBRARIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,528,504 11,020,372 11,548,857</td>
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</table>
**ACADEMIC SUPPORT/LIBRARIES - LIBRARIES**

**Institution:** Western Kentucky University

<table>
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<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>FOUR-YEAR INSTITUTIONS</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>I. Undergraduate</td>
<td></td>
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<tr>
<td>A. Base</td>
<td>621,100</td>
<td>650,300</td>
<td>681,500</td>
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<tr>
<td>B. UG SCH over 50,000</td>
<td>251,472</td>
<td>251,472</td>
<td>251,472</td>
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<td>C. Rate per SCH</td>
<td>8.87</td>
<td>8.87</td>
<td>8.40</td>
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<tr>
<td>D. Total per SCH (B x C)</td>
<td>2,155,116</td>
<td>2,255,705</td>
<td>2,362,638</td>
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<td>E. Subtotal (A + D)</td>
<td>2,276,218</td>
<td>2,506,005</td>
<td>3,045,338</td>
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<tr>
<td>II. Masters</td>
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<tr>
<td>A. Masters SCH</td>
<td>28,122</td>
<td>28,122</td>
<td>28,122</td>
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<tr>
<td>B. Rate per SCH</td>
<td>15.40</td>
<td>17.17</td>
<td>17.99</td>
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<td>C. Subtotal (A x B)</td>
<td>461,204</td>
<td>482,858</td>
<td>505,918</td>
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<td>III. Law</td>
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<tr>
<td>A. Law SCH</td>
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<tr>
<td>B. Rate per SCH</td>
<td>40.95</td>
<td>42.92</td>
<td>44.98</td>
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<tr>
<td>C. Subtotal (A x B)</td>
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<tr>
<td>IV. Doctoral &amp; Other Professional</td>
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<tr>
<td>A. Doctoral &amp; Other Professional SCH</td>
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<tr>
<td>B. Rate per SCH</td>
<td>65.58</td>
<td>68.66</td>
<td>71.96</td>
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<td>C. Subtotal (A x B)</td>
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<tr>
<td>V. Total (I + II + III + IV)</td>
<td>3,237,420</td>
<td>3,388,863</td>
<td>3,551,256</td>
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</tbody>
</table>

**UK COMMUNITY COLLEGE SYSTEM**

| I. Community Colleges with Less Than 75,000 SCH | | | |
| A. Base Per Institution | | | |
| B. Number of Institutions | | | |
| C. Subtotal (A x B) | | | |
| D. Credit Hours over 25,000 | | | |
| E. Rate per SCH | | | |
| F. Subtotal (D x E) | | | |
| G. Total (C + F) | | | |
| II. Community Colleges with 75,000 SCH or More | | | |
| A. Undergraduate SCH | | | |
| B. Rate per SCH | | | |
| C. Total (A x B) | | | |
| III. Total (I + II) | | | |

**TOTAL LIBRARIES**

| 3,237,420 | 3,388,863 | 3,551,256 |
|-------------|---------|---------|---------|
| I. Base     | 211,200 | 221,126 | 231,740 |
| II. Black Faculty |         |         |         |
| A. Fall, 1984 | 9       | 9       | 9       |
| B. Three-Year Average | 9       | 9       | 9       |
| (Fall, 1986 - Fall, 1988) |         |         |         |
| C. Change (B - A) | 0       | 0       | 0       |
| D. Rate Per Change | 10,000  | 10,000  | 10,000  |
| E. Total (C x D) | 0       | 0       | 0       |
| III. Total (I + II) | 211,200 | 221,126 | 231,740 |
### STUDENT SERVICES
Institution: Western Kentucky University

|--------------|---------|---------|---------|

#### INSTITUTIONS WITH HEADCOUNT ENROLLMENT LESS THAN 4,000

3-Yr Avg Headcount Enrollment:

<table>
<thead>
<tr>
<th>Description</th>
<th>1989/90</th>
<th>1990/91</th>
<th>1991/92</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Base Support (First 1,000)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rate (Next 1,500)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Support (Next 1,500)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Rate (Next 1,500)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>C. Support (Next 1,499)</td>
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<tr>
<td>D. Total (A + B + C)</td>
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#### INSTITUTIONS WITH HEADCOUNT ENROLLMENT MORE THAN 4,000

3-Yr Avg Headcount Enrollment:

<table>
<thead>
<tr>
<th>Description</th>
<th>1989/90</th>
<th>1990/91</th>
<th>1991/92</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Base Support (First 4,000)</td>
<td>1,932,700</td>
<td>2,023,500</td>
<td>2,120,600</td>
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<td>Rate (Next 4,000)</td>
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<td>243</td>
<td>255</td>
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<td>B. Support (Next 4,000)</td>
<td>928,000</td>
<td>972,000</td>
<td>1,020,000</td>
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<tr>
<td>Rate (Over 8,000)</td>
<td>210</td>
<td>220</td>
<td>230</td>
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<tr>
<td>C. Support (Over 8,000)</td>
<td>1,104,810</td>
<td>1,157,420</td>
<td>1,210,030</td>
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<tr>
<td>D. Total (A + B + C)</td>
<td>3,965,510</td>
<td>4,152,920</td>
<td>4,350,630</td>
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</table>

#### UK COMMUNITY COLLEGE SYSTEM

3-Yr Avg Headcount Enrollment:

<table>
<thead>
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<th>1989/90</th>
<th>1990/91</th>
<th>1991/92</th>
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<tbody>
<tr>
<td>A. Rate (First 4,000)</td>
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<td></td>
</tr>
<tr>
<td>Support (First 4,000)</td>
<td></td>
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</tr>
<tr>
<td>B. Rate (Next 4,000)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Support (Next 4,000)</td>
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<td></td>
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</tr>
<tr>
<td>C. Rate (Over 8,000)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Support (Over 8,000)</td>
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<tr>
<td>D. Total (A + B + C)</td>
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#### TOTAL STUDENT SERVICES

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<th>1990/91</th>
<th>1991/92</th>
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</thead>
<tbody>
<tr>
<td>TOTAL</td>
<td>3,965,510</td>
<td>4,152,920</td>
<td>4,350,630</td>
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STUDENT FINANCIAL AID  
Institution: Western Kentucky University

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<th></th>
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<th></th>
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</thead>
<tbody>
<tr>
<td><strong>I. Matching Funds for Federal Programs</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>A. College Work-Study</td>
<td></td>
<td></td>
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<tr>
<td>- 1989/90 Federal Award</td>
<td>667,151</td>
<td>667,151</td>
<td>667,151</td>
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<tr>
<td>- Match Requirement</td>
<td>15,775</td>
<td>10,770</td>
<td>10,770</td>
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<tr>
<td>- Matching Funds</td>
<td>222,384</td>
<td>285,922</td>
<td>285,922</td>
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<tr>
<td>B. Perkins Loan (NDSL)</td>
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<tr>
<td>- 1989/90 Federal Award</td>
<td>83,349</td>
<td>83,349</td>
<td>83,349</td>
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<tr>
<td>- Match Requirement</td>
<td>10,980</td>
<td>10,980</td>
<td>10,980</td>
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<tr>
<td>- Matching Funds</td>
<td>9,261</td>
<td>9,261</td>
<td>9,261</td>
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<tr>
<td>C. SEOG</td>
<td></td>
<td></td>
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<tr>
<td>- 1989/90 Federal Award</td>
<td>298,403</td>
<td>298,403</td>
<td>298,403</td>
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<tr>
<td>- Match Requirement</td>
<td>5,785</td>
<td>10,785</td>
<td>15,785</td>
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<tr>
<td>- Matching Funds</td>
<td>15,705</td>
<td>33,156</td>
<td>52,659</td>
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<td>D. Subtotal (A + B + C)</td>
<td>247,350</td>
<td>328,339</td>
<td>347,842</td>
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<tr>
<td><strong>II. Statutory Programs</strong></td>
<td>111,400</td>
<td>111,400</td>
<td>111,400</td>
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<tr>
<td><strong>III. Institutionally-Based</strong></td>
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<td></td>
</tr>
<tr>
<td>A. Tuition Revenue</td>
<td>16,526,303</td>
<td>16,526,303</td>
<td>16,526,303</td>
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<tr>
<td>B. 7% of Tuition Revenue</td>
<td>1,156,841</td>
<td>1,156,841</td>
<td>1,156,841</td>
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<tr>
<td><strong>IV. Total (I + II + III)</strong></td>
<td>1,515,591</td>
<td>1,596,580</td>
<td>1,616,083</td>
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I. Custodial and General Maintenance

<table>
<thead>
<tr>
<th>Category</th>
<th>12-Month Support</th>
<th>6-Month Support</th>
<th>Subtotal (1 + 2)</th>
<th>1989/90</th>
<th>1990/91</th>
<th>1991/92</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Category I FSF</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. 12-Month Support</td>
<td>1,393,111</td>
<td>4,778,371</td>
<td>4,778,371</td>
<td>1,436,094</td>
<td>5,155,577</td>
<td>5,775,713</td>
</tr>
<tr>
<td>- Rate per FSF</td>
<td>3.43</td>
<td>1.72</td>
<td>1.72</td>
<td>3.59</td>
<td>1.80</td>
<td>1.88</td>
</tr>
<tr>
<td>- FSF x Rate</td>
<td>1,393,111</td>
<td>4,778,371</td>
<td>4,778,371</td>
<td>1,436,094</td>
<td>5,155,577</td>
<td>5,775,713</td>
</tr>
<tr>
<td>B. Category II FSF</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. 12-Month Support</td>
<td>513,572</td>
<td>1,458,544</td>
<td>1,458,544</td>
<td>513,572</td>
<td>1,525,309</td>
<td>1,602,345</td>
</tr>
<tr>
<td>- Rate per FSF</td>
<td>2.84</td>
<td>1.42</td>
<td>1.42</td>
<td>2.97</td>
<td>1.49</td>
<td>1.56</td>
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<tr>
<td>- FSF x Rate</td>
<td>513,572</td>
<td>1,458,544</td>
<td>1,458,544</td>
<td>513,572</td>
<td>1,525,309</td>
<td>1,602,345</td>
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<tr>
<td>C. Category III FSF</td>
<td></td>
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<tr>
<td>1. 12-Month Support</td>
<td>5,128</td>
<td>23,384</td>
<td>23,384</td>
<td>5,128</td>
<td>24,461</td>
<td>25,640</td>
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<tr>
<td>- Rate per FSF</td>
<td>4.56</td>
<td>0</td>
<td>0</td>
<td>4.77</td>
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<tr>
<td>- FSF x Rate</td>
<td>5,128</td>
<td>23,384</td>
<td>23,384</td>
<td>5,128</td>
<td>24,461</td>
<td>25,640</td>
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<tr>
<td>D. Total (A + B + C)</td>
<td>6,260,299</td>
<td>6,885,347</td>
<td>6,885,347</td>
<td>7,403,698</td>
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II. Utilities

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<tbody>
<tr>
<td>Electric</td>
<td>2,190,730</td>
<td>2,274,738</td>
<td>2,534,185</td>
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<tr>
<td>B. Gas</td>
<td>173,956</td>
<td>183,631</td>
<td>194,014</td>
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<tr>
<td>C. Oil</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>D. Coal</td>
<td>172,680</td>
<td>186,031</td>
<td>200,447</td>
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<tr>
<td>E. Water/Sever</td>
<td>247,425</td>
<td>262,864</td>
<td>277,830</td>
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<td>F. Total (A thru E)</td>
<td>2,784,793</td>
<td>3,007,264</td>
<td>3,206,476</td>
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III. General Landscaping and Grounds

<table>
<thead>
<tr>
<th>Category</th>
<th>1989/90</th>
<th>1990/91</th>
<th>1991/92</th>
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<tr>
<td>A. Acres</td>
<td>223</td>
<td>223</td>
<td>223</td>
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<td>B. Rate per Acre</td>
<td>2,868</td>
<td>1,956</td>
<td>2,050</td>
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<td>C. Total (A x B)</td>
<td>416,564</td>
<td>436,188</td>
<td>457,150</td>
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<tr>
<td>------------------------------</td>
<td>---------</td>
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<tr>
<td><strong>IV. Educational &amp; General Rentals &amp; Leases (List by Facility)</strong></td>
<td></td>
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<tr>
<td>Home-President</td>
<td>12,000</td>
<td>12,564</td>
<td>13,167</td>
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<td>Extended Campus</td>
<td>2,112</td>
<td>2,211</td>
<td>2,327</td>
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<td>McNeill School</td>
<td>3,734</td>
<td>3,910</td>
<td>4,097</td>
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<td>WKU Antenna Site</td>
<td>7,440</td>
<td>7,790</td>
<td>8,164</td>
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<td>Aux Space w/Debt Service</td>
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<td>Garrett Conference Center</td>
<td>24,249</td>
<td>24,108</td>
<td>22,966</td>
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<td>Downing University Center</td>
<td>132,379</td>
<td>133,260</td>
<td>131,334</td>
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<tr>
<td><strong>Total</strong></td>
<td>181,914</td>
<td>183,843</td>
<td>183,065</td>
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<tr>
<td><strong>V. Deduct</strong></td>
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<tr>
<td>A. Indirect Cost Recovery</td>
<td>27,180</td>
<td>27,180</td>
<td>27,180</td>
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<tr>
<td>(Research)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. 25% of A</td>
<td>6,795</td>
<td>6,795</td>
<td>6,795</td>
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<tr>
<td><strong>VI. Total</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(I + II + III + IV - V)</td>
<td>9,636,775</td>
<td>10,505,847</td>
<td>11,243,594</td>
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INSTITUTIONAL SUPPORT
Institution: Western Kentucky University

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<tr>
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<tr>
<td>I. Formula Components</td>
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<tr>
<td>A. Instruction (Excluding Unfunded Retirement)</td>
<td>34,733,024</td>
<td>36,358,779</td>
<td>38,101,743</td>
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<td>B. Research</td>
<td>110,484</td>
<td>110,484</td>
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<td>C. Public Service</td>
<td>809,907</td>
<td>843,682</td>
<td>884,176</td>
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<td>D. Acad Support/Libraries</td>
<td>10,528,504</td>
<td>11,020,372</td>
<td>11,548,857</td>
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<tr>
<td>E. Equal Educ Opportunities</td>
<td>311,300</td>
<td>231,126</td>
<td>233,740</td>
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<td>F. Student Services</td>
<td>3,965,510</td>
<td>4,152,920</td>
<td>4,350,630</td>
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<td>G. Student Financial Aid</td>
<td>1,515,591</td>
<td>1,596,580</td>
<td>1,616,083</td>
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<tr>
<td>H. O&amp;M of Plant</td>
<td>9,636,775</td>
<td>10,505,847</td>
<td>11,243,594</td>
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<tr>
<td>I. Subtotal (A thru H)</td>
<td>61,506,995</td>
<td>64,809,790</td>
<td>68,087,308</td>
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<tr>
<td>II. Percent of I</td>
<td></td>
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<td></td>
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<tr>
<td>11.0% (UK, UL)</td>
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<td></td>
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<tr>
<td>11.5% (All Other Institutions)</td>
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</tr>
<tr>
<td>III. Total (I x II)</td>
<td>7,073,304</td>
<td>7,453,126</td>
<td>7,830,040</td>
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<tr>
<td>--------------------------</td>
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<tr>
<td><strong>TUITION</strong></td>
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</tr>
<tr>
<td>A. Gross Tuition</td>
<td>16,526,303</td>
<td>16,526,303</td>
<td>16,526,303</td>
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<tr>
<td>B. Tuition Reciprocity</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>C. Net Tuition (A - B)</td>
<td>16,526,303</td>
<td>16,526,303</td>
<td>16,526,303</td>
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<tr>
<td><strong>INVESTMENT INCOME</strong></td>
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<tr>
<td>A. Tuition</td>
<td>16,526,303</td>
<td>16,526,303</td>
<td>16,526,303</td>
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<tr>
<td>B. Interest Rate</td>
<td>7.25%</td>
<td>7.25%</td>
<td>7.25%</td>
</tr>
<tr>
<td>C. Total (30% x A x B)</td>
<td>359,447</td>
<td>359,447</td>
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</table>
## EDUCATIONAL AND GENERAL (E&G) DEBT SERVICE

**Institution:** Western Kentucky University

### Page 1 of 2

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<tr>
<th></th>
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<tbody>
<tr>
<td><strong>I. Bonds Not Subject to Tax Reform Act of 1986</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td><strong>A. Principal and Interest</strong></td>
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</tr>
<tr>
<td>1. Series B</td>
<td>241,100</td>
<td>243,226</td>
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<tr>
<td>2. Series C</td>
<td>219,770</td>
<td>218,296</td>
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<tr>
<td>3. Series D</td>
<td>97,070</td>
<td>90,226</td>
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</tr>
<tr>
<td>4. Series E</td>
<td>80,880</td>
<td>83,700</td>
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</tr>
<tr>
<td>5. Series F</td>
<td>459,138</td>
<td>460,558</td>
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</tr>
<tr>
<td>6. Series G</td>
<td>308,400</td>
<td>311,920</td>
<td></td>
</tr>
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<td>7. Series H</td>
<td>520,226</td>
<td>522,830</td>
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<tr>
<td>8. St Prop &amp; Bldgs (Life/Safety)</td>
<td>154,563</td>
<td>154,563</td>
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<tr>
<td>9. Student Health &amp; Activities Cen</td>
<td>1,252,000</td>
<td>1,252,000</td>
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<tr>
<td><strong>B. Total-Principal and Interest</strong></td>
<td>3,342,087</td>
<td>3,340,648</td>
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<tr>
<td><strong>C. Other Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Dedicated Revenue</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>2. Interest Earnings</td>
<td>1,542,418</td>
<td>1,542,418</td>
<td></td>
</tr>
<tr>
<td>- Mandatory Reserve</td>
<td>8.00%</td>
<td>8.00%</td>
<td></td>
</tr>
<tr>
<td>- Interest Rate</td>
<td>123,393</td>
<td>123,393</td>
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<tr>
<td>3. Federal Subsidies</td>
<td>102,146</td>
<td>102,146</td>
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<tr>
<td>4. Other</td>
<td>0</td>
<td>0</td>
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<tr>
<td><strong>D. Total (I thru 4)</strong></td>
<td>225,539</td>
<td>225,539</td>
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<tr>
<td><strong>E. Net State Support (B - D)</strong></td>
<td>3,117,548</td>
<td>3,115,109</td>
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### II. Bonds Subject to Tax Reform Act of 1986

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<tbody>
<tr>
<td><strong>A. Series I (Principal &amp; Interest)</strong></td>
<td>689,332</td>
<td>695,082</td>
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<td><strong>B. Other Revenue</strong></td>
<td></td>
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</tr>
<tr>
<td>1. Dedicated Revenue</td>
<td>0</td>
<td>0</td>
<td></td>
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<tr>
<td>2. Interest Earnings</td>
<td>1,102,981</td>
<td>1,102,981</td>
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<tr>
<td>- Mandatory Reserve</td>
<td>6.56%</td>
<td>6.56%</td>
<td></td>
</tr>
<tr>
<td>- Interest Rate</td>
<td>72,356</td>
<td>72,356</td>
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<tr>
<td>3. Federal Subsidies</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>4. Other</td>
<td>0</td>
<td>0</td>
<td></td>
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<tr>
<td><strong>C. Total (I thru 4)</strong></td>
<td>72,356</td>
<td>72,356</td>
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<tr>
<td><strong>D. Net State Support (A - C)</strong></td>
<td>616,976</td>
<td>622,726</td>
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### II. Bonds Subject to Tax Reform Act of 1986 (cont'd)

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<th>1990/91</th>
<th>1991/92</th>
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<td>E. New Auth (Principal &amp; Interest)</td>
<td>1,256,000</td>
<td>1,256,000</td>
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<tr>
<td>F. Other Revenue</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>1. Dedicated Revenue</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Interest Earnings</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>- Mandatory Reserve</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Interest Rate</td>
<td>0.00%</td>
<td>0.00%</td>
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<tr>
<td>- Earnings (Res x Int Rate)</td>
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</tr>
<tr>
<td>3. Federal Subsidies</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>G. Total (I thru 4)</td>
<td>1,256,000</td>
<td>1,256,000</td>
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</tr>
<tr>
<td>H. Net State Support (E - G)</td>
<td>1,872,976</td>
<td>1,878,726</td>
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<tr>
<td>I Total State Support (D + H)</td>
<td></td>
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<tr>
<td>III. Total (I + II)</td>
<td>3,161,400</td>
<td>4,990,524</td>
<td>4,993,835</td>
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### 1988-89 Salary Comparisons - WKU and CHE Benchmarks

#### 9-month faculty

<table>
<thead>
<tr>
<th>Rank</th>
<th>Mean Salary</th>
<th>Unit Difference By Rank</th>
<th>WKU n</th>
<th>Total Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>Benchmark WKU $44,830</td>
<td>$7,107</td>
<td>201</td>
<td>$1,428,507</td>
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<td></td>
<td>WKU 37,723</td>
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<tr>
<td>Associate</td>
<td>Benchmark WKU $36,699</td>
<td>5,044</td>
<td>133</td>
<td>670,852</td>
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<td></td>
<td>WKU 31,655</td>
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<tr>
<td>Assistant</td>
<td>Benchmark WKU $30,166</td>
<td>2,707</td>
<td>136</td>
<td>368,152</td>
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<tr>
<td></td>
<td>WKU 27,459</td>
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<tr>
<td>Totals</td>
<td></td>
<td></td>
<td>470</td>
<td>$2,467,511</td>
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All-ranks Salary Difference $5,250

#### 12-month faculty

<table>
<thead>
<tr>
<th>All-Ranks</th>
<th>Mean Salary</th>
<th>Unit Difference</th>
<th>WKU n</th>
<th>Total Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benchmark WKU $50,238</td>
<td>$6,383</td>
<td>47</td>
<td>$300,001</td>
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<tr>
<td></td>
<td>43,855</td>
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Total Needed for Faculty Salary Catch-up $2,767,512
I. Difference between Western Kentucky University Administrative Staff salaries and comparable benchmark institutional salaries for similar positions.

<table>
<thead>
<tr>
<th>Average Difference</th>
<th>WKU n size</th>
<th>Total Adjustment Needed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benchmark over WKU</td>
<td>$1,756</td>
<td>327</td>
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II. Difference between Western Kentucky University Classified Staff salaries and AIK salaries for comparable positions.

<table>
<thead>
<tr>
<th>Average Difference</th>
<th>WKU n size</th>
<th>Total Adjustment Needed</th>
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</thead>
<tbody>
<tr>
<td>AIK over WKU</td>
<td>$901</td>
<td>687</td>
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Total Needed for Staff Salary Adjustments $1,193,199
### Subcomponent/Calculation

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<th>1990/91</th>
<th>1991/92</th>
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<tr>
<td>A. Undergraduate</td>
<td>$1,028,117</td>
<td>$1,076,556</td>
<td>$1,128,224</td>
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<td>B. Masters</td>
<td>157,414</td>
<td>164,814</td>
<td>172,723</td>
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<tr>
<td>C. Doctoral</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>D. Professional</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>E. Total (A + B + C + D)</td>
<td>$1,185,531</td>
<td>$1,241,370</td>
<td>$1,300,946</td>
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### INSTITUTIONAL SUPPORT

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<tr>
<td>Instruction x 11.5%</td>
<td>$136,336</td>
<td>$142,758</td>
<td>$149,609</td>
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### TOTAL INSTRUCTION AND INSTITUTIONAL SUPPORT

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<tbody>
<tr>
<td></td>
<td>$1,321,867</td>
<td>$1,384,128</td>
<td>$1,450,555</td>
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<tr>
<td>Division/Instructional Area</td>
<td>SCH</td>
<td>Rate</td>
<td>Support</td>
</tr>
<tr>
<td>------------------------------------</td>
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</tr>
<tr>
<td><strong>Lower Div -</strong></td>
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<tr>
<td>Liberal Arts</td>
<td>5,635</td>
<td>61.89</td>
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Engineering
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**Professional -**
Law
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The Fall 1988 enrollment at 14,116 students was the largest in the institution's history.

Forty of the fifty states and forty-five different countries are typically represented on Western's campus.

The average ACT score of full-time, first-time, university students entering as freshmen was up again for Fall 1988. The average score as 19.6.

The Agricultural Mechanics program was ranked second in the nation in competition held in 1988 by the National State Departments of Agriculture Association.

An Animal Science major was selected by the Block and Bridle Association as the number one junior level Animal Science student in the United States and was also ranked in the top three in the nation his senior year.

A team of students majoring in Dairy Science entered national competition and finished second nationally in 1988.

A team of students from the advertising program entered national competition and finished third in 1988.

A student from Western's master's degree program in Business was one of only 67 students chosen to receive a $10,000 doctoral fellowship from the National Doctoral Fellowship Program in 1988.

A student in Western's geography program was chosen as the top geography student in the southeastern United States by the National Geographic Association.

The WKU College of Education was ranked 16th among the top 50 colleges of education across the country in recent competition. Selection was based upon scholarly works and research. The only other Kentucky institution listed finished 46th. Western was one of only two nondoctoral-granting institutions in the top 50.

One out of every three school counselors certified in Kentucky received their degree from WKU.

One out of every five practicing teachers, principals, and superintendents got their last degree from Western.

A student now at Western won first place in robotics at the International Science and Engineering Fair held in Knoxville, Tennessee.
A Western faculty member in Biology is recognized as one of the world’s foremost experts on baby fish.

The nation’s best selling high school speech textbook was written by a Western professor. It is now in its third edition.

The Kentucky High School Speech League Association is now housed on the WKU campus after residing on another campus in this state for over 20 years.

The Office Systems Research Association has now moved its national headquarters to the WKU campus.

WKU-TV, Kentucky's only public television station operated by a university, serves an audience of more than 200,000 citizens in a 35-40 mile radius of Bowling Green.

A senior was named as the best spelunker in the entire world by receiving the Law Bicker Award.

A senior was recently elected National Chairman of the Public Relations Student Society of America.

Western's journalism department recently ranked 7th in the nation in the William Randolph Hearst Foundation competition.

Within the past year, 36 distinguished members of WKU's faculty have published books.

A recent five year review showed that 86.7% of students completing the Medical Records Program passed the national accreditation examination.

A senior involved with the National Honor Society of Phi Kappa Phi was recently awarded a $6,000 fellowship and will be attending the University of Louisville Medical School this fall.

A faculty member in Computer Science is participating in a NASA Summer Faculty Fellowship at the Jet Propulsion Laboratory in Pasadena, CA this summer.

A faculty member was recognized as "Nurse Educator of the Year" by the Kentucky League of Nursing.

A sophomore agriculture student placed first in the nation in the category of judging the Brown Swiss breed of cattle in the National Dairy Judging Contest.

A Western football player was selected as one of eleven division I-AA players in America on the National Football Academic All-American team. He will attend medical school this Fall.
A faculty member in the Geography and Geology Department was a recent appointee to serve on the Governor’s Drought Monitoring Task Force.

A faculty member in the Health and Safety Department has been appointed to serve as a member of the Governor’s Council for developing the Kentucky State Health Plan.

Two faculty members in Health and Safety were chosen to participate in various state department programs to benefit Kentucky’s research in the health field.

Western’s Dental Hygiene Program enjoys a 100% acceptance rate of their graduates to dental school and also boasts a 100% passing rate on their national accreditation examinations.

A junior was selected as the regional delegate to the National American Dental Hygienists’ Association Annual Session to be held this summer in Boston.

A new international professional organization, Conflict Management Group, has been established due mainly through the activities of WKU’s Department of Management and Marketing.

Two faculty members in Psychology were recently awarded The Hollingworth Award for Research in Psychology and Education of Intellectually Gifted Youth. This award was based upon extensive international competition.

The College of Education and Behavioral Sciences leads all state institutions in direct service to public schools through various workshops and training events.

For two successive years, Western’s Professional Development Center Network and the Kentucky Schools Technology Project were winners of national awards for their Showcase for Excellence competition for service to public schools.

WKU is a leader in international education with the USA/China Teacher Consortium. This is thought to be the only one of this kind in the world.

A sophomore was chosen as a national intercollegiate equine champion in the field of Equine Science.

Western’s Department of Agriculture graduates more teachers certified to teach agriculture in high schools than any other university in Kentucky.

Western’s Block and Bridle Club, which is composed of animal science students, recently ranked third in the nation based on their yearly activities.
A faculty member in Agriculture recently served as the judge for the National Livestock competition in Thailand.

A faculty member was recently selected as the President of the American Association of State Colleges of Agriculture and Renewable Resources.

Western offers a degree in Recombinant Genetics, the only degree of this type offered in Kentucky and one of only seven offered in the nation.

The Department of Geography and Geology offers the only City and Regional Planning degree available in Kentucky.

One of the leading folklore journals in the world, The Southern Folklore, has transferred to Western's campus after being published at the University of Florida for over 40 years.

A faculty member in the Department of Philosophy and Religion recently won the Gustavus Myers Award for his outstanding publication, Confronting the Color Line, and has recently been notified that his book has been nominated for a Pulitzer Prize.

Through Western's extended campuses, many non-traditional students are served. Over one-half of the students at the Glasgow campus are over the age of 30 and three-fourths of those are women.

WKU offers the nation's only Coal Chemistry Master's Degree.

WKU is home to the Kentucky State Climate Center which serves the entire Commonwealth for weather news.

A photojournalism senior placed first in the nation in the "Picture Story" competition at the William Randolph Hearst Competition.

A photojournalism senior was also named the National College Photographer of the Year and another Western senior placed fourth in this same competition.

WKU's advertising program won first place in regional judging on anti-drug advertisements, and also had one of its students selected as one of the top ten advertising students in the nation.

Over the past five years, WKU has granted more master's degree in education than any other institution in the state.

The American Advertising Federation presented the Chapter of the Year Award to WKU.

A WKU senior was named the Sun Belt Conference Male Academic Athlete-of-the-year for the second consecutive year.
The same WKU senior was also selected as one of only ten Academic-All-Americans in tennis with a 4.0 GPA in Accounting.

WKU had more student-athletes, 39, named to the 1989 Sun Belt Conference Academic Honor Roll than any other conference institution.

WKU will serve as host to the following state wide events in 1989-90:
  Kentucky State Singing Convention
  State YMCA Cheerleading Competition
  State High School Marching Band Championship
  Kentucky Junior Miss Pageant
  Girls State High School Basketball Tournament
  State Junior and Senior High School Speech Tournament

WKU is one of only nine universities in the nation to offer a graduate program in Folk Studies.

A WKU faculty member in Music is serving as the President of the Kentucky Music Educators Association for the music educators across the entire Commonwealth at all levels.

A WKU faculty member in Education was recently selected as the Director of the Council on School Performance Standards which was created by an executive order from the Governor.

A senior won second place in a national undergraduate manuscript competition sponsored by the national accounting fraternity, Beta Alpha Psi.
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 its regular meeting held on July 6, 1989, 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

Elizabeth W. Esters
Secretary

* I hereby certify that the closed session of the above meeting was held in compliance with KRS 61.815. The Board discussed only matters within the scope of the motion and took no formal action.

Joseph Iracane
Chairman

October 26, 1989