

Minutes of the Meeting of the Board of Trustees of the University of Kentucky, Tuesday, March 2, 1993.

The Board of Trustees of the University of Kentucky met at 1:00 p.m. (Lexington time) on Tuesday, March 2, 1993 in the Board Room on the 18th floor of Patterson Office Tower.

A. Meeting Opened

Governor Edward T. Breathitt, Chairperson, called the meeting to order at 1:00 p.m., and the invocation was pronounced by Mr. William B. Sturgill.

B. Roll Call

The following members of the Board of Trustees answered the call of the roll: Governor Edward T. Breathitt (Chairperson), Professor Carolyn S. Bratt, Mr. Paul Chellgren, Mr. Robert Clay, Mr. James Hardymon, Dr. Robert P. Meriwether, Mr. Peter November, Dr. Elissa Plattner, Dr. Deborah Powell, Mr. C. Frank Shoop, Mrs. Marian Moore Sims, Professor John Sistarenik, Jr., Mr. William B. Sturgill, Mr. Daniel C. Ulmer, Jr., Mrs. Lois Combs Weinberg, Mr. Billy B. Wilcoxson, and Judge Henry R. Wilhoit, Jr. Absent from the meeting were Mrs. Kay Shropshire Bell, Mr. Henry Jackson, and Mr. James L. Rose. The University administration was represented by President Charles T. Wethington, Jr.; Chancellors Peter P. Bosomworth, Ben W. Carr, Jr., and Robert E. Hemenway; Vice Presidents Joseph T. Burch, Edward A. Carter, Donald B. Clapp, Linda J. Magid, and Eugene R. Williams; Dr. Juanita Fleming, Special Assistant for Academic Affairs; Mr. C. M. Newton, Athletics Director, Mr. John C. Darsie, Legal Counsel.

Members of the general public and the news media were also in attendance. A quorum being present, Governor Breathitt declared the meeting officially open for the conduct of business at 1:04 p.m.

C. Approval of Minutes

Governor Breathitt stated that the Minutes of the January 19, 1993 meeting had been distributed and asked for additions or corrections. On motion made by Mr. Shoop, seconded by Mr. Chellgren and carried, the Minutes were approved as distributed.

President's Report to the Trustees (PR 1)

President Wethington commented on the following items in PR 1:

1. The administrative/academic building at Madisonville Community College has been expanded and named in honor of the late John H. Gray, a Madisonville businessman who was chair of the college's Advisory Board at the time of his death in 1991. A rededication and naming ceremony was conducted February 23.

2. The College of Arts and Sciences held its first week-long celebration February 22-26 that included special events and open classes for the public.
3. Jim Squires, former press secretary to Ross Perot and former editor of the Chicago Tribune, will give the 16th annual Joe Creason Lecture at 8 p.m., April 8, in the Singletary Center for the Arts.
4. A new Parent Association has been formed at the University to give parents opportunities to become more involved in university life.

He asked the members of the Board to read the other items in his report at their leisure.

D. Personnel Actions (PR 2)

President Wethington recommended that approval be given to the appointments, actions and/or other staff changes which require Board action and that the report relative to appointments and/or changes already approved by the administration be accepted. Mr. Wilcoxson moved approval. His motion, seconded by Mr. Ulmer, carried. (See PR 2 at the end of the Minutes.)

E. Strategic Plan (PR 3A)

President Wethington reported that PR 3A is the Strategic Plan for the University. Through a series of slides, he reviewed the Plan. He said that the Plan is the University's vision/agenda for the future and one that, he believes, is tempered by the realities of life. He informed the Board that the Plan is active rather than passive and requires continuous review and adjustments. He said that the Plan articulates a central strategy that gives a purpose and direction and, in his opinion, is appropriate for the University and the times.

President Wethington reflected on the first Strategic Plan for the University that was approved in September 1989. He reminded the Board that the Plan was reviewed and reaffirmed with some modifications by the Board in September 1991. He reported that a comprehensive review of the Plan took place from July to December 1992. He said that he appointed a team of 21 faculty, staff and students and Joan McCauley, Associate Vice President for Management and Budget and chair of the team, to assess the current plan and to identify proposed revisions to be considered by the entire University community during the fall semester. He noted that the planning team met extensively and he reviewed their process: environmental assessment, University Self-Study and its recommendations, University strengths and weaknesses, and University value structure. Following the team's review, the Plan went to the University community, to all of the sectors, and then to the Cabinet. He reminded them of the draft version submitted at the January 1993 meeting and of the work

session made available to them. He said that PR 3A represents the final version of the Strategic Plan and, following the meeting, the sector and college/major administrative unit plans are to be developed consistent with the Plan. He then reviewed the format of the Plan and elaborated on the goals, objectives, enabling strategies and strategic indicators.

President Wethington commended Joan McCauley, Ed Carter and the staff that worked on the Plan and especially the faculty, staff and students who were involved in looking at the future of the institution. He said that this is a rather concise statement for the University to use in planning activities for the next five years and in allocating its resources. The Plan will be used to determine wherein resources can best be applied to carry out the mission of the University. He recommended the proposed Strategic Plan be approved by the Board. Judge Wilhoit moved approval of the Plan. His motion was seconded by Mrs. Sims.

Mr. Chellgren asked if President Wethington envisioned a regular report on the progress of the University in accomplishing the goals or strategic indicators in the Plan. President Wethington said that there would be an annual report and that there would be a comprehensive report to the Board each two years as the University prepares its Biennial Budget Request to go to the General Assembly.

Mrs. Weinberg suggested that the Board regularly review the Plan, not to see that the University has made progress on all fronts but to review the status of the progress. President Wethington noted that it would be a rather lengthy process for the chancellors and vice presidents to get their sector and college plans finished. He said that their plans will come back to the Board as a part of the Biennial Budget Request, probably in August or September, 1993. He said, in his opinion, it would be appropriate for a report on the progress to be made to the Board toward the end of 1993-94, prior to July 1, 1994.

Governor Breathitt commented that this is a major initiative by the University and the Board will work with President Wethington in monitoring and evaluating the University's progress.

Mrs. Plattner encouraged the Board to follow Mrs. Weinberg's suggestion.

The Strategic Plan was unanimously adopted. (See PR 3A at the end of the Minutes.)

As a final comment about the Plan, President Wethington said that some of the Board members were not on the Board last year when certain requests were made from former Board members concerning the modification of the plans for the institution. He said that he perceived former Board member Wallace Wilkinson's questions to be about retention and graduation rates, accountability and effectiveness, the cost of higher education, and emphasis on

teaching. He reported that each of these matters were touched upon in the Plan in a very substantive way. He indicated that he is concerned about what both present and former Board members think about the institution.

F. Faculty Workload Policy Statement (PR 3B)

President Wethington stated that PR 3B is a recommendation that the University System Faculty Workload Policy Statement be approved by the Board. He said, in his opinion, a good institution for management purposes and for communicating with its publics ought to have such a statement that reflects the workload of faculty. He reported that he had appointed a faculty committee last year to assist him in developing a workload policy statement. He asked Professor Karl Raitz, chairperson of the committee, to review the process that led to the policy statement.

Professor Raitz reported that the charge to the committee was to articulate a general workload policy for the University System that could be used as a management tool within the educational units to better allocate time and resources to achieve the University mission as stated in the mission statement as the state's primary land grant and research institution. He said that ten committee members were appointed from across the campus and explained the committee's process:

- Review materials supplied to the Committee which included materials gathered from other universities.
- Recognize the diversity of the University campus as it is constituted within the three areas of teaching, research and service.
- Schedule forums/focus groups to discuss in some detail any other issues embedded in the workload policy that could be articulated by those individuals.

He reported that the Committee took the information and distilled it into a policy. After summarizing some of the major points in the policy, he asked for questions.

Mr. Sturgill said that this is the first time that he has seen a detailed policy of this kind. He commented that the committee had done a very worthwhile deed in pinpointing the teaching, research and service of the University. He moved approval of PR 3B. His motion was seconded by Mr. Shoop and passed. (See PR 3B at the end of the Minutes.)

President Wethington commended Professor Raitz, his committee, the faculty leadership in the University, and the University Senate Council, who reviewed the report once it came to him from the committee, for their good work. This policy now clarifies for the public the faculty role in the University System. It

recognizes the uniqueness of the diverse research University and it includes threshold standards, including the description of the 12 semester hour faculty teaching load. It puts the responsibility for determining workloads on the heads of academic units who can best determine the responsibilities of individual faculty members. He said, in his opinion, the University has made significant progress with this policy statement. He expressed appreciation to the Board for their support of the statement.

Governor Breathitt expressed appreciation to Professor Raitz and his colleagues for this significant piece of work. He feels the public will find it enlightening and will better understand the full mission for the faculty in the institution.

G. Change in Division Structure - Lexington Community College (PR 4A)

President Wethington recommended that the Lexington Community College be reorganized into six academic divisions: Biological Sciences and Nursing Division; Natural Sciences and Health Technologies Division; Physical Sciences and Engineering Technologies Division; Humanities and Business Technologies Division; Social Sciences and Graphics Technologies Division; and Behavioral Sciences and Information System Technologies Division. He noted that this action reflects the growth in the community college. Professor Sistarenik moved approval. The motion, seconded by Mr. Chellgren, passed. (See PR 4A at the end of the Minutes.)

H. Change in Division Structure - Hazard Community College (PR 4B)

President Wethington recommended that Hazard Community College be reorganized into four academic divisions: Humanities and Social Sciences Division; Natural and Physical Sciences Division; Allied Health Sciences Division; and Business, Math and Related Technologies Division. Mrs. Weinberg moved approval. Mr. Shoop seconded the motion and it carried. (See PR 4B at the end of the Minutes.)

I. Guidelines for Official Recognition of Independent Community College Foundations by the University of Kentucky (PR 4C)

President Wethington stated that PR 4C recommends that the Board approve the proposed Guidelines for Official Recognition of Independent Community College Foundations by the University. He reviewed the proposed guidelines, noting all funds raised during this period of official recognition will be transferred to University accounts and managed according to the donors' wishes. Mr. Sturgill moved approval. The motion, seconded by Mr. Hardymon, passed. (See PR 4C at the end of the Minutes.)

J. Appointment to University of Kentucky Equine Research Foundation (PR 5A)

President Wethington recommended that approval be given to the appointment of Mr. McKenzie Miller as a member to the Board of Directors of the University of Kentucky Equine Research Foundation for a four-year term beginning April 1, 1993. Dr. Meriwether made a motion to approve the appointment of Mr. McKenzie Miller. His motion, seconded by Mr. Chellgren, carried. (See PR 5A at the end of the Minutes.)

K. Appointment to University of Kentucky Mining Engineering Foundation (PR 5B)

President Wethington recommended that approval be given to the appointment of Mr. Steven F. Leer to membership on the Board of Directors of the University of Kentucky Mining Engineering Foundation for a term ending June 1993. Mr. Chellgren moved approval. The motion was seconded by Mr. Sturgill and carried. (See PR 5B at the end of the Minutes.)

L. Change in Name of an Educational Unit (PR 5C)

President Wethington stated that PR 5C recommends that the name of the Department of Human Environment, Design and Textiles, College of Human Environmental Sciences, be changed to the Department of Interior Design, Merchandising and Textiles. Mr. Hardymon moved approval. His motion, seconded by Mrs. Sims, passed. (See PR 5C at the end of the Minutes.)

M. Change in Degree Title (PR 5D)

President Wethington recommended that the Board approve the change in the degree title B.S. in Home Economics for the Restaurant Management program option in Nutrition and Food Science to B.S. in Hospitality. Mr. Wilcoxson moved approval. Mrs. Weinberg seconded the motion, and it passed. (See PR 5D at the end of the Minutes.)

N. Revision of Dentists' Services Plan (PR 6A)

President Wethington stated that PR 6A is a revision of the Dentists' Services Plan and asked Dr. Clapp to comment on it.

Dr. Clapp reported that these are revisions to the Administrative Regulations of the University. He said that one revision deals with the Dentists' Services Plan changes and are rather nominal. The substantive changes are in the provisions of the supplemental compensation document. This Plan makes provisions for the management of clinical income earned by the faculty members of the College of Dentistry and includes a provision for supplemental compensation. He explained that the change permits the payment to be made out of cash available at the time of payment. He noted that Dean David Nash and his faculty support the revisions and they are also recommended by The Fund Board.

On motion made by Judge Wilhoit, seconded by Dr. Meriwether and carried, PR 6A was approved. (See PR 6A at the end of the Minutes.)

O. Nathaniel Northington Recognized

President Wethington recognized Nathaniel Northington in the audience. He asked Governor Breathitt to comment on Mr. Northington's attendance.

Governor Breathitt reminded the Board that the month of February was African-American history month. He said that it is a distinct privilege to have Mr. Nathaniel Northington at the Board meeting. He informed the Board that Mr. Northington was the first African-American to make the courageous decision to accept an athletic scholarship at the University of Kentucky and participate in the Southeastern Conference. He briefly reviewed Mr. Northington's high school and college career and noted that he was voted all OVC player and most valuable player while attending Western Kentucky University. He pointed out that Mr. Northington has had an outstanding career as a citizen in the Commonwealth and is currently the Director of Housing Management for the City of Louisville. He mentioned that Mr. Northington has been recognized with many honors by the Junior Chamber of Commerce. He expressed appreciation to Mr. Northington for his contribution not only at the University of Kentucky but in the Southeastern Conference for taking the first step for African-Americans. Mr. Northington was given a round of applause.

P. Acceptance of Interim Financial Report for the University of Kentucky for the Seven Months Ended January 31, 1993 (FCR 1)

Mr. Hardymon, Chairperson of the Finance Committee, reported that the Finance Committee met and reviewed 14 items for the Board's consideration. He stated that FCR 1 is the interim financial report for the seven months that ended January 31, 1993. He reviewed the realized income and expenditures and said that the balance sheet is in good shape. He recommended acceptance of the report. Mr. Shoop moved approval. The motion was seconded by Mrs. Sims and passed. (See FCR 1 at the end of the Minutes.)

Q. Report of Leases (FCR 2)

Mr. Hardymon stated that FCR 2 is a report on three lease agreements that do not exceed \$30,000 in value. He reminded the Board that the President is authorized to enter into leases not exceeding \$30,000 and that a report of such leases is submitted to the Board for review. He reviewed the leases and stated that the Finance Committee recommends acceptance of the report. Mr. Chellgren moved approval. His motion, seconded by Mr. November, carried. (See FCR 3 at the end of the Minutes.)

R. Approval of Lease (FCR 3)

Mr. Hardymon reported that FCR 3 is approval of an expansion of a lease. He explained that it is the third addendum of the lease and brings the total amount to \$34,280. It, therefore, requires Board approval, and the Finance Committee recommends that FCR 3 be approved. Mr. Sturgill moved approval. The motion was seconded by Mr. Chellgren and passed. (See FCR 3 at the end of the Minutes.)

S. Approval of Lease (FCR 4)

Mr. Hardymon reported that FCR 4 is another expansion of a lease that brings the total to \$124,025. He reviewed the changes in the lease and said that the Committee recommends that it be approved. On motion made by Dr. Meriwether, seconded by Mrs. Weinberg and passed, FCR 4 was approved. (See FCR 4 at the end of the Minutes.)

T. Approval of Lease (FCR 5)

Mr. Hardymon reported that FCR 5 involves a piece of property and is a new lease between Jefferson Community College and Carrollton College Educational Foundation, Inc., a non-profit corporation. He said that the lease is for additional office and classroom space, and the Committee recommends approval of the lease. Mr. Wilcoxson moved approval. His motion, seconded by Professor Sistarenik, carried. (See FCR 5 at the end of the Minutes.)

U. Deed of Easement to Kentucky Utilities Company (FCR 6)

Mr. Hardymon said that FCR 6 is a deed of easement to the Kentucky Utilities Company located along Upper Street. The deed will permit Kentucky Utilities Company to relocate an existing electric substation and also reserve space for future expansion of the substation. He pointed out that the University of Kentucky is the primary user of power from the substation, but it may serve other needs of Kentucky Utilities in the future. Dr. Meriwether moved approval. Mr. Chellgren seconded the motion and it carried. (See FCR 6 at the end of the Minutes.)

V. Authorization to Execute Seventh Supplemental Agreement - Louisville Medical Center Steam and Chilled Water Plant (FCR 7)

Mr. Hardymon stated that FCR 7 is a request for an authorization to execute a seventh supplemental agreement involving the Louisville Medical Center Steam and Chilled Water Plant. He said that this is an expansion of a Steam and Chilled Water Plant that will serve a number of businesses, hospitals and the Jefferson Community College. The Finance Committee recommends that the President be authorized to execute a contract for the sale of approximately \$4.4 million of revenue bonds by Jefferson County to raise money to replace and upgrade the equipment. Mr. Chellgren moved approval. Mr. Wilcoxson seconded the motion and it carried. (See FCR 7 at the end of the Minutes.)



W. Confirmation of 1993-94 Tuition Schedule (FCR 8)

Mr. Hardymon stated that FCR 8 is a confirmation of the 1993-94 tuition schedule. He explained that the Board's role is not to establish the amount but confirms the changes in the tuition schedule as adopted by the Council on Higher Education. He pointed out that the percentage increases are 16.7% for the undergraduates in the University System and 20% for the Community College System. The Committee recommends confirmation of the schedule. Mr. Sturgill moved approval. His motion, seconded by Mr. Chellgren, passed. (See FCR 8 at the end of the Minutes.)

X. 1992-93 Budget Revisions (FCR 9)

Mr. Hardymon stated that FCR 9 is the budget revision document. He reviewed the items in the document and pointed out the following expenditures:

Communications and Network Systems - Represents an increase in telephone usage that mainly applies to the students.

Community College System - Tuitions and fees that come this time of year from business and industry projects.

College of Dentistry - Supplementary payments in the College of Dentistry.

Hospital Nonrecurring - One-time capital expenditures for the Hospital.

On motion made by Mr. Shoop, seconded by Mrs. Sims and carried, FCR 9 was approved.

Y. Knight Foundation Gift Agreement (FCR 10)

Mr. Hardymon reminded the Board that they had previously approved the Knight Foundation gift and explained that FCR 10 is approval of the Gift Agreement. He said that the Agreement specifies approval by the Board of Trustees, and the Committee recommends its approval. On motion made by Dr. Meriwether and seconded by Mr. Chellgren, the Agreement was approved. (See FCR 10 at the end of the Minutes.)

Z. Acceptance of Gift from the Harris Computer Systems Division DBA of Lanier Worldwide, Inc. (FCR 11)

Mr. Hardymon reported that FCR 11 is a gift of a Harris Night Hawk Computer System to be used in the College of Engineering. He noted that the Harris Computer Systems Division of Fort Lauderdale, Florida has had a long association with the College of Engineering and that a graduate of the College was President of Harris at one time. He expressed pleasure that the College has continued the association and stated that the Committee recommends approval of the gift. Mr. Sturgill made a motion of approval. His motion, seconded by Mrs. Weinberg, passed unanimously. (See FCR 11 at the end of the Minutes.)

AA. Robert D. Warth Charitable Remainder Annuity Trust (FCR 12)

Mr. Hardymon said that FCR 12 is acceptance of the Robert D. Warth Charitable Remainder Annuity Trust. He gave some background information about Mr. Warth, who is a retired faculty member in the Department of History, and noted that his gift is earmarked for the library for the purchase of historical materials and books related to Russia or the old Soviet Union. The Committee recommends approval. Dr. Meriwether moved approval. The motion was seconded by Mr. Chellgren and carried. (See FCR 12 at the end of the Minutes.)

BB. John Blackwell Chenault and Ann McIntosh Chenault Charitable Remainder Unitrust (FCR 13)

Mr. Hardymon reported that FCR 13 recommends the acceptance of another charitable remainder trust involving 2,006 Shares of Chevron Corporation Common Stock from John B. and Ann M. Chenault valued at \$140,043. He noted that it is earmarked for use by the College of Education and said that the Finance Committee recommends approval. On motion made by Mr. Chellgren, seconded by Dr. Meriwether and carried, the gift was unanimously approved. (See FCR 13 at the end of the Minutes.)

CC. Resolution of the Board of Trustees of the University of Kentucky Accepting the Successful Bid for the Purchase of \$6,340,000 Principal Amount of University of Kentucky Consolidated Educational Buildings Refunding Revenue Bonds, Series F (Second Series), Dated March 1, 1993 (FCR 14)

Mr. Hardymon stated that FCR 14 is for refinancing of bonds that involve educational buildings. He reported that six bids were received as of the closing of the bids at 9:30 a.m. Hilliard Lyons submitted the winning bid of 4.4790%. He said that, in his opinion, it is important that the University continue to look at its bonds in the context of current interest rates. He indicated that the savings over the next ten years from this refinancing will be \$677,000. The present value of that savings is \$546,000 and the annual savings will be \$75,000 which is an 8.6% savings. The present value savings is \$1.6 million. The Committee recommends that the Board accept the successful bid of Hilliard Lyons. Mr. Wilcoxson moved approval. The motion, seconded by Mr. Shoop, passed. (See FCR 14 at the end of the Minutes.)

Governor Breathitt thanked Mr. Hardymon for his fine report and expressed appreciation to all of the Board members who attended the Finance Committee meeting.

DD. Meeting Adjourned

There being no further business to come before the Board, the meeting adjourned at 2:18 p.m.

Respectfully submitted,

Lois Combs Weinberg  
Secretary  
Board of Trustees

(PR's 2, 3A, 3B, 4A, 4B, 4C, 5A, 5B, 5C, 5D, and 6A; and FCR 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, and 14 which follow are official parts of the Minutes of the meeting.)

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Office of the President  
March 2, 1993

PR 2

Members, Board of Trustees:

PERSONNEL ACTIONS

Recommendation: that approval be given to the attached appointments, actions and/or other staff changes which require Board action; and that the report relative to appointments and/or changes already approved by the administration be accepted.

Background: The attached recommended appointments and/or other staff changes require approval by the Board of Trustees in accordance with Part VIII-B of the Governing Regulations of the University. These recommendations are transmitted to the Board by the appropriate chancellor through the President and have the President's concurrence.

Under the Governing Regulations, the authority to make certain appointments and/or other staff changes is delegated to the President or other administrators who are required to report their actions to the Board. These items of report follow the recommendations requiring Board approval.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

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CENTRAL ADMINISTRATION

I. BOARD ACTION

A. ADMINISTRATIVE APPOINTMENT

Vice President for Administration

Enoch, Harry G., appointed Director, Office of Environmental Health and Safety, effective 3/8/93.

B. CHANGES

Libraries

Harders, Faith L., change from Librarian I (with tenure), Architecture Library, to part-time (75%) employment status, 1/21/93 through 4/30/93.

Wiza, Judith M., Librarian II (with tenure), from Business & Economics Info Center to King Library Research, effective 1/25/93.

C. TERMINAL REAPPOINTMENTS

Libraries

Linneman, Mark A., Librarian II and Associate Professor, Law Library, 1/31/93 through 1/31/94.

D. RETIREMENTS

Communications

Middleton, Joe J., Postal Worker II, Postal Services, after 27 consecutive years of service under AR II-1.6-1 Section III.B, effective 4/30/93.

Employee Benefits

Blythe, Willard H., Disabled Staff, Employee Benefits, after 31.5 consecutive years of service under AR II-1.6-1 Section III.B, effective 4/30/93.

Smith, William S., Disabled Staff, Employee Benefits, after 23.5 consecutive years of service under AR II-1.6-1 Section III.B, effective 2/28/93.

Stafford, Imogene, Disabled Staff, Employee Benefits, after 11.5 consecutive years of service under AR II-1.6-1 Section III.B, effective 1/31/93.

Warfield, Mary C., Disabled Staff, Employee Benefits, after 25.5 consecutive years of service under AR II-1.6-1 Section III.B, effective 1/31/93.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

Libraries

Hickner, Paula L., Librarian III (without tenure),  
Cataloging Department, 1/4/93 through 6/30/93.

Miller, Joseph B., Librarian IV (without tenure),  
Coordinator of Computing Svcs. for the College of  
Library Science, 1/4/93 through 6/30/93.

B. REAPPOINTMENTS

Libraries

Rogers, Kandace S., Librarian IV (without tenure),  
Government Publications Department, 12/1/92  
through 6/30/93.

Ryder, Rebecca J., Librarian IV (without tenure),  
Preservation Department, 12/1/92 through 6/30/93.

C. PROMOTIONS WITHOUT TENURE

Libraries

Byars, Susan A., from Librarian IV, to Librarian III  
(part-time), Equine Center Library, 7/1/93 through  
6/30/94.

D. CHANGES

Libraries

Cantagallo, Carla A., Librarian III (without tenure),  
from King Reference to Business & Economics Info  
Center, 1/25/93 to 6/30/93.

E. LEAVES OF ABSENCE

Libraries

Black, Kate, Librarian II (with tenure), Special  
Collections, sabbatical leave with full pay, 7/1/93  
through 12/31/93.

COMMUNITY COLLEGE SYSTEM

I. BOARD ACTION

A. EARLY RETIREMENTS

Lexington Community College

Radmard, Rebecca A., Account Clerk VII, (under AR II-1.6-1 Section III.A.2), following 28.5 consecutive years of service, effective 3/16/93.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

Elizabethtown Community College

Kirstein, Thomas L., Instructor in the Community College System, 1/1/93 through 4/30/93.

Hazard Community College

Butler, Shirley Faye, Instructor in the Community College System, 1/1/93 through 6/30/93.

Hammond, Christy K., Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

Herald, Cindy, Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

Hopper, Vera, Instructor in the Community College System, 1/1/93 through 6/30/93.

Jackson, James R., Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

Napier, Kimberly, Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

O'Bryan, Lee Ann, Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

Spears, Steve, Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

Spurlock, J. B., Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

Hopkinsville Community College

Powell, John M., Instructor in the Community College System, 1/11/93 through 5/10/93.

Jefferson Community College

Armstrong, Deborah S., Instructor in the Community College System, 1/1/93 through 5/31/93.

Broadhead, Morgan R., Instructor in the Community College System, 1/1/93 through 5/31/93.

Carlton, Rebecca, Instructor in the Community College System, 1/1/93 through 5/31/93.  
Eubank, Ann Elizabeth, Instructor in the Community College System, 1/1/93 through 5/31/93.  
Gittings, Jennie, Instructor in the Community College System, 1/1/93 through 6/30/93.  
Jones, Richard B., Instructor in the Community College System, 1/1/93 through 5/31/93.  
Loeffler, Laura M., Instructor in the Community College System (voluntary), 1/13/93 through 12/31/94.  
Mader, Paul Douglas, Instructor in the Community College System, 1/1/93 through 5/31/93.  
McCoy, Wilbur G., Instructor in the Community College System, 1/1/93 through 5/31/93.  
Rayburn, Nancy J., Instructor in the Community College System, 1/1/93 through 5/31/93.  
Robertson, Else S., Instructor in the Community College System, 1/1/93 through 5/31/93.  
Thomas, Jeyakaran, Instructor in the Community College System, 1/1/93 through 5/31/93.  
Whiteside, Luanne, Instructor in the Community College System, 1/19/93 through 6/30/93.  
Zachery, Catherine, Instructor in the Community College System, 2/1/93 through 6/30/93.  
Zirnheld, Jeffrey D., Instructor in the Community College System (voluntary), 1/1/93 through 5/31/95.

Lexington Community College

Cogswell, Carole D., Instructor in the Community College System, 1/1/93 through 5/31/93.  
Dixit, Purnima, Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
Haas, Genevieve, Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
Haigler, Sandra K., Instructor in the Community College System (voluntary), 2/1/93 through 6/30/95.  
Leathers, Doris, Instructor in the Community College System (voluntary), 1/18/93 through 6/30/95.  
Noel, Ginger, Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
Owens, Larry, Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
Pell, Patricia H., Instructor in the Community College System, 1/13/93 through 5/31/93.  
Schroeder, Fred, Instructor in the Community College System (voluntary), 2/1/93 through 6/30/95.  
Shaw, Tiffany C., Instructor in the Community College System (voluntary), 1/20/93 through 6/30/95.  
Winchester, Kimberly, Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.



Owensboro Community College

Chumley, Monica D., Instructor in the Community College System, 1/1/93 through 6/30/93.

Somerset Community College

Peercy, Tom, Instructor in the Community College System (voluntary), 2/1/93 through 1/31/95.

Sears, Gina, Instructor in the Community College System (voluntary), 2/15/92 through 2/15/95.

B. ADMINISTRATIVE APPOINTMENTS

Owensboro Community College

Davis, Frances A., Librarian II in the Community College System (with tenure), appointed Acting Dean for Academic Affairs, 1/11/93 through 6/30/93.

Glenn, James H., Assistant Professor in the Community College System, appointed Acting Dean for Business Affairs, 2/4/93 through 6/30/93.

Southeast Community College

Buell, Elijah, Associate Professor in the Community College System (with tenure), Acting Chairman, Division of Social Sciences and Related Technologies, 1/1/93 through 6/30/93.

C. REAPPOINTMENTS

Jefferson Community College

Wilson, Stacey S., Instructor in the Community College System, 1/1/93 through 5/31/93.

Lexington Community College

Allen, William C., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.

Bingcang, Ben P., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.

Chalkley, Judson E., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.

Coates, Fred H., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.

Dubick, Marc N., Instructor in the Community College System (voluntary), 2/5/93 through 6/30/95.

Graff, Wayne B., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.

Hall, Philip L., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.

Hanley, Michael J., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
James, Daniel J., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
Kasten, Gregory W., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
Olmstead, Willard B., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.  
White, Kathryn E., Instructor in the Community College System (voluntary), 1/13/93 through 6/30/95.

Somerset Community College

Floyd, Linda S., Instructor in the Community College System (voluntary), 3/1/93 through 3/1/95.

D. CHANGES

Elizabethtown Community College

Chittenden, LeRoy, Instructor in the Community College System, 7/1/92 through 6/30/93 (reported as Terminal Reappointment in October 20, 1992 Board of Trustees minutes).

D. LEAVES OF ABSENCE

Ashland Community College

Greene, Carole, Librarian II in the Community College System (with tenure), sabbatical leave at full salary 6/15/93 through 8/15/93.

Jefferson Community College

Lammers, Suzanne, Assistant Professor in the Community College System, leave without pay for the period 1/1/93 through 6/30/93.

Lexington Community College

Hicks, Jan, Associate Professor in the Community College System (with tenure), sabbatical leave at half-salary for the 1993-94 academic year.  
Long, Betty Weeks, Associate Professor in the Community College System (with tenure), sabbatical leave at half-salary for the 1993-94 academic year.  
Pagan, Bonnie, Professor in the Community College System (with tenure), leave of absence without pay for the period 1/13/93 through 6/30/93.  
Subramanian, Seetha, Associate Professor in the Community College System (with tenure), sabbatical leave at half-salary for the 1993-94 academic year.

Prestonsburg Community College

Elliott, Myra T., Assistant Professor in the Community  
College System, leave of absence without pay for the  
1993-94 academic year.

LEXINGTON CAMPUS

I. BOARD ACTION

A. ACADEMIC APPOINTMENTS

College of Agriculture

Arthur, Mary A., Assistant Professor, Forestry, 1/1/93 through 6/30/94.

College of Arts and Sciences

Ma, Zhongyu, Visiting Professor, Physics and Astronomy, 1/1/93 through 5/15/93.

Talley, Clarence R., Assistant Professor, Sociology, 7/1/93 through 6/30/95.

College of Education

Brennan, Sharon, Assistant Professor\*, Curriculum and Instruction, 1/1/93 through 12/31/96.

Fleming, Jo, Assistant Research Professor, Special Education, 12/15/92 through 6/30/93.

B. RETIREMENTS

College of Agriculture

Ison, Bill S., Carpenter, Management Operations, after 22.75 consecutive years of service, under Section III.B of AR II-1.6-1, effective 4/16/93.

Plunkett, William E., Mechanic Technician B, Agricultural Engineering, after 34 consecutive years of service, under Section III.B of AR II-1.6-1, effective 3/31/93.

C. POST-RETIREMENTS

College of Agriculture

Justus, Fred, Professor, Agricultural Economics, 1/1/93 through 5/15/93.

Roberts, C. Richard, Extension Professor\*, Horticulture and Landscape Architecture, 2/1/93 through 6/30/93.

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\* Special Title Series

College of Education

Huff, Eugene, Associate Professor, Health, Physical Education and Recreation, 1/1/93 through 5/15/93.  
Taylor, Betty, Instructor, Curriculum and Instruction, 1/1/93 through 5/15/93.

College of Fine Arts

Tuska, John R., Professor, Art, 1/1/93 through 12/31/93.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

College of Agriculture

Atreya, Chintamani D., Assistant Research Professor, Plant Pathology, 1/1/93 through 6/30/94.  
Jacobs, Jane J., Instructor (part-time), Horticulture and Landscape Architecture, 1/6/93 through 5/5/93.  
McIlwain, Morgan C., Instructor (part-time), Horticulture and Landscape Architecture, 1/15/93 through 5/14/93.  
Wooley, Jane C., Instructor (part-time), Horticulture and Landscape Architecture, 1/15/93 through 5/14/93.

College of Architecture

Versteegh, Pieter, Assistant Professor (part-time), 3/1/93 through 4/30/93.

College of Arts and Sciences

Bates, Kenneth J., Instructor (part-time), Geography, 1/1/93 through 5/15/93.  
Beatty, Stacia Beak, Instructor (part-time), Psychology, 1/1/93 through 5/31/93.  
Belew, Barbara L., Instructor (part-time), Psychology, 1/1/93 through 5/31/93.  
Blanchard, Gregory, Instructor (part-time), Chemistry, 1/1/93 through 5/31/93.  
Everts-Foster, Nancy C., Instructor (part-time), Spanish and Italian, 1/1/93 through 5/31/93.  
Hasemann, George E., Instructor (part-time), Anthropology, 1/1/93 through 5/31/93.  
Hoffman, Karen L., Instructor (part-time), Spanish and Italian, 1/1/93 through 5/31/93.  
Johnson, Ellis Lee Jr., Instructor (part-time), Chemistry, 1/1/93 through 5/31/93.  
Koegler, Karen, Instructor (part-time), Geography, 1/1/93 through 5/15/93.

Love, Margaret, Instructor (part-time), Psychology,  
1/1/93 through 5/31/93.  
Mattone, Frank M., Instructor (part-time), Geography,  
1/1/93 through 5/15/93.  
Morgan, Neville N., Instructor (part-time), African  
American Studies, 1/1/93 through 5/31/93.  
Parrish, Anne M., Instructor (part-time), Anthropology,  
1/1/93 through 5/31/93.  
Patwardhan, Manjiri, Instructor (part-time), Chemistry,  
1/1/93 through 5/31/93.  
Purcell, Virginia, Instructor (part-time), Biological  
Sciences, 1/1/93 through 5/15/93.  
Rehak, Ellen, Instructor (part-time), Mathematics,  
1/1/93 through 5/15/93.  
Rocanova, Janet, Instructor (part-time), Philosophy,  
1/1/93 through 5/15/93.  
Schellhammer, Ulrike, Instructor (part-time), German,  
1/1/93 through 5/15/93.  
Zuiderveen, Jeffrey A., Instructor (part-time),  
Biological Sciences, 1/1/93 through 5/15/93.

College of Communications

Clark, John F., Instructor (part-time),  
Telecommunications, 1/1/93 through 5/15/93.  
Rickert, Gregory W., Instructor (part-time),  
Communication, 1/1/93 through 5/15/93.  
Swigert, Regina, Instructor (part-time), Communication,  
1/1/93 through 5/15/93.

College of Education

Bliss, Traci, Instructor (part-time), Curriculum and  
Instruction, 1/1/93 through 5/15/93.  
Isaacs, Kay L., Instructor (part-time), Curriculum and  
Instruction, 1/1/93 through 5/15/93.  
Kline, Patricia, Instructor (part-time), Curriculum and  
Instruction, 1/1/93 through 5/15/93.  
Moore, Kevin C., Instructor (part-time), Curriculum and  
Instruction, 1/1/93 through 5/15/93.

College of Engineering

Anderson, Arthur H., Adjunct Assistant Professor,  
Materials Science and Engineering, 1/1/93 through  
5/15/93.  
Srinivasan, Ramachandra, Adjunct Assistant Professor,  
Materials Science and Engineering, 1/1/93 through  
5/15/93.  
Williams, Gary R., Adjunct Assistant Professor,  
Materials Science and Engineering, 1/1/93 through  
5/15/93.

College of Fine Arts

McLaughlin, John, Instructor (part-time), Theatre,  
1/1/93 through 5/15/93.

College of Human Environmental Sciences

Morse, Jerry Vane, Instructor (part-time), Nutrition and  
Food Science, 1/1/93 through 5/15/93.

Sullivan, Cynthia D., Instructor (part-time), Nutrition  
and Food Science, 1/1/93 through 5/15/93.

Umscheid, Madelene, Instructor (part-time), Family  
Studies, 1/1/93 through 5/15/93.

Van Sanford, Karen, Instructor (part-time), Nutrition  
and Food Science, 1/1/93 through 5/15/93.

Office of Undergraduate Studies

Campbell, F. Diane Hudson, Instructor (part-time),  
Honors, 1/1/93 through 5/31/93.

B. REAPPOINTMENTS

College of Architecture

Biagi, David M., Assistant Professor (part-time), 1/1/93  
through 5/31/93.

College of Arts and Sciences

Aliyev, Karina, Instructor (part-time), Russian and  
Eastern Studies, 1/1/93 through 5/15/93.

Allen, John W., Instructor (part-time), French, 1/1/93  
through 5/31/93.

Appleton, Thomas H. Jr., Instructor (part-time),  
History, 1/1/93 through 5/15/93.

Baltus-Sih, Marie-Sylvia, Instructor (part-time),  
French, 1/1/93 through 5/31/93.

Blythe, Marsha, Instructor (part-time), French, 1/1/93  
through 5/31/93.

Bowling, Shana L., Instructor (part-time), Psychology,  
1/1/93 through 5/31/93.

Buck, Patrick L., Instructor (part-time), Spanish and  
Italian, 1/1/93 through 5/31/93.

Campbell, F. Diane, Instructor (part-time), English,  
1/1/93 through 5/15/93.

Carter, Michael W., Instructor (part-time), English,  
1/1/93 through 5/15/93.

Clark, Stephen A., Instructor (part-time), Statistics,  
1/1/93 through 5/15/93.

Clarke, Benita J., Instructor (part-time), Spanish and  
Italian, 1/1/93 through 5/31/93.

Cooper, John B., Instructor (part-time), English, 1/1/93 through 5/15/93.

Duncan, Charles E., Instructor (part-time), Physics and Astronomy, 1/1/93 through 5/15/93.

Ellis, Normandi, Instructor (part-time), English, 1/1/93 through 5/15/93.

Ennis, Dorothy, Instructor (part-time), French, 1/1/93 through 5/31/93.

Fazey, Mark, Instructor (part-time), Mathematics, 1/1/93 through 5/15/93.

Feltus, Joann, Instructor (part-time), Statistics, 1/1/93 through 5/15/93.

Foreman, Nancy K., Instructor (part-time), English, 1/1/93 through 5/15/93.

Guindon, Lynn D., Instructor (part-time), Classics, 1/1/93 through 5/31/93.

Guindon, Lynn D., Instructor (part-time), English, 1/1/93 through 5/15/93.

Holbrook, Paul E. Jr., Instructor (part-time), Philosophy, 1/1/93 through 5/15/93.

Hood, James Larry, Instructor (part-time), History, 1/1/93 through 5/15/93.

Janecek, Susan, Instructor (part-time), Russian and Eastern Studies, 1/1/93 through 5/15/93.

Jordan, Sue, Instructor (part-time), Mathematics, 1/1/93 through 5/15/93.

Kim, Sung Hee, Instructor (part-time), Psychology, 1/1/93 through 5/31/93.

Kirkman, Deborah L., Instructor (part-time), English, 1/1/93 through 5/15/93.

Krause, Margaret, Instructor (part-time), Chemistry, 1/1/93 through 5/31/93.

Libbon, Stephanie, Instructor (part-time), German, 1/1/93 through 5/15/93.

Mills, Elizabeth E., Instructor (part-time), French, 1/1/93 through 5/31/93.

Morford, Michal, Instructor (part-time), Psychology, 1/1/93 through 5/31/93.

Moss, Tom, Instructor (part-time), Mathematics, 1/1/93 through 5/15/93.

Myers, Rebecca C., Instructor (part-time), English, 1/1/93 through 5/15/93.

Nickell, Joe, Instructor (part-time), English, 1/1/93 through 5/15/93.

Oaks, Janice H., Instructor (part-time), English, 1/1/93 through 5/15/93.

Osborn, Karen L., Instructor (part-time), English, 1/1/93 through 5/15/93.

Prats, Judith, Instructor (part-time), English, 1/1/93 through 5/15/93.

Ramanathan, Subathra, Instructor (part-time), Statistics, 1/1/93 through 5/15/93.



Richeson, William M., Instructor (part-time), English,  
1/1/93 through 5/15/93.  
Seiler, Mike, Instructor (part-time), Mathematics,  
1/1/93 through 5/15/93.  
Stanley, Gregory K., Instructor (part-time), History,  
1/1/93 through 5/15/93.  
Tri, Mary Kathryn, Instructor (part-time), English,  
1/1/93 through 5/15/93.  
Vanderpool, Betty Lou, Instructor (part-time),  
Mathematics, 1/1/93 through 5/15/93.  
Vega, Luz, Instructor (part-time), Spanish and Italian,  
1/1/93 through 5/31/93.  
Weber, Deborah, Instructor (part-time), Mathematics,  
1/1/93 through 5/15/93.  
Wells, Pamela, Instructor (part-time), Mathematics,  
1/1/93 through 5/15/93.  
White, C. Patrick, Instructor (part-time), English,  
1/1/93 through 5/15/93.  
Willard, Norman Jr., Instructor (part-time), Psychology,  
1/1/93 through 5/31/93.  
Yan, Yi, Assistant Professor (temporary), Mathematics,  
1/1/93 through 5/31/93.  
Zahniser, Ann H., Instructor (part-time), English,  
1/1/93 through 5/15/93.

College of Business and Economics

Dahlstrom, Robert F., Assistant Professor, Marketing,  
7/1/93 through 6/30/94.  
Goh, Chon-Huat, Assistant Professor, Decision Science  
and Information Systems, 7/1/93 through 6/30/94.  
Karns, Melinda, Instructor (part-time), Accountancy,  
1/1/93 through 5/15/93.  
Tepper, Bennett J., Assistant Professor, Management,  
7/1/93 through 6/30/94.  
Wang, Weiren, Assistant Professor, Economics, 7/1/93  
through 6/30/94.

College of Communications

Crawley, Bruce A., Instructor (part-time),  
Communication, 1/1/93 through 5/15/93.  
Hill, Paula, S., Instructor (part-time), Communication,  
1/1/93 through 5/15/93.  
Howerton, Jeffrey S., Instructor (part-time),  
Communication, 1/1/93 through 5/15/93.  
Rayburn, Winnifred S., Instructor (part-time),  
Communication, 1/1/93 through 5/15/93.  
Saunders, Dudley F., Instructor (part-time), Journalism,  
1/1/93 through 5/15/93.  
Wicker, Jamie Elizabeth, Instructor (part-time),  
Communication, 1/1/93 through 5/15/93.

College of Education

Kruse, Lou Ann, Instructor (part-time), Educational and Counseling Psychology, 1/1/93 through 5/15/93.  
Monroe, Bettie Ann, Instructor (part-time), Curriculum and Instruction, 1/1/93 through 5/15/93.  
Pickett, Joan, Instructor (part-time), Curriculum and Instruction, 1/1/93 through 5/15/93.  
Stewart, Gary C., Instructor (part-time), Educational and Counseling Psychology, 1/1/93 through 5/15/93.  
Stilwell, Doris, Instructor (part-time), Educational and Counseling Psychology, 1/1/93 through 5/15/93.  
Stinnett, Barbara, Instructor (part-time), Curriculum and Instruction, 1/1/93 through 5/15/93.  
Thomas, Melinda, Instructor (part-time), Curriculum and Instruction, 1/1/93 through 5/15/93.  
Trosper, Ernest M., Instructor (part-time), Curriculum and Instruction, 1/1/93 through 5/15/93.  
Vantrees, Dave, Instructor (part-time), Curriculum and Instruction, 1/1/93 through 5/15/93.  
Whetsell, Mary, Instructor (part-time), Educational and Counseling Psychology, 1/1/93 through 5/15/93.

College of Fine Arts

Byrd, Richard, Instructor (part-time), Music, 1/1/93 through 5/15/93.  
Corcoran, James, Instructor (part-time), Music, 1/1/93 through 5/15/93.  
Gentry, Theodore, Instructor (part-time), Music, 1/1/93 through 5/15/93.  
Helm, Alicia, Instructor (part-time), Music, 1/1/93 through 5/15/93.

College of Human Environmental Sciences

Baldwin, Donna J., Instructor (part-time), Family Studies, 1/1/93 through 5/15/93.  
Burchfield, Meredith H., Instructor (part-time), Family Studies, 1/1/93 through 5/15/93.

C. TERMINAL REAPPOINTMENTS

College of Business and Economics

Baucus, David A., Assistant Professor, Management, 7/1/93 through 6/30/94.  
Baucus, Melissa S., Assistant Professor, Management, 7/1/93 through 6/30/94.

College of Engineering

Damarla, Thyagaraju, Assistant Professor, Electrical Engineering, 7/1/93 through 6/30/94.  
Hejase, Hassan A.N., Assistant Professor, Electrical Engineering, 7/1/93 through 6/30/94.

D. SPECIAL ASSIGNMENTS

College of Arts and Sciences

Lewis, Forbes D., Professor (with tenure), Computer Science, to serve as a project director at the National Science Foundation, 7/1/93 through 6/30/94.

College of Education

Goldstein, Beth L., Associate Professor (with tenure), Educational Policy Studies and Evaluation, to serve as Academic Director of University of Kentucky's cooperative program with Metropolitan College in Malaysia, 5/1/93 through 7/31/94.

E. LEAVES OF ABSENCE

College of Agriculture

Kimmerer, Thomas W., Associate Professor (with tenure), Forestry, Sabbatical leave with half salary, 7/1/93 through 6/30/94.

Silvia, William J., Associate Professor (with tenure), Animal Sciences, Sabbatical leave with half salary, 9/1/93 through 8/31/94.

College of Arts and Sciences

Breitbart, Yuri, Professor (with tenure), Computer Science, and Chairman, Computer Science, Sabbatical leave with half salary, Fall Semester 1993 and Spring Semester 1994.

Cheng, Fuhua, Associate Professor (with tenure), Computer Science, Sabbatical leave with half salary, Fall Semester 1993 and Spring Semester 1994.

Finkel, Raphael A., Professor (with tenure), Computer Science, Sabbatical leave with half salary, Fall Semester 1993 and Spring Semester 1994.

Hirth, Kenneth G., Professor (with tenure), Anthropology, Leave without pay, 7/1/93 through 6/30/94.

College of Business and Economics

Blomquist, Glenn C., Professor (with tenure), Economics, Sabbatical leave with full salary, Fall Semester 1993.

Mullineaux, Donald J., Professor (with tenure), Finance, Sabbatical leave with full salary, 7/1/93 through 12/31/93.

Skinner, Steven J., Professor (with tenure), Marketing, Chairman, Marketing, Sabbatical leave with full salary, Fall Semester 1993.

College of Education

Goldstein, Beth L., Associate Professor (with tenure),  
Educational Policy Studies and Evaluation,  
Sabbatical leave with half salary, Fall Semester  
1994 and Spring Semester 1995.

College of Human Environmental Sciences

Tew, Shannon, Assistant Professor (without tenure),  
Human Environment: Design and Textiles, Sick leave  
with full salary, 1/1/93 through 2/28/93.

MEDICAL CENTER

I. BOARD ACTION

A. ACADEMIC APPOINTMENTS

College of Allied Health Professions

Holness, Alison E., Associate Professor\* (without tenure), Clinical Sciences, effective 12/1/92.

College of Dentistry

Frazier, Sandra L., Professor (voluntary), Oral Health Practice, 1/1/93 through 6/30/94.

College of Medicine

Ashford, J. Wasson, Associate Professor (without tenure), Psychiatry, joint appointment as Associate Professor (without tenure), Neurology, 12/14/92 through 6/30/93.

Calico, Forrest W., Associate Professor (without tenure) (part-time), Family Practice, 1/15/93 through 6/30/93.

Chatterjee, Sunil K., Associate Professor (with tenure), Obstetrics and Gynecology, effective 2/1/93.

Kohler, Heinz, Professor (with tenure), Microbiology and Immunology, effective 1/1/93.

Littleton, John M., Visiting Professor (without tenure) (part-time), Pharmacology, 3/1/93 through 6/30/93.

Mankad, Aparna V., Associate Professor (without tenure) (part-time), Anesthesiology, 11/1/92 through 6/30/93.

Matheny, Samuel C., Professor\* (with tenure), Family Practice, effective 3/15/93.

Muller, Sybille, Associate Research Professor (without tenure), Medicine, 1/1/93 through 6/30/93.

B. ADMINISTRATIVE APPOINTMENTS

College of Allied Health Professions

Holness, Alison E., Associate Professor\* (without tenure), Clinical Sciences, named Associate Director, Physical Therapy Program, Center for Rural Health, effective 12/1/92.

College of Medicine

Matheny, Samuel C., Professor\* (with tenure), Family Practice, named Chairman, Family Practice, effective 3/15/93.

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\*Special Title Series

C. ADMINISTRATIVE REAPPOINTMENTS

College of Medicine

Baker, Robert S., Associate Professor, Ophthalmology, named Chairman, Ophthalmology, 4/1/93 through 3/31/99.

D. JOINT APPOINTMENTS

College of Medicine

Phillips, Barbara A., Associate Professor (with tenure), Medicine, joint appointment as Associate Professor (without tenure), Preventive Medicine and Environmental Health, effective 10/1/92.

E. PROMOTIONS

College of Medicine

Jackson, David L., Assistant Professor\*, Rehabilitation Medicine, to Associate Professor\* (with tenure), Rehabilitation Medicine, effective 7/1/93.

Ott, Cobern E., Associate Professor (with tenure), Physiology and Biophysics, to Professor (with tenure), Physiology and Biophysics, effective 7/1/92.

F. CHANGES

College of Medicine

Hodes, Jonathan E., from joint appointment as Assistant Professor, Diagnostic Radiology, 12/1/92 through 6/30/93, to academic appointment as Assistant Professor, Diagnostic Radiology, 12/1/92 through 6/30/93.

Stapczynski, J. S., from Associate Professor (without tenure), Emergency Medicine, to Associate Professor\* (with tenure), Emergency Medicine, effective 7/1/93.

Wolf, Betty I., from Associate Professor (part-time), Pediatrics, to Associate Clinical Professor, Pediatrics, 1/1/93 through 6/30/93.

G. LEAVES OF ABSENCE

College of Medicine

Kazmers, Andris, Associate Professor (with tenure),  
educational leave with pay 1/13/93 through 5/7/93.

H. EARLY RETIREMENTS

College of Dentistry

Shuey, Joan E., Data Coordinator, Dental Clinics, after  
18.5 consecutive years of service, under  
AR II-1.6-1 Section III.A.2, effective 3/19/93.

I. POST-RETIREMENT APPOINTMENTS

College of Nursing

Gaunder, Beatrice, Associate Professor\* (part-time),  
1/1/93 through 5/7/93.

Pratt, Mary Alice, Associate Professor\* (part-time),  
1/1/93 through 5/7/93.

Student Health Service

Newton, Margaret, Nurse Practitioner, 2/16/93 through  
5/7/93.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

College of Allied Health Professions

Howard, Drema, Assistant Professor (voluntary), Health  
Services, 1/1/93 through 6/30/94.

Leitz, Laura A., Instructor (voluntary), Clinical  
Sciences, 1/12/93 through 6/30/94.

Olesinski, Raymond L., Assistant Professor\*, Clinical  
Sciences, 1/11/93 through 6/30/93.

Wheatley, Jack, Assistant Professor (voluntary), Health  
Services, 9/1/92 through 6/30/94.

College of Dentistry

Tye, Kimberly A., Assistant Professor (part-time), Oral Health Practice, 10/1/92 through 6/30/93.

College of Medicine

Bailey, W. Clark, Assistant Professor (voluntary), Family Practice, 1/1/93 through 6/30/94.  
Cole, Cynthia M., Assistant Professor\*, Behavioral Sciences, 2/1/93 through 6/30/93.  
Ellis, Laura T., Assistant Professor (voluntary), Family Practice, 1/1/93 through 6/30/94.  
Feese, Robin C., Assistant Professor (voluntary), Pediatrics, 11/1/92 through 6/30/94.  
Garrett, Rebecca V., Assistant Clinical Professor, Rehabilitation Medicine, 1/11/93 through 6/30/93.  
Hagan, William L., Assistant Professor (voluntary), Family Practice, 12/1/92 through 6/30/94.  
Haq, Najm U., Assistant Clinical Professor, Medicine, 2/1/93 through 6/30/93.  
Harder, Edward, Assistant Professor (part-time), Medicine, 1/1/93 through 6/30/93.  
Jung, Bruce R., Assistant Professor (voluntary), Family Practice, 10/1/92 through 6/30/94.  
Kroot, Louis J., Assistant Professor (part-time), Emergency Medicine, 12/1/92 through 6/30/93.  
Lawson, Erma J., Assistant Research Professor, Behavioral Science, 1/1/93 through 6/30/93.  
Morris, Peter E., Assistant Professor, Medicine, 3/1/93 through 6/30/93.  
Post, Martha J., Assistant Professor (voluntary), Medicine, 2/1/93 through 6/30/94.  
Smith T. Timothy, Assistant Research Professor, Obstetrics and Gynecology, 4/1/93 through 6/30/93.  
Smith, W. Michael, Assistant Professor (voluntary), Family Practice, 11/1/92 through 6/30/94.  
Snider, Lyle B., Clinical Manager, Center for Rural Health, effective 2/1/93.  
Szabo, Tibor S., Assistant Professor, Medicine, 1/1/93 through 6/30/93.  
Troyer, Henry, Assistant Professor (part-time), Preventive Medicine and Environmental Health, 3/1/93 through 6/30/93.



Ulrich, Dennis, Assistant Professor (voluntary), Family Practice, 12/1/92 through 6/30/94.

College of Nursing

Alcorn, Clemma, Instructor (part-time), 1/4/93 through 6/30/93.

Heiser, Regina M., Instructor (part-time), 1/13/93 through 6/30/93.

House, Valerie L., Instructor (part-time), 1/13/93 through 6/30/93.

Rippetoe, Patricia E., Instructor (part-time), 1/13/93 through 6/30/93.

Sutherland, Rita M., Instructor (part-time), 1/4/93 through 6/30/93.

Sward, Renate, Instructor (voluntary), 1/1/93 through 6/30/94.

College of Pharmacy

Aldridge, Gregory J., Instructor (voluntary), 11/16/92 through 6/30/94.

Jones, Clayton, Instructor (voluntary), 1/11/93 through 6/30/94.

Perkins, Robert C., Instructor (voluntary), 1/11/93 through 6/30/94.

Rice, Jessie L., Instructor (voluntary), 1/11/93 through 6/30/94.

Thompson, Eugene, Instructor (voluntary), 1/11/93 through 6/30/94.

B. ADMINISTRATIVE REAPPOINTMENTS

College of Medicine

Hagen, Michael D., Associate Professor\* (with tenure), named Acting Chairman, Family Practice, 1/1/93 through 3/31/93.

C. CHANGES

College of Medicine

Ashton, Paul, from Assistant Research Professor, Surgery, joint appointments as Assistant Research Professor, Ophthalmology and the College of Pharmacy to Assistant Research Professor, Ophthalmology, joint appointment as Assistant Research Professor, College of Pharmacy, 1/1/93 through 6/30/93.

Campbell, E. Shawn, from Assistant Clinical Professor, Obstetrics and Gynecology, to Assistant Professor (part-time), Obstetrics and Gynecology, 2/1/93 through 6/30/93.

Goud, S. Niranjan, from Assistant Research Professor, Microbiology and Immunology, to Assistant Research Professor, Radiation Medicine, joint appointment as Assistant Research Professor, Microbiology and Immunology, 2/1/93 through 6/30/93.

College of Pharmacy

Oakley, Robert S., from Instructor (voluntary), to Assistant Professor (part-time), 1/4/93 through 6/30/93.

University Hospital

Lorenz, Kathleen T., from Management Engineer, Information Management, to Administrative Director, Neurosciences Institute, Neurosensory/Communicative Disorders, effective 10/4/92.

D. LEAVES OF ABSENCE

College of Medicine

Gallion, Holly H., Associate Professor (with tenure), Obstetrics and Gynecology, sabbatical leave at full salary, 4/15/93 through 10/14/93.

Office of the President  
March 2, 1993

PR 3A

Members, Board of Trustees:

STRATEGIC PLAN

Recommendation: that the Strategic Plan for the University of Kentucky be approved as submitted.

Background: The first University Strategic Plan was approved by the Board of Trustees in September 1989. In September 1991 the Board reaffirmed that Plan with some modifications. From July to December 1992, a comprehensive University-wide review of the Strategic Plan was undertaken. The President appointed a Strategic Planning Team composed of faculty, staff, and students to assess the current Plan and to identify proposed revisions. The proposed revisions were subsequently reviewed by the entire University community during the Fall 1992 semester. This recommended Plan is the result of that comprehensive University-wide review.

This Strategic Plan will represent the University's "vision for the future." It clarifies the University's purpose and direction and articulates a central strategy, thereby establishing the framework for sector, college, and major administrative unit strategic plans. It will guide decision-making and resource allocation and will be used to establish priorities within the University's 1994-96 biennial request.

The Plan consists of goals, general expressions of aims to be achieved; objectives, specific outcomes that demonstrate progress toward the established goals; enabling strategies, the actions which will accomplish the objectives; and strategic indicators, measures of progress which will be used to monitor the University's success in meeting the goals and objectives established in the Strategic Plan. Each sector, college, and major administrative unit is in the process of developing a plan for its area consistent with the University Strategic Plan.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

**UNIVERSITY OF KENTUCKY**  
**STRATEGIC PLAN**

**March 2, 1993**

## GOALS, OBJECTIVES, AND ENABLING STRATEGIES

### The University Will Strengthen Its Commitment To Scholarship And Academic Excellence.

Enhance the University's position as a leading public university nationally recognized for the quality of its teaching, research, service, and graduates.

- Recruit and retain nationally competitive faculty and highly qualified staff.
- Attract and retain top-quality students.
- Provide, support, and reward quality teaching at all levels.
- Evaluate and improve the quality of academic programs.
- Provide quality library and information technology support, equipment, facilities, and student services appropriate to a leading public university.

Strengthen the University as a student-centered institution committed to quality undergraduate, graduate, and professional education.

- Promote the teacher-scholar model for faculty through an emphasis on teaching in the recruitment and selection of new faculty.
- Promote an equitable emphasis on teaching/advising in the promotion and tenure process and the University reward structure.
- Continue sponsoring teaching development programs and conduct comprehensive evaluations of teaching.
- Enhance program quality through rigorous assessment of effectiveness and the development of strategies for program improvement, restructuring or discontinuation.
- Strengthen new student advising and orientation programs specifically targeted toward easing the transition to college, and improving first-year and transfer student retention rates.
- Encourage and support the development of innovative courses and teaching methodologies with an emphasis on the teaching principles underlying the Kentucky Education Reform Act, especially those of an interdisciplinary nature and those which enhance learning, creativity, and critical thinking.
- Continue to evaluate and refine the University Studies Program.
- Promote research in teaching methodologies in all disciplines.
- Increase the availability of state-of-the-art classrooms.

- Determine the class sizes most conducive to student learning, with particular emphasis on reducing the size of large classes at the undergraduate level.
- Increase the participation of full-time and senior faculty in lower-division instruction.
- Actively recruit students of high academic potential, leadership and creativity to the University System, including community college transfer and non-traditional students.
- Increase financial support, particularly from the private sector, for academic scholarships.
- Continue to centralize University System student services, as appropriate, in the Funkhouser Building.
- Strengthen coordination among the various financial aid programs to maximize access to and utilization by all students.
- Develop a coordinated enrollment management strategy for student recruitment, enrollment, and retention to include the strengthening of student advising, counseling, mentoring, retention, and other student persistence support programs.
- Promote the concept of and appreciation for life-long learning beginning with the undergraduate experience.
- Ensure that all undergraduate students have declared a major by the junior year.
- Promote the integration of undergraduate instruction with public service in order to provide the student with outside-the-classroom learning opportunities, and to instill a sense of civic responsibility and altruism.
- Strengthen the academic, cultural, and intellectual environment for students outside the classroom, with a special emphasis on health, wellness, and the wholesome use of leisure time.

Maximize access to higher education and increase the college participation rate of Kentuckians.

- Affirm and strengthen the University's commitment to an open admissions policy in the community colleges.
- Affirm and strengthen the University's commitment to cultural and intellectual diversity, and to providing a friendly and welcoming non-discriminatory environment in which the understanding of and appreciation for diversity are promoted and respected.
- Recruit, retain, and provide ongoing support for minority students, particularly African-American students; economically disadvantaged students; non-traditional students; and women and men in programs in which they have been traditionally underrepresented.

- Strengthen, simplify and coordinate the entire range of student support services, with special attention to the critical advising, counseling and career planning needs of students, not only at the time of entry, but throughout the educational experience.
- Aggressively encourage community college students to continue their education at the University. Conduct periodic follow-up studies of transfer student success and evaluate and strengthen the transitional support services available on the community college and Lexington campuses.
- Improve and simplify course transferability, transcript transfer, and program articulation between the Community College System and the University System and between other Kentucky colleges and universities and the University System.
- Make additional educational opportunities available through extended campus programs and the innovative use of distance learning technologies, with special attention on graduate level instruction, and provide the necessary training, technical support, and incentives to enable on- and off-campus programs to be of equal quality.
- Ensure the scheduling of day, evening, and weekend classes meets student needs.
- Continue to enhance lifelong learning attitudes and opportunities by encouraging participation in continuing education and by providing needed continuing education programs.
- Utilize the continuing education coordinating council to develop appropriate communication and coordination among continuing education programs and activities.
- Pursue the establishment of a state-of-the-art conference center with appropriate technical facilities, and adequate space and support facilities.
- Enhance the effectiveness of University efforts to increase the college participation rate and improve the educational attainment of Kentuckians.

Improve the University's standing among the nation's leading research universities through the enhancement of its graduate, professional, and research programs and its commitment to being a student-centered institution.

- Focus research efforts on those areas in which the University excels in the sciences, humanities, and arts, and also concentrate on issues of concern to the Commonwealth and the nation, such as agriculture; culture; education, with special emphasis on the needs of the Kentucky Education Reform Act; energy; environment; health, with emphasis on primary care and rural health needs; and technology.
- Continue to focus University research efforts through cooperative planning by the Lexington Campus, the Medical Center, and Research and Graduate Studies.

- Increase, by various means, public awareness of the importance and value of University research to the Commonwealth and the nation.
- Continue to expand and improve multidisciplinary research and graduate programs in targeted areas.
- Develop a more responsive and efficient support infrastructure in order to facilitate inquiry at the cutting edge of knowledge in the University's areas of strength.
- Enhance graduate and professional program quality through rigorous assessment and effective strategies for improvement, restructuring, or discontinuation.
- Strengthen professional and graduate programs, especially those of demonstrated excellence and those which address needs of the Commonwealth.
- Increase the number of faculty who are nationally recognized as promising creative artists and scholars, including all minorities, particularly women and African-Americans.
- Intensify efforts to attract highly qualified graduate and professional students, with an emphasis on African-Americans, women, and other top graduates, especially those from Kentucky's colleges and universities.
- Increase graduate enrollment, particularly in targeted programs at the doctoral level.
- Provide financial support such as stipends and fellowships to graduate and professional students at a level which is competitive with other leading research universities.
- Encourage and support faculty and professional staff efforts to attract more externally funded grants and contracts, provide appropriate incentives to stimulate this activity, and appropriately recognize their essential contributions to the research mission of the University.
- Provide adequate start-up resources for promising faculty researchers.
- Enable and encourage presentations of research results at professional meetings at the state, regional, national and international levels.
- Build joint research programs with other state universities in Kentucky.
- Enhance application of research findings to improve the quality of life in both rural and urban populations.



**Maintain the University's emphasis on remaining at the forefront of information technology in support of the instruction, research and public service mission of the University.**

- **Provide comprehensive information transfer and interactive capabilities throughout the state in support of University goals.**
- **Provide a state-of-the-art library and, in cooperation with other public and private institutions, make informational resources and services available to the entire Commonwealth.**
- **Provide statewide leadership in the establishment of high-speed communications facilities throughout the Commonwealth.**
- **Provide state-of-the-art academic computing capabilities including technology-equipped classrooms and advanced high performance computational facilities.**
- **Expand student access to and capability in using computers, and provide state-of-the-art facilities and services.**
- **Provide specialized services to faculty to encourage further integration of technology into teaching and research activities.**
- **Provide training and support services to enable employees to fully utilize information technology and services.**
- **Focus resources on maintaining information systems and facilities responsive to changing needs, and making them as easy to use as possible.**

The University Will Continue To Exert A Leadership Role In Addressing The Issues And Challenges Facing The Commonwealth, The Nation And The World.

Improve the educational attainment of Kentuckians at all levels.

- Increase the number of Kentucky students being educated in programs of state and national need, to include mathematics, the sciences, and engineering.
- Expand academic and cultural enrichment activities for Kentucky's students.
- Play a leading role in higher education in the successful implementation of the Kentucky Education Reform Act.
- Make more Kentuckians aware of the value of education as a lifelong process.
- Expand efforts in literacy, adult education, and continuing education.
- Adapt teacher education to the needs of the Commonwealth, particularly in its response to the Kentucky Education Reform Act.
- Strengthen linkages between the University and the Commonwealth's school systems.
- Continue to extend educational opportunities to non-traditional students and to those students at distant sites.
- Expand access to information and academic materials.

Strengthen the role of the University as the leading research institution of the Commonwealth.

- Promote awareness of and appreciation for the University's research mission, both internally and externally.
- Recruit faculty with demonstrated research abilities.
- Provide appropriate institutional infrastructure (facilities, computing, equipment, fiscal resources, etc.) to enhance individual and collective research efforts and modify University processes, where necessary, to improve the research program.
- Facilitate collaborative research efforts among centers, institutes, and other academic units across the University and throughout the Commonwealth through expanded horizontal communication and interaction.
- Continue to develop linkages and partnerships with government, business, and industry in fulfilling the needs of the Commonwealth and the nation.
- Transfer research outcomes quickly to business, industry, government, and other constituents.

Build cooperative relationships with other educational institutions.

- Develop more cooperative and joint degree programs with other Kentucky universities and assess program effectiveness.
- Enhance relationships with elementary and secondary schools, with emphasis on education reform activities.
- Share University resources such as library, equipment, computing, and cultural resources.
- Encourage opportunities and expand support for cooperative instruction, research, and service programs among colleges and universities and other educational entities.
- Provide postdoctoral and renewal opportunities for faculty from other Kentucky institutions through joint appointments, temporary reassignments, and exchange programs.

Participate as a key partner in the development of Kentucky's economy.

- Build effective partnerships with industry, business, and government including internship, externship, and other cooperative relationships.
- Facilitate the commercialization of research and expand cooperative research efforts with industry.
- Assist in the establishment, development, and growth of small businesses.
- Focus economic development relationships in areas of University strength.
- Establish contact points with external constituents for economic development efforts.
- Utilize appropriate physical resources in developing partnerships.
- Act as an exemplar and proponent in health care, environmental, quality-of-life, and social justice issues.
- Assist Kentucky businesses in relations with the international community.

Enhance outreach and public service efforts consistent with the University's landgrant mission.

- Promote awareness of and appreciation for the University's outreach and public service mission, both internally and externally.
- Expand delivery of University services throughout the Commonwealth.
- Expand the University's leadership role in state and national health care reform.
- Continue and enhance University efforts in meeting the needs of rural areas.

- Provide educational and training opportunities for employees of Kentucky's industries and businesses.
- Broaden technical assistance efforts.
- Use information transfer technologies to respond to statewide education, training and service needs.
- Encourage and participate in the development of futures-oriented public policy for the Commonwealth.
- Expand educational and training programs and institutes for community leadership.
- Develop public education programs to improve the quality of life of Kentucky citizens.
- Continue to provide aggressive leadership in the area of distance learning, including demonstration, training and applications.

Serve as a bridge between and among state, regional, national, and international communities.

- Encourage students, faculty, and staff to exercise their responsibilities as citizens of the state, the region, the nation, and the world.
- Assist Kentucky businesses in regional, national, and international relationships.
- Expand student, faculty and staff participation and encourage scholarly exchanges in regional, national, and international research, teaching, and public service activities.
- Increase the international dimension of courses and offer more community education courses on different cultures.
- Encourage student exchange and study abroad programs and improve student support services for international students.
- Increase awareness of and respect for diversity within the faculty, staff, and student body.

Assess and adapt institutional structures and administrative processes to encourage effective leadership at all levels within the University.

- Foster an institutional environment which values creative leadership.
- Streamline decision-making processes within the context of university goals.
- Develop organizational structures which enhance leadership initiatives and promote institutional effectiveness.
- Promote leadership potential through training programs and experiences for faculty, staff, students, and citizens.

**The University Will Strengthen The Development And Stewardship Of Its Human, Fiscal, And Physical Resources.**

Pursue financial and other support aggressively to enhance the quality of University programs that are consistent with the University's Strategic Plan.

- Pursue full formula funding of higher education by the state.
- Seek special funding for University priorities from state and federal sources and from the private sector, including alumni and friends of the University, corporations, and foundations.
- Further develop and strengthen non-financial support and community goodwill for University priorities.
- Improve coordination of the University's alumni and development activities to support academic excellence and strategic planning priorities.
- Expand opportunities for faculty and staff to enhance program quality through professional activities.

Ensure that an effective organizational structure supports the realization of University goals.

- Encourage innovation and creativity, understanding that it may require reasonable risk-taking.
- Encourage decentralization of decision-making to appropriate levels, with clearly-defined responsibilities, authority and accountability for individuals in the decision-making process.
- Encourage coordination and communication among programs and activities to enhance quality.
- Ensure responsiveness to goals and directions of the University.

Ensure that the organization's management processes support University values and the realization of University goals.

- Maintain and enhance the ongoing strategic planning and institutional effectiveness processes.
- Focus the allocation of University resources in order to produce and maintain quality activities critical to the accomplishment of University goals.
- Assess periodically the University's structure, policies, and procedures to ensure their responsiveness to goals and directions.
- Utilize operating and management information systems to support effective communication, institutional assessment, decision making, and management.

- Evaluate the efficiency and effectiveness of the management process.
- Assess national practices regarding the transfer of research equipment among institutions, and institute a clearly-defined policy for the University.
- Continue to maintain systems of accountability which provide assurance that resources are being managed appropriately.

Recruit, retain, and support the highest quality faculty and staff.

- Provide and maintain competitive salaries.
- Provide competitive, flexible, and responsive benefits to support the needs of a diverse employee population, and communicate benefit information effectively to all employees.
- Provide and maintain sound and equitable management of salaries and benefits.
- Continue the University's systematic and aggressive program to attract and retain the highest quality faculty and staff, including all minorities, but with a special emphasis on women and African-Americans.
- Enhance professional development and personal growth opportunities by expanding and enhancing faculty and staff development and renewal programs.
- Expand pre-retirement counseling, consider phased retirement programs and enhance programs for professional involvement of retirees.
- Enhance programs to meet the University's commitment to contribute to the national pool of African-American and women faculty and scholars in underrepresented academic areas.
- Ensure equitable and effective University employment and compensation policies for all categories of University employees.
- Provide, coordinate, encourage and support participation in effective training and orientation programs to enhance job performance for faculty and staff.
- Provide management and leadership development opportunities for University faculty and staff.

Ensure that the University's land, buildings, and equipment are utilized effectively, well maintained, improved, and managed in an environmentally-conscious manner.

- Provide a safe and healthy campus environment.
- Enhance the appearance of the buildings and grounds on the University campuses.
- Maintain campus development plans in support of the Strategic Plan.

- Improve the University's method for evaluating space needs and allocating and reallocating space consistent with institutional priorities.
- Establish a sound financial base for building maintenance and equipment replacement.
- Improve maintenance of buildings and equipment, while addressing deferred maintenance needs.
- Provide an efficient cost-effective procedure for renovation and maintenance of research space to ensure a competitive edge for extramural support.
- Share instructional and research equipment among individuals, units and programs.
- Continue compliance with federal and state environmental rules and regulations.
- Encourage conservation of natural resources and provide leadership in this area.

Ensure that the intercollegiate athletics program is compatible with and supportive of the mission of the University.

- Support the principles of the Knight Commission on Intercollegiate Athletics.
- Recruit student-athletes who contribute positively to the image and visibility of the University and who meet the University's admissions standards.
- Support sound academic practices which ensure that student-athletes do well academically, develop both socially and athletically, and graduate at a rate which equals or surpasses the graduation rate of other University students.
- Have competitive intercollegiate athletic teams which are in compliance with NCAA and SEC rules and regulations.
- Maintain institutional oversight of the organization and administration of the athletics program.
- Operate the University's intercollegiate athletics program on a self-supporting basis with institutional oversight of budgets and expenditures so as to be supportive of the overall financial position of the University.

Create a positive University environment that enables and encourages faculty, staff, and students to achieve a service-oriented responsiveness to the University community and the public.

- Utilize management processes and procedures which continuously improve quality.

- Ensure that support and service offices are accessible and responsive to the needs of various public, student, and employee constituencies.
- Encourage an awareness of and a commitment to service-oriented attitudes and behavior by all University employees.
- Emphasize functionality and aesthetics, including the display of art, in the planning, construction and renovation of buildings and grounds.
- Establish and publicize comprehensive centralized information and referral services.
- Establish accessible visitor stations with convenient hours, parking and aesthetically pleasing and friendly entry points to the University campuses, with a particular emphasis on providing assistance during peak periods.
- Emphasize programs and services that provide for the safety and well-being of all individuals who utilize University facilities.



The University Will Strengthen Its Commitment To The Concept Of "One University," With The University System And The Community College System United As An Academic Community Dedicated To The Success Of All Its Members And The Achievement Of Its Collective Purposes.

Emphasize a University community marked by integrity, openness, and trust.

- Provide faculty and staff with access to information on matters that affect their personal and professional lives.
- Promote a sense of openness and mutual respect between faculty and students in their interactions, both inside and outside the classroom.
- Reaffirm that the contributions of a person to a project or program must be properly acknowledged through co-authorship or other appropriate recognition.
- Promote a sense of team responsibility among all employees.
- Promote a sense of University loyalty, as well as loyalty to the unit and the discipline, among all University employees.

Promote the concept that all members of the University are colleagues, equal as persons and important in their contribution to the community.

- Encourage participation in team-building activities such as the team challenge and continuous quality improvement programs.
- Develop means to support and encourage interaction among all employees.
- Develop programs which enhance University community spirit.
- Encourage the consultation of both faculty and staff in decision-making within academic units.

Promote an organization conducive to an open exchange of ideas and information, and which emphasizes effective communication and collaboration between the University System and the Community College System.

- Continue periodic meetings involving University System deans and Community College System presidents.
- Establish a continuing dialogue between the University Senate Council and the Community College Council.
- Arrange discipline-oriented meetings of University System and Community College System faculty in several different disciplines each year.

Emphasize that we are a community of learners, with unique needs for scholarly and professional development.

- Allow staff to use the tuition waiver program for one course during regular working hours where feasible.
- Encourage advancement and development for University employees through organized training and educational opportunities.
- Promote literacy among all University employees through training programs.
- Establish a mentoring program that contributes to the total intellectual development of faculty members in the University.
- Encourage the use of sabbaticals and other special learning opportunities.
- Charge academic unit administrators with the responsibility for developing and fostering a climate which enhances the professional growth of all employees.

Recognize loyalty and foster allegiance to the University community and its members by demonstrating a concern for and an appreciation of each member of the community.

- Provide University-wide recognition of retirees and long-time employees.
- Encourage appropriate forms of recognition for meritorious achievement by all University employees, students and alumni.
- Improve retirement counseling and evaluate alternative means for assisting in the transition to retirement.

Develop a physical environment conducive to interchange among all members of our community.

- Provide more gathering places which are comfortable and inviting for intellectual interchange, both indoors and outdoors.
- Pursue the linkage of the community colleges and other facilities outside of Lexington to each other and to the campus in Lexington through the compressed video network and other advanced technologies.
- Work to provide access for all employees to electronic mail and information services.
- Provide an enriching cultural environment for the University community.

Promote cultural and intellectual diversity.

- Provide an atmosphere that protects and fosters cultural and intellectual expression.

- Preserve the University as a place for free expression and exchange of ideas in the best tradition of democratic discourse.
- Create a work environment which values individuals and their contributions, fosters their development, and respects the diversity among them.
- Develop organized programs that celebrate the heritages of members of our community.
- Pursue diversity in composition and leadership of University units through hiring, training, and promotion practices.

**STRATEGIC INDICATORS**  
(within five years)

1. **Maintain faculty salaries and benefits at a level competitive with comparable institutions.**
2. **Maintain staff salaries and benefits at a level competitive with comparable institutions or the local market as appropriate.**
3. **Raise the average enhanced ACT composite for incoming freshmen in the University System to 25 (980 on SAT).**
4. **Increase the amount of merit scholarship support in the University System to \$4.0 million.**
5. **Increase the percentage of sections in lower division courses taught by full-time faculty in the University System to 50% by 1996.**
6. **Increase the first- to second-year retention rate of those who entered the University System as full-time degree-seeking first-year students to 82%.**
7. **Beginning with the 1993 first-year class, increase the undergraduate graduation rate from the University of Kentucky of those who entered the University System as full-time degree-seeking first-year students to 55% within a six-year period.**
8. **Increase graduate student enrollment to 5,500.**
9. **Increase doctoral enrollment to 1,850.**
10. **Increase the annual number of graduate degrees awarded to 1,200, with 230 at the doctoral level.**
11. **Increase the number of postdoctoral scholars to 130.**
12. **Continue to increase enrollment in the Community College System by 3% - 5% per year, to 58,500 students.**
13. **Increase the number of students transferring annually from the Community College System to the University System to 750.**
14. **Increase the number of students transferring from the Community College System to the other public universities in Kentucky by 10%.**
15. **Ensure that the graduation rate of Community College System transfers to the University System is at least equal to the graduation rate of students starting in the University System.**
16. **Establish a central advising and transfer office in the University System which will serve all undeclared majors, transfers, and other students in need of assistance.**
17. **Improve our national ranking among U.S. research universities in total research and development support to 60th from 72nd.**
18. **Increase the external support obtained by faculty and staff to \$120 million per year.**

19. Increase federal research and development support to \$50 million per year.
20. Increase state and local research and development support to \$8 million per year.
21. Increase industry research and development support to \$12 million per year.
22. Achieve a level of state funding at least equal to the average of comparable institutions (100% formula funding).
23. Increase private donations to \$35 million per year.
24. Increase the University endowment to \$130 million.
25. Meet the enrollment and persistence goals of the Kentucky Plan for Equal Opportunities in Higher Education.
26. Meet the employment goals of the University Affirmative Action Plan.
27. Complete construction of the new library by 1996.
28. Increase graduate distance learning sites through interactive video to ten.
29. Make the University retirement contribution for staff equal to that for faculty.
30. Establish three additional rural health sites, with at least one in western Kentucky, to train primary care providers, including physicians, physician assistants, and nurse practitioners.
31. Support state and national health care reform through health policy research initiatives, establishing health care delivery programs, and other activities.
32. Ensure that all colleges at the University of Kentucky develop programs in support of KERA.
33. Increase by at least 10% annually the amount of KERA grants and contracts received by the University.
34. Ensure that every educational unit is involved in programs of service to the Commonwealth and includes an enhanced service component in its strategic plan.
35. Ensure that the preparation of teachers reflects, where appropriate, the principles underlying KERA.
36. Complete the infrastructure construction for fifty acres and lease at least five lots on the Coldstream Research Campus.
37. Complete at least three continuous quality improvement projects in both the University System and the Community College System.

Office of the President  
March 2, 1993

PR 3 B

Members, Board of Trustees:

UNIVERSITY SYSTEM  
FACULTY WORKLOAD POLICY STATEMENT

**Recommendation:** that the attached UNIVERSITY SYSTEM FACULTY WORKLOAD POLICY STATEMENT be approved by the University of Kentucky Board of Trustees.

**Background:** This policy statement recognizes that University System faculty are assigned a workload designed to carry out the tripartite mission of the University; to create knowledge through research; to preserve and disseminate knowledge through teaching; and to serve the public through the application of learning and expertise. This workload statement describes the diverse responsibilities that comprise the workload of faculty in the University System and spells out the process for determining a Differentiated Distribution of Effort for each faculty member and each educational unit. Upon approval, this document will be added as an appendix to Administrative Regulation II-1.0-1 and for the first time reflect an approved policy statement that delineates the workload of faculty in the University System.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

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UNIVERSITY SYSTEM  
FACULTY WORKLOAD POLICY STATEMENT

A. Introduction

The University of Kentucky is the Commonwealth's primary land grant institution, and its three-fold mission of instruction, research, and service is unique among the public colleges and universities in Kentucky. The faculty is responsible for the discovery, creation, and transmission of knowledge and skills across the generations as well as the advancement of culture in our society. The University serves students and scholars from across the Commonwealth as well as from beyond its borders. Across a wide variety of areas and disciplines, the University provides an environment in which new ideas are fostered. Its faculty members disseminate that knowledge to students in baccalaureate through graduate and professional degree programs, and in continuing education at all levels.

Because the University is a comprehensive teaching and research institution, the academic units, faculties, programs, and students are heterogeneous. The students served by its programs, the qualifications and responsibilities of faculty members who provide instruction, and the many benefits to the Commonwealth are not easily categorized.

To provide the breadth of academic programs required of the University, the faculty performs a complex combination of duties. In this document these collective duties are termed WORKLOAD. Workload may be defined as all faculty activities related to essential professional activities and responsibilities: teaching, research and creative activity, interacting with students, clinical care, institutional and professional service, service to the community, and professional development. The essential character of workload is established for all the diverse types of faculty appointments in the guidelines for reappointment, promotion, and tenure within the University and in the distribution of effort agreement that directs each faculty member's working schedule. Workload management requires the realistic assignment of a faculty member's time and University resources.

Faculty members are independent professionals without prescribed working hours. For some, the work period fits a conventional work day, five days a week. For most, the work day is more flexible, and ultimately more time consuming. Commonly, heavy time commitments to teaching, grading, and research fill days, late nights, and weekends during the fall and spring semesters. During the summer months many faculty members commit to rigorous research or academic preparation schedules. Because of the flexible, overlapping, and complex nature of academic work, and because many faculty members are able to set their own schedules within a class-time framework, time spent in any one of the three areas of teaching, research, and service varies from day to day and may change markedly from semester to semester.

Many studies indicate that most University faculty members work an average of fifty-five hours per week. [See, for example, Harold E. Yuker, Faculty Workload: Research, Theory, and Interpretation ASHE-ERIC Higher

Education Research Report No.10. (Washington, DC:Association for the Study of Higher Education, 1984)]. The work week includes activities in a multitude of environments such as libraries, laboratories, and formal and informal settings around the University and elsewhere. Such activities include teaching and advising, constructing and scoring examinations, reading and grading papers, mentoring graduate students, directing graduate thesis and dissertation research, administrative duties, governance work, research and creative work, keeping abreast of developments in one's professional field, and providing professional services. The faculty work year ranges from nine to twelve months. Many faculty members are not compensated for some months each year, yet they spend these months preparing new courses, in professional development, and preparing research or creative projects for publication, exhibition, or performance.

Faculty workload includes formal classroom instruction, from undergraduate through postdoctoral levels, which may be measured by semester credit hours; laboratory, studio, and clinical contact hours; and informal non-classroom teaching. Workload includes research, or those activities that have as their goal a specific scholarly production, whether it be non-sponsored, individual research, or organized research supported by extramural funding. Workload also includes external service activities performed by faculty members on behalf of the general public, and internal service, or work on behalf of colleagues, students, and University units, and professional activities. While teaching, research, and service may be regarded as separate activities, in practice, these three workload components are rarely distinct. Administrative flexibility is required to assign and assess research, service, and teaching. Therefore, workload assignments should be determined by educational unit administrators who understand the abilities and interests of their individual faculty members.

The standard for teaching-only working assignments for regular-title appointment faculty members is twelve undergraduate credit hours per semester, or the equivalent effort in teaching-related responsibilities. The workload standard for research- or service-only assignments would be equivalent in time and effort to the teaching-only assignment. Most University System faculty members will not have such singular focus assignments but will divide their time among teaching, research, and service responsibilities. Specific guidelines for determining credit hour workload equivalents should be developed at the educational unit level and should recognize the variability of teaching assignments, such as class size and level; research involvement; and service responsibilities.

Appropriate workload management by educational unit administrators would best meet departmental and college responsibilities by maximizing the application of faculty expertise through a Differentiated Distribution of Effort or DDE. The rationale for a DDE stems from the recognition that the University's three-part mission is an aggregate institutional mission, not necessarily the mission of each individual faculty member. The DDE will permit the department chair or unit director, with approval by the dean or the appropriate administrative officer, to assure fairness in the distribution of responsibility among faculty members. The merit evaluation system should reflect the reality of workload distributions and the amount of effort that constitutes a full load equivalent.



## B. Faculty Workload

### 1. Teaching

One role of the University of Kentucky is to offer course work and degree programs to students which are on a par with those at the leading public universities in the country. Teaching is broadly defined to include formal classroom instruction, which may be measured by semester credit hours, but also includes laboratory, studio, and clinical contact hours. Courses may consist of lectures, discussion and quiz sections, laboratory exercises, field studies, industrial and clinical practice, and seminars. Formal classroom teaching includes conception, design, and preparation; research; performance; individual tutoring and mentoring; and evaluation of student accomplishment.

Teaching extends beyond the formal classroom setting. Since some of the most valuable teaching frequently occurs in one-on-one sessions outside the classroom, every contact between students and faculty members is a teaching opportunity. In these settings, formal credit hours do not measure the actual contact hours faculty members spend with students, yet such instruction often accounts for a major portion of the work week for the faculty members involved. Much undergraduate laboratory, studio, and field work is informal. At the graduate level most education combines informal and formal classroom teaching. Beyond-the-classroom education has many aspects of an apprenticeship. For example, students in the health care professions learn from faculty as they treat patients. For these students, such experience may be the single most important component of the educational process.

Teaching also includes advising, whether it be advising lower division class members, upper division majors, graduate students working on thesis or dissertation research, supervision of internships, or guidance given students enrolled in professional programs. Teaching and advising may merge in many programs to become one process. Therefore, the teaching portion of the overall workload will vary among individuals, from program to program, and from semester to semester, depending upon the teaching duties of each person. Faculty members may teach fewer courses when actual contact hours substantially exceed formal credit hours, as they usually do in laboratory, studio, clinical, and field work assignments.

Professional development is also of primary importance since to be effective teachers it is mandatory that faculty members know and understand the intellectual and practical status of each subject they teach, and follow disciplinary advances through the professional literature and other appropriate creative forums. This workload component cannot be measured by the number of courses or credit hours taught. Nevertheless, it is at the heart of all University System academic programs.

### 2. Research and Other Creative Activity

Because the University of Kentucky is the Commonwealth's primary research institution, faculty members are expected to maintain research programs on a par with those at the best benchmark institutions. Therefore, most faculty members are selected on the basis of their ability to make

original research contributions. Research includes those activities that have as their goal a specific scholarly production and may be non-sponsored, individual research, or organized research supported by extramural funding. Research results in a collective advancement of knowledge which may have applied, theoretical, or aesthetic attributes, and it has a central role in enhancing teaching. An effective research program also underwrites professional development.

Research styles and methods vary widely from one discipline to another. For example, the historian may spend long hours in the University library and in bibliographic collections across the globe in order to interpret our heritage. The engineer may form an academic-industry team to enhance robot design and thereby improve work place productivity. The musician, artist, poet, and architect create sounds, visions, words, and structures which will uplift community spirit.

Research output can be measured by quality and number of productions or publications, and, in some fields, by awards, contracts, and grants received.

### 3. Service

Based upon the faculty member's professional expertise, service includes activities established and maintained by the University on behalf of the general public, or external service. Also included is internal service or work on behalf of University units, and professional activities.

The University of Kentucky is committed to providing public service to the Commonwealth and its residents. Specific examples of such external service include agricultural extension work; diagnostic and regulatory activities whereby faculty members bring agricultural information and research findings to farming communities, agribusiness, and the general public. Also included are health care services; service on committees that support the implementation of the Kentucky Educational Reform Act; and advising county governments, student or civic organizations.

The University depends upon its faculty members to provide many academic governance functions, and this work comprises a part of their internal service. For example, faculty members serve on admission committees, faculty search committees, review panels, reappointment, promotion and tenure committees, budget and program task forces, minority recruitment committees, and many others. Faculty members may serve in formal administrative positions for a period, but they are expected to maintain active research programs and teach.

Faculty members are also responsible for service to their professional disciplines. They edit and manage journal publications, and serve on editorial boards that evaluate the quality of research manuscripts submitted for publication. They serve as officers of professional organizations, constitute groups that advise state and federal governments, sit on national panels that select research grant applications for funding, organize and chair scholarly and public meetings and symposia, and serve in advisory capacities to government, industry, and social service organizations.

4. Interactions Among Teaching, Research, and Service

Individual faculty members' workloads consist of three separate components: teaching, research, and service. For most academic disciplines, these components are rarely clearly distinct. Teaching and research become one for most physical science, life science, social science, humanities, and engineering faculty projects, where research by the faculty member is inseparable from teaching research methods to graduate students and postdoctoral fellows. Research and service are inseparable when the research involves issues relevant to the community or the Commonwealth, such as programs to assess drug abuse or improve the health of Kentucky farmers. Teaching and service are one when the teaching is in a community health care center or a demonstration school. Research and teaching missions are often combined in programs other than those leading to baccalaureate and graduate degrees. For example, a faculty member may be doing research on reading which affects teaching in the secondary education classroom or is applied to adult literacy programs in the community.

C. Principles for Implementing Faculty Workload Policies at the University of Kentucky

1. Each educational unit is responsible to its dean or appropriate administrator for contributing to three mission areas: teaching, research, and service. The chair or administrator best knows and understands unit needs and the abilities and interests of their faculty members. Therefore, individual faculty workloads (be they regular-, extension-, special-, clinical-, or research-title series; librarian series; or adjunct series), are determined by, or in consultation with, the educational units most familiar with those responsibilities. Unit administrators should be allowed latitude in making individual workload assignments, and care should be taken that all of a faculty member's contributions to the institution be considered.

2. Policies and practices shall assure that full-time, regular-title series faculty members have comparable total effort; individual distributions of teaching, research, and service may vary but should not result in reduced effort for some individuals within an educational unit. By their nature, other title series faculty appointments carry more definitive workload specifications.

3. The workload for an individual faculty member would be equivalent to:

a. A teaching-only assignment in which the person would teach some combination of classes and engage in associated teaching-related activities that, given the qualifications in Section B (1) above, would be equal to twelve undergraduate credit hours. At the University of Kentucky, the standard teaching-only workload is twelve undergraduate credit hours per semester, or the equivalent in other teaching, research, and service responsibilities.

b. A research-only assignment equivalent to teaching twelve undergraduate credit hours in which the person would direct research activities, supervise research team members, administer grants and contracts, prepare grant proposals, and/or engage in other research activities as described in Section B (2) above, sufficient to maintain a vigorous research program comparable to successful full-time researchers in the same or comparable fields at the best of our benchmark institutions.

c. A service-only assignment in which the person would engage in activities, such as those described in Section B (3) above, for the equivalent of teaching twelve undergraduate credit hours.

In practice, few faculty members with regular-title appointments would have such a singular focus but would combine teaching, research, and service responsibilities, such that their aggregate workload would be equivalent to any one of these assignments.

University faculty members are the products of rigorous graduate and post graduate education, and possess unique talents and abilities. Appropriate workload management by educational unit administrators would seek to best serve student interests and meet departmental responsibilities by maximizing the application of faculty expertise through a Differentiated Distribution of Effort or DDE. The rationale for a DDE stems from the recognition that the University's three-part mission -- teaching, research, and service -- is an aggregated institutional mission, not necessarily the mission of each individual faculty member. Therefore, to implement a DDE, workload should be conceived of as variable individual efforts which, when aggregated at the educational unit level, allow that unit to meet its academic responsibilities and contribute to the overall University mission. To enhance the ability of a particular educational unit to meet its academic responsibilities, individuals may be assigned asymmetrical workload distributions that emphasize one or two mission areas, rather than all three. Because of promotion and tenure requirements, a DDE heavily weighted toward one area would normally be inappropriate for untenured faculty members who are full time and regular-title series, since there is an expectation that excellence be demonstrated in each of the three mission areas.

The DDE should also permit the department chair or unit director, with approval by the dean or appropriate administrative officer, to assure fairness in the distribution of responsibility among faculty members. For example, since the University of Kentucky is the Commonwealth's primary research institution, and faculty members are expected to establish research programs, an individual whose research has produced an internationally recognized body of work and has obtained external funding support may be assigned to teach one or two courses per semester. Their remaining academic effort would be allotted to research and service. This effort would constitute a full academic workload, and the definition of full load and contact hour will vary across departments. The chair might assign another faculty member, whose research program and service responsibilities are limited, to teach three or four courses. Such an assignment would be reevaluated on a regular basis, in conjunction with a regular faculty review period.

These are examples, and many other DDE combinations are possible. The merit evaluation system should reflect the reality of workload distributions and the amount of effort that constitutes a full load equivalent.

4. Considerations for adjusting workload distributions for an individual should relate to:

a. Difficulty, scope, size, and level of courses taught (e.g., number of preparations, development of new courses or revisions of existing courses, type of instruction, class size, use of teaching assistants, advisement and mentoring activities, etc.);

b. Research responsibilities and/or service expectations.

5. Research, service, and non-classroom teaching are more difficult to quantify than formal classroom teaching but are, nevertheless, assessed according to merit evaluation and reappointment, promotion, and tenure guidelines. Policies and practices shall assure that full-time faculty members have comparable total effort, although individual distributions of teaching, research, and service may vary.

D. Expectations and Outcomes

In support of this workload policy, the University System will operate in consideration of the following:

1. Expectations

a. That faculty members in each educational unit should participate fully with unit administrators in determining appropriate specific guidelines and procedures for assigning workloads;

b. That faculty members should participate fully at the college and university levels to develop and implement general workload guidelines;

c. That each academic unit should clarify and formalize their criteria and procedures to assure that all faculty members within the unit have comparable workloads;

d. That reappraisals of workload policy within educational units should occur at regular intervals to respond to university and college missions and to adjust to changes in size, structure, and curricular demands; and,

e. That those policies and practices should be made clear to all faculty members each year.

2. Outcomes

a. On behalf of the Commonwealth of Kentucky, the University faculty aspires to accomplish a three part mission: to create knowledge

through research; to preserve and disseminate knowledge through teaching; and to serve the public and academic community through the application of learning and expertise. This workload statement seeks to achieve these ideals through the realistic management of faculty time and University resources.

b. The University faculty places high value upon the process and product of scholarship, and seeks to make University students and Commonwealth residents the chief beneficiaries of that scholarship. Teaching must be informed by research that has currency; to do otherwise would be to offer outdated ideas and solutions to tomorrow's problems. Faculty members will seek to underwrite their own research programs through proposals to external funding sources. Research awards will enhance those resources provided by the Commonwealth and, in addition to supporting research, will greatly benefit teaching and service productivity.

c. University System teaching and research programs will provide students studying at the University at all levels -- undergraduate through postdoctoral -- with the best educational experience that faculty and resources can provide. Thus, a university education will foster a cadre of graduates who will be informed and skilled citizens, providing leadership for the Commonwealth's business, industry, professions, and government.

d. University programs will also contribute to the life of the community by helping individuals to define and pursue personal goals which enrich their own lives and which ultimately contribute to the well-being of the Commonwealth's citizens.

e. Given these commitments on the part of university faculty members, this workload statement seeks to assure the faculty, in turn, that their assignments will be equitable and recognition and reward will be based upon the quality of their accomplishments.

Office of the President  
March 2, 1993

PR 4 A

Members, Board of Trustees:

CHANGE IN DIVISION STRUCTURE  
LEXINGTON COMMUNITY COLLEGE

Recommendation: that Lexington Community College be reorganized into six academic divisions: Biological Sciences and Nursing Division; Natural Sciences and Health Technologies Division; Physical Sciences and Engineering Technologies Division; Humanities and Business Technologies Division; Social Sciences and Graphics Technologies Division; and Behavioral Sciences and Information System Technologies Division.

Background: Lexington Community College is currently organized and operates as four divisions. The faculty and instructional programs have grown steadily over the past several years. As part of the restructuring and realignment review, Lexington Community College identified this organizational change as one means to make the college more effective in meeting the needs of students. The change in division structure, recommended by the President of Lexington Community College and the Chancellor for the Community College System, has also been reviewed and recommended by the faculty and Advisory Board at Lexington Community College.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

PR 4 B

Members, Board of Trustees:

CHANGE IN DIVISION STRUCTURE  
HAZARD COMMUNITY COLLEGE

Recommendation: that Hazard Community College be reorganized into four academic divisions: Humanities and Social Sciences Division; Natural and Physical Sciences Division; Allied Health Sciences Division; and Business, Math and Related Technologies Division.

Background: Hazard Community College is currently organized and operates as three divisions. The faculty and instructional programs have grown steadily over the past several years. As part of the restructuring and realignment review, Hazard Community College identified this organizational change as one means to make the college more effective in meeting the needs of students. The change in division structure, recommended by the President of Hazard Community College and the Chancellor for the Community College System, has also been reviewed and recommended by the faculty and Advisory Board at Hazard Community College.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993.



Office of the President  
March 2, 1993

PR 4 C

Members, Board of Trustees:

GUIDELINES FOR OFFICIAL RECOGNITION  
OF INDEPENDENT COMMUNITY COLLEGE FOUNDATIONS BY THE UNIVERSITY OF KENTUCKY

Recommendation: that the Board of Trustees approve the proposed Guidelines for Official Recognition of Independent Community College Foundations by the University of Kentucky.

Background: In each location where a community college was established a local independent foundation was established to provide land for the campus and to raise funds for scholarships and other activities. These private foundations are not connected to the colleges or the University, but have provided significant support over the years. The Community College System has initiated a Strategic Advancement Project involving strategic planning, a feasibility study and a major fund-raising campaign at each college. An agreement between respective colleges and foundations is needed to allow these two organizations to work together during this project. Foundations agreeing to the Guidelines would be officially recognized as organizations approved to raise funds in support of the community colleges. All funds raised during this project will be transferred to University accounts and managed according to the donors' wishes.

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Action: Approved ✓ Disapproved \_\_\_\_\_ Other \_\_\_\_\_

Date: March 2, 1993

**STRATEGIC ADVANCEMENT PROJECT**  
**University of Kentucky Community College System**

## Overview

The UK Community College System is preparing to embark on an innovative and ambitious process of strategic planning and market analysis that is designed to position the institutions for a major resource development effort. The Strategic Advancement Project will involve all fourteen institutions that comprise the UK Community College System in a series of phases and timelines that have been determined according to each institution's degree of need and readiness for a major gifts campaign.

Chronic underfunding of Kentucky's two-year colleges combined with recent budget cuts imposed by the State are jeopardizing the ability of the community colleges to sustain or enhance their mission of providing open access to higher education, offering a wide array of continuing and community education opportunities, and supporting the workforce development needs of local business and industry. The Strategic Advancement Project will equip the colleges with a clearly articulated vision of the future, a comprehensive assessment of financial needs and potential funding sources (both public and private), a compelling case for support to seek private funds, a feasibility study to determine the private sector's attitudes on a major gift appeal, the availability of financial support, and key leadership to spearhead a major gifts campaign. The results of the feasibility study will determine when and how the college should conduct a major gifts campaign to raise the necessary private funds to implement the institution's strategic plan.

Colleges that are at similar stages of need and readiness will be grouped together to move through this process simultaneously under the guidance of the Community College System Office of Development and the external consulting firm of Clements & Associates from Salt Lake City, Utah. A significant costs savings will be achieved through the sharing of consulting fees and by following a standard model to conduct the process on each campus.

Each campus will appoint a Strategic Planning Specialist to work with external counsel to implement the Strategic Marketing Management Process designed by Clements & Associates. Likewise, each campus will use their own development officer to serve as the Major Gifts Campaign Manager with the assistance of external counsel. In cases where the colleges do not currently have a full-time development officer, they are committed to hire one prior to beginning the feasibility study.

The UK Community College System anticipates a number of important benefits to be derived from the Strategic Advancement Project that will firmly establish it as a significant leader in the future educational and economic vitality of the Commonwealth of Kentucky.

GUIDELINES FOR OFFICIAL RECOGNITION OF  
INDEPENDENT COMMUNITY COLLEGE FOUNDATIONS  
BY THE UNIVERSITY OF KENTUCKY

The following guidelines and criteria must be met by any independent community college foundation seeking recognition by the University of Kentucky:

**LEGAL STATUS**

The foundation must have been recognized by the Internal Revenue Service as a 501(c)(3) organization. A copy of the IRS Determination of Tax Status shall be supplied to the University of Kentucky.

The foundation's Articles of Incorporation must provide that the sole purpose of the foundation is to support the UK community college with which it is associated. The Articles must also provide that, in the event the foundation is dissolved, all assets and property will be transferred to the community college as part of the University of Kentucky Community College System.

The foundation's By-Laws will more specifically provide for the role of the foundation, its Board of Directors, and its committees. The By-Laws shall not be inconsistent with these guidelines.

**BOARD OF DIRECTORS**

MEMBERSHIP

The foundation's Board of Directors should be comprised as follows:

No less than 6 members and no more than 30 members.

The COMMUNITY COLLEGE PRESIDENT may be a member of the foundation's Board of Directors and may serve as the foundation's secretary.

The community college's CHIEF DEVELOPMENT OFFICER or other person chosen by the community college president may serve on the Board of Directors and may serve as the foundation's Executive Director with the prior approval of the Chancellor of the Community College System.

At least one (1) member of the Foundation Board of Directors should be selected from the current membership of the community college ADVISORY BOARD.

The terms of all members of the Board of Directors shall be staggered so not more than one-third of the terms expire in one year.

#### COMPENSATION

Directors of the foundation board must serve without compensation, but by resolution of the Board of Directors may be reimbursed for expenses paid or incurred in the performance of their duties as Directors.

#### MEETINGS/MINUTES

The foundation Board of Directors must meet a minimum of two times per year with a majority of the members present. The Executive Committee or other committees of the Board may meet on a more frequent basis as needed.

Minutes of the meetings of the foundation Board of Directors and its committees should be recorded and a copy placed on file in the President's Office of the UK community college with which it is associated no later than 10 days following each meeting.

#### JDIT/REPORTING GUIDELINES

The foundation must file annually the IRS 990 Form required by Federal law. A copy of the PF990 Form should be provided at the time

of submission to the President of the community college with which it is associated and be made available for review upon request by college and University officials.

The foundation must provide for an annual audit by a qualified audit firm selected by the Board of Directors. A copy of the annual Audit Report should be placed on file in the community college president's office and made available for review upon request by college and University officials.

The foundation should supply annually to the community college president and Chancellor of the Community College System the names, home and business addresses and phone numbers, and titles of its Board of Directors.

The foundation should provide to the Community College System Office of Development the donors' names, addresses, and amount and designation of gifts on a monthly basis, and a total list of donors no later than January 15 for the preceding calendar year, in a manner prescribed by the UK Office of Development, for the purpose of appropriate recognition and acknowledgment by the University of Kentucky and the Community College System.

#### **STRATEGIC ADVANCEMENT PROJECT FUNDS**

Funds solicited and accepted by the foundation during the implementation of the UK Community College System's Strategic Advancement Project, which shall be for a period of three years from the date of this recognition, shall be handled in the following manner:

1. Gifts to the foundation for specific projects and programs associated with the college's implementation of the Strategic Advancement Project shall be transferred to the college to be used according to the express wishes of the donor.

2. Gifts to the foundation for discretionary or unrestricted purposes unrelated to the Strategic Advancement Project may be retained in and expended from the foundation's treasury or may be transferred to the college at the discretion of the foundation's Board of Directors;
3. Gifts to the foundation for projects or programs initiated by the Foundation prior to the college's implementation of the Strategic Advancement Project are not subject to the terms mentioned above.

Donors should be advised at the time of solicitation that they may make contributions directly to the community college to be deposited into appropriate gift accounts maintained by the college.

In all cases where funds are transferred from the foundation to the college, copies of documentation from the donor(s) that state the intended use of the gift(s), and that include the donor's name(s) and addresses(s), shall accompany the transfer of funds. The college, the Community College System, and the University of Kentucky will respect the wishes of donors who wish to remain anonymous.

#### **FUND-RAISING PRACTICES**

The foundation should assure that in all solicitations, the solicitors

- identify his/her relationship to the foundation and the community college for which they are seeking support;
- clearly state the purpose, programs, and activities for which the funds will be used;
- conduct fund-raising without excessive pressure;
- should not directly or indirectly solicit contributions for any purpose by misrepresentation of his/her name, occupation, financial condition, social condition or residence, and no

person should make any other misstatement, practice any deception or fraud in connection with any solicitation or any contribution for any purpose.

The foundation should establish and exercise adequate controls over fund-raising activities and contributions received, including commitment to writing of all fund-raising transactions.

The foundation should also seek to keep fund-raising and administrative costs below 20% of the foundation's total annual income.

#### **TERM AND PRIVILEGES OF RECOGNITION**

During the term of this recognition, the foundation shall be officially recognized as an organization approved to raise funds in support of the community college with which it is associated.

The foundation shall be authorized to use the facilities, equipment, personnel, and services of the college to carry out its activities in support of the community college with prior approval of the community college president (and Chancellor of the Community College System in appropriate circumstances.)

Donors to the foundation during the term of this agreement shall be acknowledged and recognized in the same manner and afforded the same privileges as donors to the college and the University of Kentucky.

#### **MAINTAINING RECOGNITION**

Failure to comply with any of these guidelines may cause a foundation to forfeit the University of Kentucky's recognition as an appropriately organized independent foundation and all benefits provided therein.

- a. In the event of failure to comply, a foundation shall be notified in writing that UK is withdrawing its recognition. Unless the foundation secures a renewal of its recognition

within 30 days of the receipt of such notice, the foundation shall no longer be recognized as an appropriately organized independent foundation.

- b. Upon termination of official recognition, within 60 days the support group will transfer all gifts, and interest earned, received during the time period of recognition to UK for the purposes as stipulated by the contributors and/or for a purpose designated in the organization's governing instruments.

The term of recognition shall be for a period of three years beginning \_\_\_\_\_ and ending \_\_\_\_\_.

Witness the signatures of the parties hereto this the \_\_\_\_ day of \_\_\_\_\_, 1993.

**RECOMMENDED FOR APPROVAL BY:**

STAMP OF LEGAL COUNSEL

\_\_\_\_\_  
Insert Name, Chair  
Name of Foundation

\_\_\_\_\_  
Insert Name, President  
Insert Name Community College

\_\_\_\_\_  
Ben W. Carr, Jr., Chancellor  
UK Community College System

\_\_\_\_\_  
Charles T. Wethington, Jr.  
UK President



Office of the President  
March 2, 1993

PR 5 A

Members, Board of Trustees:

APPOINTMENT TO UNIVERSITY OF KENTUCKY  
EQUINE RESEARCH FOUNDATION

Recommendation: that approval be given to the appointment of Mr. McKenzie Miller as a member to the Board of Directors of the University of Kentucky Equine Research Foundation for a four-year term beginning April 1, 1993.

Background: The Chancellor of the Lexington Campus, acting upon the advice of the nominating committee of the University of Kentucky Equine Research Foundation which includes the Dean of Agriculture, recommended this appointment to the President. The President in turn recommends this appointment to the Board of Trustees. This recommended appointment requires approval by the Board of Trustees in accordance with the Articles of Incorporation for the University of Kentucky Equine Research Foundation approved by the Board of Trustees at its meeting on September 18, 1984.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

PR 5 B

Members, Board of Trustees:

APPOINTMENT TO UNIVERSITY OF KENTUCKY  
MINING ENGINEERING FOUNDATION

Recommendation: that approval be given to the appointment of Mr. Steven F. Leer (President and CEO of Arch Mineral Corporation) to membership on the Board of Directors of the University of Kentucky Mining Engineering Foundation for a term ending June 1993.

Background: Mr. R. Eugene Samples resigned from the Board effective December 17, 1992 and Mr. Leer was unanimously elected to the Board of Directors of the University of Kentucky Mining Engineering Foundation at their January 8, 1993 meeting to complete Mr. Samples' term. This appointment requires approval by the Board of Trustees in accordance with the Articles of Incorporation for the University of Kentucky Mining Engineering Foundation approved by the Board of Trustees at its meeting on December 14, 1982.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

PR 5C

Members, Board of Trustees:

CHANGE IN NAME OF AN EDUCATIONAL UNIT

Recommendation: that the name of the Department of Human Environment: Design and Textiles, College of Human Environmental Sciences, be changed to the Department of Interior Design, Merchandising and Textiles.

Background: The primary purpose of the Department of Human Environment: Design and Textiles is to prepare professionals to be knowledgeable in the areas of interior design, merchandising, apparel, and textiles. A departmental review committee in the College felt that the current name of the Department did not reflect the program options within the Department and made it difficult for students to identify the major options. The proposed departmental name change to the Department of Interior Design, Merchandising, and Textiles would simplify recognition of the Department and eliminate confusion with the renaming of the College. A subsequent review by the Cooperative State Research Service Program Review Team identified two distinct divisions within the Department and recommended stronger unification. This could be accomplished with the new proposed name change and a subsequent course prefix change.

The proposed name of Department of Interior Design, Merchandising and Textiles has been recommended by the faculty of the College, the Undergraduate Council, the University Senate Council, and the Chancellor for the Lexington Campus.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

PR5D

Members, Board of Trustees:

CHANGE IN DEGREE TITLE

Recommendation: that the Board of Trustees approve the change in the degree title B.S. in Home Economics for the Restaurant Management program option in Nutrition and Food Science to B.S. in Hospitality.

Background: This change in title was approved by the University Senate transmittal dated January 22, 1993. The degree title needs to be updated as the present title reflects the former name of the College of Human Environmental Sciences. The proposed name for the degree more accurately describes program content. Employees and graduates of the program have recommended the change to increase graduate opportunity to compete favorably in the marketplace. Current graduates report difficulty in the job market because the degree title does not accurately reflect their expertise. Future plans for the program include accreditation by CHRIE (Council on Hotel, Restaurant and Institutional Education) which recognizes Hospitality Management as a degree title.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

PR 6 A

Members, Board of Trustees:

REVISION OF DENTISTS' SERVICES PLAN

Recommendation: that approval be given to the revision of the Dentists' Services Plan (AR II-7.0-3) and the Provisions for Faculty Salary Supplemental Compensation under the Dental Services Plan (AR II-7.0-4) as approved by the Board of Directors of THE FUND for Advancement of Education and Research in the University of Kentucky Medical Center, Inc. at its meeting on February 11, 1993.

Background: The Plan revision is to reflect the organizational changes that have taken place in the College of Dentistry and to change the basis for calculating and paying faculty salary supplementation.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

<b>UNIVERSITY OF KENTUCKY ADMINISTRATIVE REGULATIONS</b>	IDENTIFICATION	PAGE
	AR II-7.0-3	1
	DATE EFFECTIVE	SUPERSEDES REGULATION DATED
		AR II-4.0-3 09/15/64 AR II-7.0-3 05/03/83

[DENTISTS'] DENTAL SERVICES PLAN  
(APPROVED BY THE BOARD OF TRUSTEES)

ARTICLE I. NAME OF THE PLAN

The Plan shall be known as the [DENTISTS'] DENTAL SERVICES PLAN of the University of Kentucky Medical Center.

ARTICLE II. SCOPE OF THE PLAN

The Plan establishes policies and general procedures relating to compensation for services rendered by all dentists, regardless of specialty, with full-time faculty appointments in the College of Dentistry. This Plan is applicable to compensation derived from salary and from the Dental Services Account both of which are established by the University Board of Trustees. The Plan is applicable to all services of such faculty members incident to the care of patients and to all other activities which are a part of the Medical Center program. Income from publications and honoraria for lectures or other activities which are not a part of the Medical Center program are excluded from the Plan, but remain subject to policies and regulations of the Board of Trustees.

ARTICLE III. PURPOSE OF THE PLAN

The purpose of the Plan is to facilitate proper functioning of the teaching, research, and service programs of the Medical Center, consistent with the integrity and responsibilities of the University. With this purpose paramount in consideration, the operation of the Plan will be evaluated periodically with the underlying principles hereinafter set forth as guides.

ARTICLE IV. DEFINITIONS

A. The "FUND" as used herein means the Fund for Advancement of Education and Research in the University of Kentucky Medical Center, a non-profit corporation organized in 1959 under the laws of Kentucky to promote, advance, and support the educational, research, and other purposes of the University of Kentucky Medical Center. The "BOARD OF DIRECTORS OF THE FUND" means the Board of Directors of the Fund for Advancement of Education and Research in the University of Kentucky Medical Center, which Board consists of [five] six members, including the Chancellor for the Medical Center, the Vice Chancellor for Clinical Professional Services who is also the Dean of the College of Medicine, the Dean of the College of Dentistry, the Chair[man] person of the Executive Committee of the Board of Trustees of the University of Kentucky, and two members appointed by the Board of Trustees of the University.

B. The "DENTAL FACULTY ADVISORY COMMITTEE OF THE FUND" as herein used means that Committee of the Fund for Advancement of Education and Research in the University of Kentucky Medical Center appointed by the Board of Directors of the Fund pursuant of Article X of this Plan.

C. The "FACULTY ADVISORY COMMITTEE OF THE COLLEGE OF DENTISTRY" as herein used means that Committee of the College of Dentistry appointed by the Dean of the College of Dentistry as provided in Article IX of this Plan.

[D. The "CLINICAL DEPARTMENTS" as herein used mean the following departments of the College of Dentistry: Community Dentistry, Endodontics, Oral and Maxillofacial Surgery, Oral Biology, Oral Diagnosis and Oral Medicine, Oral Pathology, Orthodontics, Pediatric Dentistry, Periodontics, Prosthodontics, Restorative Dentistry, and any other departments that in the future may be established and designated as clinical by the Board of Trustees of the University. "BASIC SCIENCE DEPARTMENTS" as herein used mean any of the other academic departments of the College of Dentistry not specifically included in this definition of Clinical Departments.]

[E] D. The "DENTAL SERVICES ACCOUNT" as herein used means that separate depository account to be established as provided in Article VII of this Plan.

[F] E. The "BOARD OF TRUSTEES" as herein used means the Board of Trustees of the University which by law is the governing board of the institution.

#### ARTICLE V. UNDERLYING PRINCIPLES

A. Dental care will be provided in the Medical Center because it is essential to the teaching and research programs and to the proper use of the facilities and skills in the Center to reinforce health care resources in local communities throughout the Commonwealth.

B. The kinds and volume of dental care provided by the Medical Center will be determined by the needs of the teaching, research, and service programs of the Center. Income derived from the provision of such care is incidental to the purposes of these programs and in this sense is properly considered a "by-product" of their operation.

C. Medical Center patient care facilities will be used exclusively for activities which are part of the Center's teaching, research, and service programs. [and separated areas will not be provided for private clinics or pavilions.] All patients admitted

to the Medical Center will receive care as part of the teaching and research program.

D. An optimal teaching environment will imbue students with understanding, sympathy, and respect for the patient as a person and will cultivate attitudes which are consistent with the highest ideals of the dental profession. To develop in students the ability to relate to patients differing widely in personality and environmental factors requires that teaching patients not be drawn from a single segment of society but rather that they represent a cross-section of the population. Moreover, optimal use of the Center's facilities in serving the needs of research activities requires absence of arbitrary restriction by social classification of patients. Such restrictions also would impair the value and usefulness to the people and dentists of the Commonwealth of the dental care resources available in the Center to reinforce resources available in local communities. In drawing teaching patients from all segments of the population, it will be the intent of the Medical Center to follow to the fullest extent possible the principle of strengthening the relationships between patients and their dentists.

E. The professional interests of full-time members of the clinical faculty of the College of Dentistry should be concentrated in academic dentistry. Arrangements creating financial incentives for full-time faculty members which would tend to inappropriately [to] divert or dilute their concentration on teaching, research, and program responsibilities are not consistent with the mission of the Medical Center.

F. Each full-time member of the clinical faculty can rightfully expect:

1. The facilities, material, and support needed for teaching and research;

2. Opportunity to maintain and develop clinical skills;

and

3. Compensation for work on a basis which recognizes the faculty member's responsibilities, competence, and productive effort and which is reasonably in line with compensation which the faculty member could obtain elsewhere in academic dentistry.

Success in attracting and holding an outstanding clinical faculty will depend on meeting these expectations.

G. Assurance that the level of compensation for full-time members of the clinical faculty is competitive with other good teaching centers and adequate to attract and maintain a strong,



competent faculty is basically the responsibility of the University. Responsibility should rest with the University not only for ensuring that initial and subsequent levels of remuneration are adequate, but also for ensuring that such levels are not excessive. Through budgetary and related actions, the University should, to the extent possible and permissible, assure the faculty member that the faculty member's total remuneration from all sources will be in accord with a predetermined level which is fixed consistent with adequacy and which is periodically reviewed.

H. Payments received for dentists' services rendered by members of the full-time faculty of the College of Dentistry should be used only for remuneration of such faculty, in such manner and in such amounts as determined by the Board of Trustees, and for such other purposes in the Medical Center as may be recommended by representatives of the full-time faculty of the College of Dentistry.

I. With respect to each member of the full-time clinical faculty of the College of Dentistry, the amount of total compensation will be established by the Board of Trustees in the operating budgets of the Medical Center. The manner and extent to which compensation from the Dental Services Account is combined with other compensation will be reviewed and approved annually by the Chancellor for the Medical Center with periodic reporting to the Board of Trustees with the objective of providing stability of total compensation without impinging on the freedom of faculty members to apportion their time and efforts among teaching, research, and patient care activities as determined by their interests and program responsibilities.

ARTICLE VI.        SETTING OF CHARGES FOR [DENTISTS'] SERVICES

Standard schedules of charges for dentists' services, as developed by [from time to time by the various clinical departments of] the College of Dentistry, subject to review by the [Faculty Advisory Committee] College Council of the College of Dentistry and approval by the Dean of the College of Dentistry, will be the general basis for assessing such charges to patients. However, the amount of charges to any individual patient may be adjusted as determined by the dentist rendering the services, if variation from standard charges is deemed by the dentist to be warranted by the circumstances.

ARTICLE VII.      BILLING AND COLLECTION OF CHARGES FOR [DENTISTS'] SERVICES

Charges for dental services rendered by the full-time members of the faculty of the College of Dentistry will be billed by the

Medical Center for payment at the time services are provided or subsequently, with such charges and billings being appropriately coordinated with charges and billings for other services to patients. Collection of all amounts so billed will be handled by the Medical Center. Amounts collected for combined charges for services and undesignated receipts from or on behalf of individual patients who receive dental services will be applied on appropriate bases of proration to payment for dentists' services and to payment for other services. Major problems relating to collection from patients of charges for dentists' services will be handled in a manner that is subject to the concurrence of the dentists rendering the services to the patients. Any payments, other than compensation as established by the Board of Trustees, which are received by full-time faculty members for professional services within the scope of the Plan shall be transmitted on a current basis to the Medical Center for inclusion with other funds collected for dentists' services.

All funds collected or received by the Medical Center for dentists' services rendered by members of the faculty of the College of Dentistry shall be so collected and received by the Medical Center as Trustee for the Fund for Advancement of Education and Research in the University of Kentucky Medical Center. Such funds shall be segregated upon receipt and shall be paid over by the Medical Center to the Fund by depositing the same in a separate account of the Fund in such depository as may be designated. Such separate account shall be designated and known as the Dental Services Account of the Fund.

ARTICLE VIII. USE OF FUNDS DEPOSITED IN THE DENTAL SERVICES ACCOUNT

As a standing policy, The Fund for Advancement of Education and Research in the University of Kentucky Medical Center will use and expend all monies and funds deposited in the Dental Services Account to the extent available for the following purposes:

A. Compensation to members of the clinical faculty of the College of Dentistry in such amounts as may be necessary to provide the difference between other University compensation and the total compensation as established by the Board of Trustees in the operating budget of the Medical Center. The operating budget will show the amounts to be paid from the Dental Services Account, which amounts are dependent upon the availability of funds.

B. Such other purposes in the Medical Center as from time to time may be recommended to the Board of Directors of the Fund by the Dental Faculty Advisory Committee of the Fund provided, however, that such funds may not at any time be used for payment to members of the faculty of the College of Dentistry of income in

excess of the total compensation established for the individual members thereof by the Board of Trustees in the operating budget of the Medical Center.

ARTICLE IX. THE FACULTY ADVISORY COMMITTEE OF THE COLLEGE OF DENTISTRY

The Dean of the College of Dentistry shall appoint a Faculty Advisory Committee of the College of Dentistry, which committee shall consist of the [chairmen of all clinical departments of the College, a member of one of the basic science departments of the college] department Chairpersons, and such other faculty members as the Dean deems desirable. The Dean shall serve ex officio as Chair[man]person of the Committee. The Committee shall meet periodically and shall review the operation of this Plan, including matters relating to the applicability of the Plan to sources of income, standard schedules of charges for dentists' services [as developed by the clinical departments,] and any other aspects of the operation of the Plan. This Committee shall make such recommendations as it may deem appropriate to the Dean of the College of Dentistry with respect to the modification of the policies and procedures provided by this Plan or utilized in its operation. In the event that changes are deemed necessary, they will be brought before the College faculty by the Chairperson of the Committee.

ARTICLE X. THE FACULTY ADVISORY COMMITTEE OF THE FUND

The Board of Directors of the Fund will establish within the organizational structure of the Fund a Dental Faculty Advisory Committee, which shall consist of all the members of the Faculty Advisory Committee of the College of Dentistry. It shall be the duty of the Chairperson of the Dental Faculty Advisory Committee of the Fund to make recommendations from time to time to the Board of Directors of the Fund on the use of monies in the Dental Services Account of the Fund, specifically with respect to use of such monies pursuant to subparagraph B of Article VIII of this Plan and within the purposes authorized by the Articles of Incorporation of the Fund. In the performance of its duty the Committee shall review the status of the Dental Services Account, for which reviews the Fund shall provide summary statements of deposits, expenditures, and commitments by major categories.

ARTICLE XI. LIMITATIONS ON [DENTAL] PRACTICE BY FACULTY MEMBERS

As a condition of employment, dentists who are full-time faculty members in the College of Dentistry will not maintain offices or engage in the practice of dentistry outside of the approved programs of the Medical Center except in infrequent and special

circumstances as in emergencies and in other situations where provision of service is required by professional ethics.

ARTICLE XII. EFFECTIVE DATE

Upon approval by the Board of Trustees of the University of Kentucky, the [Dentists'] Dental Services Plan will be effective [as of September 15, 1964] upon approval on March 2, 1993. Subsequent modifications or amendments of the Plan will be effective upon approval of the Board of Trustees or as of such date as may be specified by the Board of Trustees.

<b>UNIVERSITY OF KENTUCKY ADMINISTRATIVE REGULATIONS</b>	IDENTIFICATION	PAGE
	AR II-7.0-4	1
	DATE EFFECTIVE	SUPERSEDES REGULATION DATED
		AR II-4.0-4 09/21/71
		AR II-7.0-4 05/03/83

PROVISIONS FOR FACULTY SALARY SUPPLEMENTAL  
COMPENSATION UNDER THE [DENTISTS'] DENTAL SERVICES PLAN  
(APPROVED BY THE BOARD OF TRUSTEES)

I. Objectives

The specific objectives of the proposed salary supplementation plan include the following:

A. To increase faculty income over and beyond that available through State support to the College of Dentistry in an effort to remain competitive with other institutions;

B. To increase faculty incentive to participate in income-producing activities which will normally be beneficial to the College of Dentistry, the University of Kentucky, and the State; and

C. To maintain primary emphasis on the teaching and research programs of the College of Dentistry.

II. Basis

The proposal is based on a system allowing the Dean and department chair[man]persons to reward faculty members for unusual productivity and effort. The rewards will be derived from income generated by faculty activity but will not necessarily be directly related to the fiscal productivity of each individual. The system should allow maintenance of [departmental] College balance without overcompensation for one segment of activity to the exclusion of other equally important commitments.

III. Applicable Provisions

A. Supplemental compensation will be determined on a semi-annual basis and established by approval of the Board of Trustees upon supplementary operating budgets of the College of Dentistry, covering six-month periods. The appropriation of funds for expenditures projected in such a budget will be equal in amount to additional income to the University provided by a grant by the Board of Directors of THE FUND to the University specifically for the purpose of financing the supplementary operating budget. Such a grant will be in addition to that made by THE FUND in support of [clinical] salaries provided in the basic operating budget of the College of Dentistry.

B. FUND grants for the purpose of supplemental compensation will constitute non-recurring funds, and approval of the supplementary operating budget based thereon will not constitute an

increase in the budget base of the College of Dentistry. [Payments to individuals in accordance with an approved supplementary operating budget will be made by the University for the semi-annual period covered by such a budget and will be paid in a separate check from regular salary payments.] Supplemental compensation payable to participating individuals in accordance with approved supplementary operating budgets will be distributed in the months of March and September of each year, based on equity determinations on January 1 and June 30 of each year, provided, however, that such individuals must continue in the employment of the University through the first day of March and September respectively to be eligible to receive the supplemental compensation payable at such times and no rights to receive such supplemental compensation shall vest in individuals prior to such dates.

[C. The amount of the grant to the University by THE FUND for the purpose of supplemental compensation will be determined as of January 1 and June 30 by the Board of Directors and will be the amount by which payments received in the Dental Services Account since the prior semi-annual date are in excess of the sum of (1) pro rata requirements for coverage of THE FUND grant in support of salaries provided in the basic operating budget; and (2) requirements for coverage of other expenditures which have been budgeted or are reserved in the Dental Services Account pursuant to recommendations by the Faculty Advisory Committee of the Dentists' Services Plan.]

C. The Chancellor of the Medical Center is delegated the authority to approve the percentage of net revenue to be allocated for supplemental compensation. The amount of the grant to the University by THE FUND for the purpose of supplemental compensation or increases to individual discretionary accounts will be calculated semi-annually based on the approved percentage to individual faculty members on the basis of net revenues generated from professional fees and other sources. The Board of Directors will take action on the budget recommendations. Disbursements for September will be based on the pro rata net revenues generated from January 1 - June 30th, and disbursements for March will be based on pro rata net revenues generated from July 1 - December 31st. Supplemental compensation and increases to individual discretionary accounts are predicated on and subject to pro rata reductions based on: (a) projected availability of cash on the disbursement dates; (b) availability of net revenues to meet projected annual DSP budget; (c) a projected positive cash balance at the end of the fiscal year; and (d) sufficient projected fund balance to have allocated fund balance to cover Accounts Receivable in accordance with University policy. To the extent distributions have been made for supplemental compensation and increases to individual discretionary accounts, this constitutes full and final payment.

D. The supplementary operating budget for the College of Dentistry will be prepared and submitted, in accordance with University budgetary procedures[,]. [immediately following the determination of the amount of THE FUND grant to the University for supplemental compensation.]

E. In preparation of the supplementary operating budget, the Dean of the College of Dentistry will allocate [70 percent of the total amount of] THE FUND grant for supplemental compensation based on generation of income from professional fees and other sources and based on performance. [among the clinical departments of the basis of available data to measure the performance of the respective departments in producing income including, but not limited to, professional fee income. Such allocations will be the basis for departmental budget submittal in which the distribution of supplemental compensation among faculty members in each of the respective departments is to be made by the department chair[man]person, based on the department chair[man]person's determination and judgement of relative performance and contributions to the program of the department. The amount of supplemental compensation for department chair[men]persons will be determined by the Dean.]

[F. The budget for the remaining 30 percent of the amount of the grant shall be prepared by the Dean of the College of Dentistry with the funds available being devoted, in accordance with the Dean's discretion, to (1) providing supplemental compensation for faculty members in clinical departments where appropriate recognition of performance and contribution to the patient care program is not possible within formula allocations to departments, and (2) supplementing the position pool for additions to faculty, staff, and operating expenses in clinical departments.]

[G. The allocations among departments of the amount representing 70 percent of THE FUND grant for supplemental compensation will be determined as follows:]

[1. The amount of payments to the Dental Services Account, received in the six-month period upon which THE FUND grant for supplemental compensation is based, sources, which include grants and contracts, will be determined in aggregate for all clinical departments of the College of Dentistry and separately for each such department.]

[2. The amount determined for each department, expressed as a percentage of the amount determined for all departments in aggregate, will be the basis for dividing among departments the funds available for distribution, and the amount to be allocated to the respective departments will be calculated accordingly.]

[H. Data on the factors to be utilized in determining departmental allocations will be submitted by the Dean of the College of Dentistry for review by the Faculty Advisory Committee of the Dentists' Services Plan prior to preparation of the supplementary operating budget. Upon recommendation of the Committee, adjustments in the factors used may be made by the Dean if deemed necessary to avoid inequities due to limitations of available data. Computations of the amount of allocations for individual departments will be provided to the chair[men]persons of the departments, respectively.]

[I. Compensation initially budgeted as supplemental and on a non-recurring basis may be converted to a recurring or guaranteed basis, with TIAA-CREF contributions attaching thereto, in the basic operating budget by inclusion of provision for each purpose in the basic FUND grant to the University for support of salaries in the basic operating budget of the College of Dentistry. Salaries for positions filled and financed from the position pool will receive first priority for conversion and inclusion in the basic operating budget in the use of any increase provided in the basic FUND grant to the University for the fiscal year following establishment of such position. In recognition of this commitment with respect to the position pool, the Dean of the College of Dentistry may authorize chair[men]persons of clinical departments to recruit and enter into agreements for filling duly-approved positions on a continuing basis where initial financing is from funds provided to the Dean for supplementing the position pool under an approved supplementary operating budget.]

[J] F. Following adoption of the provisions herein, recommendations may be made by the Faculty Advisory Committee from time to time for modifications deemed to be appropriate and desirable.



Office of the President  
March 2, 1993

# FCR 1

Members, Board of Trustees:

ACCEPTANCE OF INTERIM FINANCIAL REPORT FOR THE  
UNIVERSITY OF KENTUCKY FOR THE SEVEN MONTHS ENDED  
JANUARY 31, 1993

Recommendation: that the Board of Trustees accept the University of Kentucky consolidated financial report for the seven months ended January 31, 1993.

Background: The consolidated financial report includes the financial activities of the University of Kentucky and its affiliated corporations, consisting of the University of Kentucky Research Foundation, The Fund for Advancement of Education and Research in the University of Kentucky Medical Center, University of Kentucky Athletic Association, University of Kentucky Mining Engineering Foundation, University of Kentucky Business Partnership Foundation, University of Kentucky Humanities Foundation, University of Kentucky Equine Research Foundation, University of Kentucky Center on Aging Foundation, and Health Care Collection Service.

As of January 31, 1993, the University had realized income of \$606,596,000 representing 71% of the 1992-93 estimate of \$854,135,000. Expenditures and commitments total \$504,969,000 or 59% of the approved budget of \$854,135,000.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

**CONSOLIDATED BALANCE SHEET**  
**UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS**  
**JANUARY 31, 1993**  
with comparative totals for January 31, 1992  
(in thousands)

	1992-93					1991-92	
	Current Unrestricted Funds	Current Restricted Funds	Loan Funds	Endowment Funds	Plant Funds	Totals	Totals
<b>ASSETS</b>							
Cash and cash equivalents	\$ 107,720	\$ 28,930	\$ 1,189	\$ 773	\$ 155,839	\$ 292,461	\$ 275,731
Notes, loans, and A/R (less bad debt allowances of \$7,978)	68,517	15,004	18,701		1,594	103,816	101,587
Investments	6,485	51,433		92,829	92,720	243,447	230,353
Property, plant, and equipment					1,020,139	1,020,139	941,636
Inventories and other	14,015	90				14,105	14,281
<b>Total Assets</b>	<b>\$ 186,717</b>	<b>\$ 93,457</b>	<b>\$ 19,890</b>	<b>\$ 93,602</b>	<b>\$ 1,270,292</b>	<b>\$ 1,673,958</b>	<b>\$ 1,563,587</b>
<b>LIABILITIES AND FUND BALANCES</b>							
<b>Liabilities</b>							
Accounts payable	\$ 16,984	\$ 1,299			\$ 652	\$ 18,925	\$ 12,795
Employee withholdings and deposits		8,218				8,218	6,247
Other liabilities	5,314	2,101			5,840	13,255	13,808
Liability for self insurance	21,432					21,432	19,539
Deferred income	7,347	9,921				17,268	15,081
Bonds payable					354,599	354,599	341,620
Capitalized lease obligation					45,356	45,356	49,985
Net deferred revenues and appropriated fund balances	106,287	(41)				106,246	120,498
<b>Total Liabilities</b>	<b>157,364</b>	<b>21,488</b>			<b>406,447</b>	<b>585,299</b>	<b>579,573</b>
<b>Interfund Balances</b>	<b>(39,910)</b>	<b>45,145</b>			<b>(5,235)</b>		
<b>Fund Balances</b>							
<b>Current Unrestricted</b>							
Working capital	67,414					67,414	59,629
Future operating purposes	9,415					9,415	6,898
Other	2,434					2,434	797
<b>Current Restricted</b>		<b>26,824</b>				<b>26,824</b>	<b>27,547</b>
Loan			\$ 19,890			19,890	19,315
True Endowments				\$ 58,791		58,791	50,496
Term Endowments				3,675		3,675	3,567
Quasi Endowments				31,136		31,136	30,373
<b>Plant</b>							
Retirement of indebtedness					36,185	36,185	35,863
Renewal and Replacement					45,821	45,821	33,548
Allocated for designated projects					31,856	31,856	23,004
Net investment in plant					755,436	755,436	693,178
<b>Total Fund Balances</b>	<b>79,263</b>	<b>26,824</b>	<b>19,890</b>	<b>93,602</b>	<b>869,080</b>	<b>1,086,959</b>	<b>984,014</b>
<b>Total Liabilities and Fund Balances</b>	<b>\$ 186,717</b>	<b>\$ 93,457</b>	<b>\$ 19,890</b>	<b>\$ 93,602</b>	<b>\$ 1,270,292</b>	<b>\$ 1,673,958</b>	<b>\$ 1,563,587</b>

**CONSOLIDATED STATEMENT OF CURRENT FUNDS REVENUES AND APPROPRIATED FUND BALANCES  
UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS  
FOR THE SEVEN MONTHS ENDED JANUARY 31, 1993**  
with comparative totals for January 31, 1992  
(in thousands)

	(A)	(B)	(C)	(D)	(E)	(F)
	1992-93				1991-92	
	<u>ORIGINAL BUDGET</u>	<u>REVISED BUDGET</u>	<u>REALIZED TO DATE</u>	<u>PERCENT REALIZED</u>	<u>REALIZED TO DATE</u>	<u>PERCENT REALIZED</u>
<b>General Fund</b>						
(1) State appropriations	\$ 309,863	\$ 309,863	\$ 229,237	74	\$ 237,790	75
(2) Student fees	92,700	94,816	89,934	95	85,297	98
(3) Federal appropriations	15,001	15,036	8,312	55	8,701	60
(4) County appropriations	5,148	5,347	2,703	51	2,538	49
(5) Endowment income	801	801	433	54	338	44
(6) Investment income	8,266	8,266	4,828	58	6,306	69
Gifts and grants						
(7) Affiliated corporations	6,997	7,956	3,758	47	3,405	50
(8) Other	3,731	4,251	1,531	36	1,588	40
(9) Sales and services	22,007	23,483	12,985	55	10,609	58
(10) Fund balance	<u>7,220</u>	<u>7,220</u>	<u>7,220</u>	100	<u>9,687</u>	100
(11) Total General Fund	471,734	477,039	360,941	76	365,259	78
(12) Auxiliary Enterprises	36,081	36,243	23,422	65	23,607	64
(13) Restricted Funds	61,638	62,521	44,254	71	40,380	71
(14) Affiliated Corporations	66,988	68,975	57,327	64	50,533	58
<b>Hospital</b>						
(15) Revenues	182,321	189,357	120,652	64	117,804	74
(16) Fund balance					<u>3,261</u>	100
(17) Total Revenues and Appropriated Fund Balances	<u>\$ 838,762</u>	<u>\$ 854,135</u>	<u>\$ 606,506</u>	71	<u>\$ 601,844</u>	74

**CONSOLIDATED STATEMENT OF CURRENT FUNDS EXPENDITURE SUMMARY BY PROGRAM - ALL FUNDS**  
**UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS**  
**FOR THE SEVEN MONTHS ENDED JANUARY 31, 1993**  
with comparative totals for January 31, 1992  
(in thousands)

	(A)	(B)	(C)	(D)	(E)	(F)
	1992-93				1991-92	
	ORIGINAL BUDGET	REVISED BUDGET	EXPENDED/ ENCUMBERED TO DATE	PERCENT EXP/ ENCUMB	EXPENDED/ ENCUMBERED TO DATE	PERCENT EXP/ ENCUMB
(1) Instruction	\$ 212,185	\$ 212,834	\$ 117,752	55	\$ 113,715	54
(2) Research	88,365	90,999	55,418	61	50,898	56
(3) Public Service	77,749	77,570	40,129	52	39,539	52
(4) Academic Support	50,869	54,604	30,324	56	32,105	59
(5) Student Services	19,752	19,959	11,502	58	12,257	60
(6) Institutional Support	35,005	36,523	19,601	54	21,337	57
(7) Student Financial Aid	45,669	45,865	43,008	94	39,625	103
(8) Operation and Maintenance	39,018	38,021	21,597	57	20,711	54
(9) Mandatory Transfers (Debt Service)	35,984	36,397	36,264	100	30,942	83
(10) Hospital	180,825	187,865	95,404	51	91,842	56
(11) Auxiliary Enterprises	53,320	53,467	33,970	64	33,547	63
(12) Total Expenditure by Program	<u>\$ 838,762</u>	<u>\$ 854,135</u>	<u>\$ 504,969</u>	59	<u>\$ 486,108</u>	60

**EXPENDITURE SUMMARY BY CATEGORY OF EXPENDITURE**  
**UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS**  
**FOR THE SEVEN MONTHS ENDED JANUARY 31, 1993**  
with comparative totals for January 31, 1992  
(in thousands)

	(A)	(B)	(C)	(D)	(E)	(F)
	1992-93				1991-92	
	ORIGINAL BUDGET	REVISED BUDGET	EXPENDED/ ENCUMBERED TO DATE	PERCENT EXP/ ENCUMB	EXPENDED/ ENCUMBERED TO DATE	PERCENT EXP/ ENCUMB
(13) Personnel Costs	\$ 483,117	\$ 482,064	\$ 279,365	58	\$ 272,427	59
(14) Operating Expenses	285,618	301,521	172,362	57	164,532	62
(15) Mandatory Transfers (Debt Service)	40,999	41,372	38,117	95	33,890	90
(16) Capital Outlay	29,068	29,178	14,145	48	15,459	38
(17) Total Expenditure by Category	<u>\$ 838,762</u>	<u>\$ 854,135</u>	<u>\$ 504,969</u>	59	<u>\$ 486,108</u>	60

**CONSOLIDATED SUMMARY OF NET DEFERRED REVENUES AND APPROPRIATED FUND BALANCES  
UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS  
FOR THE SEVEN MONTHS ENDED JANUARY 31, 1983**  
with comparative totals for January 31, 1982  
(in thousands)

	(A)	(B)	(C)
	<u>1982-83</u>		<u>1981-82</u>
(1) Realized Revenue		\$ 500,376	\$ 500,006
<b>Appropriated Fund Balances</b>			
(2) Current unrestricted fund	\$ 7,220		9,687
(3) University Hospital			<u>3,261</u>
(4) Total Appropriated Fund Balances		<u>7,220</u>	<u>12,948</u>
(5) Total Revenues and Appropriated Fund Balances		606,596	601,844
(6) Expenditures/Encumbrances	504,060		486,108
(7) Less: Reserve for Encumbrances	<u>(4,619)</u>		<u>(4,762)</u>
(8) Total Expenditures		<u>500,360</u>	<u>481,346</u>
(9) Net Deferred Revenue and Appropriated Fund Balances		<u>\$ 106,246</u>	<u>\$ 120,498</u>

Office of the President  
March 2, 1993

## FCR 2

Members, Board of Trustees:

### REPORT OF LEASES

Recommendation: that the Board accept the President's Report of the following lease agreements in accordance with Board Policy:

The renewal of a lease between Medical Center Marketing and Fund Development and George and Bonnie Ruschell, 1709 Fairway Drive, Lexington, Kentucky, property located at 935 South Limestone, Lexington, Kentucky, effective December 1, 1992 through May 31, 1993, for the use of office space, rental rate of \$13,201.50, be accepted and made a matter of record.

The renewal of a lease between Jefferson Community College and Farmer Enterprises, 2560 Richmond Road, Lexington, Kentucky, property located in the Park Square Shopping Center, Carrollton, Kentucky, effective January 1, 1993 through June 30, 1993, for the use of office/classroom space, rental rate of \$17,647.50, be accepted and made a matter of record.

A new lease between Behavioral Science Department and Kim and Mary Kays, 506 South Main Street, Lawrenceburg, Kentucky, property located at 1401 Nicholasville Road, Lexington, Kentucky, effective March 1, 1993 through June 30, 1993, for the use of office/residential space, rental rate of \$23,226.00, be accepted and made a matter of record.

Background: FCR 5, dated October 5, 1985, authorized the President or his designated representative to enter into leases and easements not exceeding \$30,000 in value and required that all leases entered into under this authority be reported to the Board.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

FCR 3

Members, Board of Trustees:

APPROVAL OF LEASE

Recommendation: that the Vice President for Administration be authorized to enter into a lease between College of Pharmacy Continuing Education and Rose/Harman Investment Properties, 465 East High Street, Lexington, Kentucky, property located at 465 East High Street, Suite 204, Lexington, Kentucky, effective February 1, 1993 through June 30, 1993, for the use of storage space, at a rate of \$1,080.00.

Background: Third addendum to original lease dated February 1, 1993 for an additional 705 cubic feet of storage space. At a rate of \$1.53 per cubic foot compared to the \$10.49 per square foot for office space. Original lease rate of \$16,093.80, first addendum rate of \$4,414.15, bringing the total to \$34,280.85.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

FCR 4

Members, Board of Trustees:

APPROVAL OF LEASE

Recommendation: that the Vice President for Administration be authorized to enter into a lease between Chandler Medical Center and CHM Property Partners, 191 West Lowry Lane, Lexington, Kentucky, property located at 2224 Regency Road, Lexington, Kentucky, effective March 1, 1993 through June 30, 1993, for the use of office space, at a rate of \$17,548.00.

Background: Third addendum to original lease dated July 1, 1989 for an additional 1,712 square feet of office space. Same rate of \$10.25 per square foot as original lease agreement. Original lease rate of \$51,680.50, first addendum rate of \$27,921.00, second addendum rate of \$26,876.00, bringing the total to \$124,025.50.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993



Office of the President  
March 2, 1993

FCR 5

Members, Board of Trustees:

APPROVAL OF LEASE

Recommendation: that the Vice President for Administration be authorized to enter into a lease between Jefferson Community College and Carrollton College Educational Foundation, Inc., %Perry S. Dean, 310 11th Street, Carrollton, Kentucky property located at Main and Fourth Street, Carrollton, Kentucky, effective August 1, 1993 through June 30, 1994, for the use of office/classroom space, at a rental rate of \$75,000.00.

Background: An advertisement was placed in the Lexington Herald-Leader on November 9th and 10th and the Carrollton News Democrat on November 11, 1992. Three responses were received.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

FCR 6

Members, Board of Trustees:

DEED OF EASEMENT TO KENTUCKY UTILITIES COMPANY

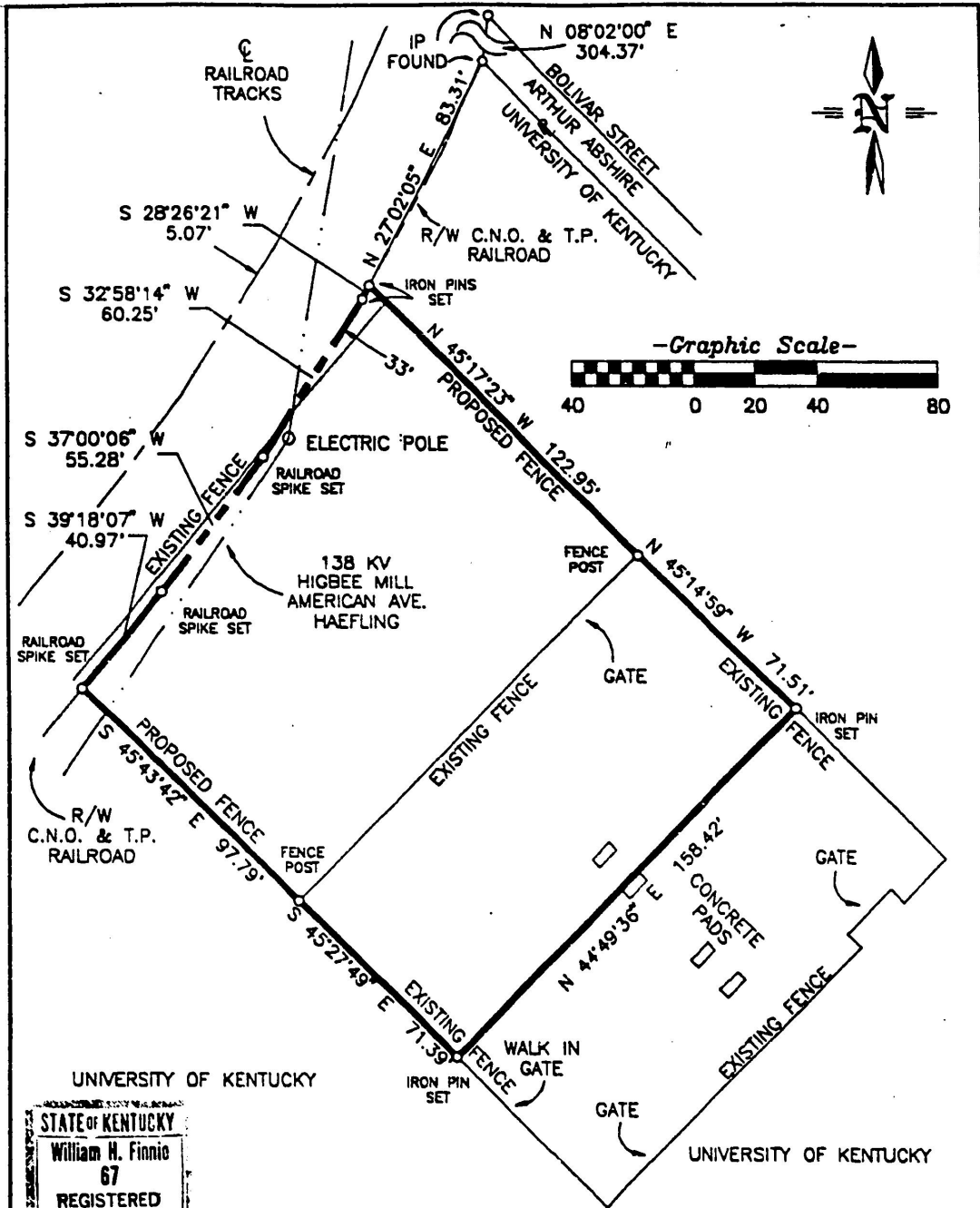
**Recommendation:** that the Board of Trustees authorize the Vice President for Administration to execute a Deed of Easement to Kentucky Utilities Company for property located west of South Upper Street as outlined in the attached property survey.

**Background:** The easement will permit Kentucky Utilities to relocate the existing electric substation and also reserve space for future expansion of the substation. The University of Kentucky will be the primary beneficiary of the substation, but it may also serve other needs of Kentucky Utilities in the future. The relocation of the substation is required in order to provide space for the new University Cooling Plant expansion.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993



STATE OF KENTUCKY  
 William H. Finnie  
 67  
 REGISTERED  
 LAND SURVEYOR

*William H. Finnie*

SURVEY FOR THE  
**KENTUCKY UTILITIES COMPANY**  
 OF A PROPOSED SUBSTATION SITE (SCOTT ST. SUBSTATION #2)  
 ON THE UNIVERSITY OF KENTUCKY CAMPUS  
 WEST OF SOUTH UPPER STREET, SOUTH OF BOLIVAR STREET  
 EAST OF THE C.N.O. & T.P. FREIGHT TRACKS  
 NORTH OF SCOTT STREET  
 IN LEXINGTON-FAYETTE COUNTY, KENTUCKY

**WILLIAM H. FINNIE & ASSOCIATES**  
 180 MARKET STREET  
 SEPT. 1992  
 LEXINGTON, KENTUCKY  
 Scale: 1" = 40'

Office of the President  
March 2, 1993

FCR 7

Members, Board of Trustees:

AUTHORIZATION TO EXECUTE SEVENTH SUPPLEMENTAL  
AGREEMENT - LOUISVILLE MEDICAL CENTER  
STEAM AND CHILLED WATER PLANT

Recommendation: that the President be authorized to execute a Seventh Supplemental Contract providing for the sale of approximately \$4.4 million of revenue bonds by Jefferson County to raise money to replace a chiller, upgrade various pumps and to modify current cooling tower equipment at the Louisville Medical Center Steam and Chilled Water Plant.

Background: The Jefferson Community College and several hospitals and other charitable institutions in downtown Louisville are served by a common Steam and Chilled Water Plant. Capital improvements to the Plant are financed through revenue bonds issued by Jefferson County. Revenues to retire the bonds are derived from the users, including Jefferson Community College. This action would authorize the President to execute the latest supplemental agreement between the users and the issuing authority.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

FCR 8

Members, Board of Trustees:

CONFIRMATION OF 1993-94 TUITION SCHEDULE

**Recommendation:** that the Board of Trustees (1) confirm changes in the tuition schedule as adopted by the Council on Higher Education, and (2) establish corresponding part-time and summer school charges under the guidelines of the Council on Higher Education.

**Background:** Under KRS 164.020, the Council on Higher Education is empowered and charged with the responsibility to determine the tuition for attendance at public institutions of higher education in the Commonwealth. Charges for part-time and summer school students are derived, as the Council has directed, from the semester rate, using the institution's definition of what constitutes a full-time load for each level and program area.

The Council on Higher Education has established as part of their tuition policy the goal that tuition rates at Lexington Community College would be reduced over multiple biennia so that rates would be comparable with the other individually-accredited community colleges. The reduction in rates was contingent upon approval of revenue replacement funds by the 1992 General Assembly. In that this funding was not approved, the Council on Higher Education, at its meeting on February 8, 1993, approved a tuition rate for the Lexington Community College which retains the rate at the 1991-92 level.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

UNIVERSITY OF KENTUCKY  
TUITION SCHEDULE  
(Effective Fall, 1993)

	Semester Full-Time Fee <sup>1</sup>	Eight-Week Summer Session Full-Time Fee <sup>2</sup>	Part-Time and Four-Week Interession Fee Per Credit Hour
<b><u>University System</u></b>			
<b>Undergraduate</b>			
Resident	\$ 980	\$ 492	\$ 82
Non-Resident	2,940	1,470	245
<b>Graduate</b>			
Resident	1,080	600	120
Non-Resident	3,240	1,800	360
<b>Law</b>			
Resident	1,640	820	164
Non-Resident	4,710	2,355	471
<b>Medicine<sup>3</sup></b>			
Resident	6,480	-	-
Non-Resident	15,190	-	-
<b>Dentistry<sup>3</sup></b>			
Resident	5,030	-	-
Non-Resident	11,800	-	-
<b><u>Community College System</u></b>			
<b>Lexington Community College</b>			
Resident	810	408	68
Non-Resident	2,430	1,218	203
<b>All Other Community Colleges</b>			
Resident	420	210	35
Non-Resident	1,260	630	105

<sup>1</sup> For tuition purposes, twelve credit hours or its equivalent constitutes a full load for undergraduate students, nine hours for graduate students, and ten hours for law students.

<sup>2</sup> For tuition purposes, six credit hours or its equivalent constitutes a full load for undergraduate students and five hours for graduate and law students.

<sup>3</sup> Annual tuition. A half-time tuition rate of \$3,240 for resident students and \$7,595 for non-residents is established for those medical students who have been approved by the College of Medicine Student Progress and Promotion Committee to take a reduced curriculum load. A half-time tuition rate of \$2,515 for resident students and \$5,900 for non-resident students is established for those dental students who have been approved by the Dean of the College of Dentistry to take a reduced curriculum load.

FCR 9

Members, Board of Trustees:

1992-93 Budget Revisions  
Central Administration

Recommendation: that the following revisions in the 1992-93 budget be authorized and approved.

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
<b>A. GENERAL FUND</b>			
1. Income Estimates			
Student Fees			
Self-Supporting			
Off-Campus and Weekend			
Instruction -			
Community College System	\$ 4,425,200	\$ 4,628,300	\$ 203,100
Noncredit Fees	8,349,800	8,555,700	205,900
Other Fees	1,225,200	1,221,200	(4,000)
Gifts and Grants			
The Fund for Advancement of			
Education and Research in the			
UK Medical Center	2,088,300	2,520,100	431,800
Federal - Agriculture	730,900	744,900	14,000
Other Gifts and Grants	2,705,000	2,732,400	27,400
Sales and Services			
Departmental Sales and Services	15,308,600	15,840,600	532,000
University Hospital			
Fund Balances	-0-	2,852,000	<u>2,852,000</u>
			\$ 4,262,200
2. Expenditures			
Central Administration			
Information Systems			
Vice President for			
Information Systems	\$ 300,400	\$ 302,200	\$ 1,800
Communications and			
Network Systems	3,346,200	3,496,200	150,000
Computing Services	5,989,800	5,978,600	(11,200)
Publishing Services	315,800	310,800	(5,000)
Research and Graduate Studies			
Academic Affairs			
Center for Applied			
Energy Research	3,311,200	3,323,700	12,500

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
<b>A. GENERAL FUND (continued)</b>			
<b>2. Expenditures (continued)</b>			
<b>Community College System</b>			
Ashland	\$ 5,759,600	\$ 5,781,000	\$ 21,400
Hopkinsville	4,618,100	4,750,400	132,300
Maysville	3,192,000	3,214,000	22,000
Owensboro	4,665,800	4,719,700	53,900
Paducah	5,486,500	5,520,800	34,300
Somerset	5,295,700	5,339,700	44,000
Southeast	4,363,400	4,453,400	90,000
<b>Lexington Campus</b>			
<b>Agricultural Public Service</b>			
<b>Veterinary Science:</b>			
Equine Blood Testing	757,100	780,500	23,400
<b>Agricultural Cooperative</b>			
<b>Extension Service</b>			
Entomology	626,500	640,500	14,000
<b>College of Arts and Sciences</b>			
Language Laboratory	166,900	169,400	2,500
<b>Vice Chancellor Administration/ Business Affairs</b>			
<b>College Business</b>			
Management Institute	178,300	202,900	24,600
University Press	1,548,300	1,848,300	300,000
<b>Student Affairs</b>			
<b>Dean of Students</b>			
Campus Recreation	423,500	429,600	6,100
<b>Student Financial Aid - Administration</b>			
	661,800	689,200	27,400
<b>Medical Center</b>			
<b>College of Dentistry</b>			
Office of the Dean	565,700	924,800	359,100
<b>Department of Oral Health</b>			
Practice	3,731,400	3,743,400	12,000
<b>College of Medicine</b>			
Medicine	2,264,200	2,267,200	3,000
Obstetrics and Gynecology	607,200	619,700	12,500
Psychiatry	1,376,800	1,383,700	6,900
<b>Medical Center Administration and Support</b>			
<b>Student Services</b>			
University Health Service	2,930,100	3,002,800	72,700
<b>University Hospital</b>			
Hospital Nonrecurring	-0-	2,852,000	<u>2,852,000</u>
			<u>\$ 4,262,200</u>

3. Comments - The increase in off-campus and weekend fees for the Community College System supports those programs at Ashland, Hopkinsville, Owensboro, Paducah, and Southeast community colleges. The increase in noncredit fees supports business and industry training demands at Hopkinsville, Maysville, and Somerset community colleges, a seminar in the Center for Applied Energy Research in Research and Graduate Studies, and the College Business Management Institute in the Lexington Campus. The decrease in other fees reflects activities in the Lexington Campus Department of Campus Recreation.



A. GENERAL FUND (continued)

3. Comments (continued)

The increase in the Gifts and Grants from the Fund will support the Medical Center's University Health Service and College of Dentistry's salary supplementation. The increase in the Federal Agriculture Gifts and Grants supports the Agricultural Cooperative Extension's Entomology program. The increase in the Other Gifts and Grants will support increased student financial aid administrative activities associated with Pell Grant activity.

Programs supported by increased departmental sales and services are communication and network systems in Information Systems; the publication of pamphlets in the Center for Applied Energy Research within Research and Graduate Studies; the dental hygiene program at Hopkinsville Community College; the scholarship program supported by vending sales at Maysville Community College; business and industry training at Somerset Community College; equine testing in the Agricultural Public Service Veterinary Science Program; the Lexington Campus Department of Campus Recreation; the Language Laboratory in the College of Arts and Sciences; the University Press; programs in Obstetrics and Gynecology, Medicine, and Psychiatry within the College of Medicine; and in the Department for Oral Health Practice in the College of Dentistry. Decreased sales and services resulted from decreases in computing services and publishing services within Information Systems. Fund balances in the Hospital will support University Hospital nonrecurring needs.

	<u>Approved</u> <u>Budget</u>	<u>Revised</u> <u>Budget</u>	<u>Change</u>
B. <u>RESTRICTED FUNDS</u>			
1. Income Estimates	\$ 62,520,100	\$ 62,686,500	\$ 166,400
2. Expenditures			
Community College System			
Hazard	\$ 362,200	\$ 424,200	\$ 62,000
Lexington Campus			
Agricultural Experiment Station			
Entomology	245,800	253,600	7,800
Medical Center			
College of Dentistry			
College-Wide	125,100	172,200	47,100
Department of Oral Health Practice	84,900	86,400	1,500
College of Medicine			
College-Wide	272,400	320,400	48,000
			\$ 166,400
3. <u>Comments</u> - Income restricted for the purposes indicated above will fund the proposed additional program activities.			

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
<b>C. <u>AFFILIATED CORPORATIONS</u></b>			
1. Income Estimates	\$ 89,958,800	\$ 90,423,800	\$ 465,000
2. Expenditures			
The Medical Center Fund	\$ 3,982,700	\$ 4,447,700	\$ 465,000
3. <u>Comments</u> - Fund balances from the FUND will support the College of Dentistry and the Student Health Service.			

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

Office of the President  
March 2, 1993

FCR 10

Members, Board of Trustees:

KNIGHT FOUNDATION GIFT AGREEMENT

Recommendation: that approval be given to the attached Knight Foundation Gift Agreement.

Background: The Board of Trustees approved the acceptance of a \$100,000 gift from the Knight Foundation to endow a humanities book fund for the new Commonwealth Library Campaign at its January 19, 1993 meeting. This is formal Board action on the Gift Agreement itself.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

/8219

KNIGHT FOUNDATION

GIFT AGREEMENT

The following sets forth the agreement between JOHN S. AND JAMES L. KNIGHT FOUNDATION (the "Donor") and UNIVERSITY OF KENTUCKY (the "Donee") with regard to the gift from the Donor to the Donee as hereinafter described.

I. The Gift. Donor hereby makes the following contribution to the Donee for the purposes and upon the conditions hereafter set forth:

\$100,000

II. Purpose. The Donee agrees to use the Donor's gift for the following purpose or purposes:

To endow a humanities book fund.

In the event that there should be a change in circumstances whereby the purpose or purposes for which the gift is made should fail or the need for the funds for such purpose or purposes is greatly reduced or eliminated, then the Donee shall consult with the Donor with respect to the redirection of the use of such funds to an alternative purpose or purposes, with the understanding that such purpose should be as close to the original purpose as possible. In the event that the Donor concludes that the Donee cannot use the funds for an alternative purpose satisfactory to the Donor, Donor may require such funds (or the balance of such funds as the case may be), to revert to the Donor.

III. Administration.

(a) The principal of the gift shall be held as an endowment not to be invaded and only income therefrom to be utilized.

IV. Authorization. The Board of Trustees of the Donee has approved this Gift Agreement and all of the terms and conditions contained herein.

IN WITNESS WHEREOF, the undersigned set their hands hereto  
this 21st day of January 1993.

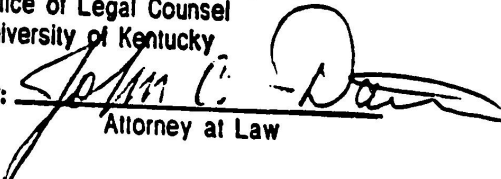
JOHN S. AND JAMES L. KNIGHT FOUNDATION (Donor)

By   
Its Vice President & Chief Program Officer

UNIVERSITY OF KENTUCKY (Donee)

By   
Its President

Examined for Form & Legality  
Office of Legal Counsel  
University of Kentucky

By:   
Attorney at Law

Office of the President  
March 2, 1993

FCR 11

Members, Board of Trustees:

ACCEPTANCE OF GIFT FROM  
THE HARRIS COMPUTER SYSTEMS DIVISION  
DBA OF LAINER WORLDWIDE, INC.

Recommendation: that the Board of Trustees accept the gift from the Harris Computer Systems Division of Fort Lauderdale, Florida.

Background: The \$355,700 gift of equipment from the Harris Computer Systems Division is the Harris Night Hawk Computer System. This computer system will be used exclusively for research in the College of Engineering.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

/8253

Office of the President  
March 2, 1993

FCR 12

Members, Board of Trustees:

ROBERT D. WARTH CHARITABLE REMAINDER ANNUITY TRUST

Recommendation: that the Board of Trustees accept the Robert D. Warth Charitable Remainder Annuity Trust, an irrevocable Trust between Robert D. Warth and the University of Kentucky, which was established in accordance with current Revenue Procedures and Section 664(d)(1) of the Internal Revenue Code of 1986.

Background: The University of Kentucky, acting as "Trustee," received certain securities from Robert D. Warth, "Donor," valued at \$107,279.33, to establish a charitable remainder annuity trust. Dr. Warth, who is retired from the Department of History at the University of Kentucky, has designated the corpus of the Trust for the University's library for the purchase of historical books or other materials related to Russia or the old Soviet Union. If the Director of the UK Libraries determines it is not appropriate or feasible to purchase such books and materials, the monies may be used for the purchase of historical books or materials related to Europe. If such purchase is not deemed appropriate or feasible by the Director of Libraries, the monies may be used for the general purposes of the library.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993

8237

Office of the President  
March 2, 1993

**FCR 13**

Members, Board of Trustees:

JOHN BLACKWELL CHENAULT AND ANN MCINTOSH CHENAULT  
CHARITABLE REMAINDER UNITRUST

Recommendation: that the Board of Trustees accept the John Blackwell Chenault and Ann McIntosh Chenault Charitable Remainder Unitrust, an irrevocable Trust between John B. and Ann M. Chenault and the University of Kentucky, which was established in accordance with current Revenue Procedures and Section 664(d)(1) of the Internal Revenue Code of 1986.

Background: The University of Kentucky, acting as "Trustee," received 2,006 Shares of Chevron Corporation Common Stock from John B. and Ann M. Chenault, "Donors," valued at \$140,043.88, to establish a charitable remainder unitrust. John and Ann Chenault, who are graduates of the University of Kentucky, have designated the corpus of the Trust in the College of Education.

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Action taken: Approved  Disapproved \_\_\_\_\_ Other \_\_\_\_\_

Date: March 2, 1993

8237



Office of the President  
March 2, 1993

FCR 14

Members, Board of Trustees:

RESOLUTION OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY ACCEPTING THE SUCCESSFUL BID FOR THE PURCHASE OF \$6,340,000 PRINCIPAL AMOUNT OF UNIVERSITY OF KENTUCKY CONSOLIDATED EDUCATIONAL BUILDINGS REFUNDING REVENUE BONDS, SERIES F (SECOND SERIES), DATED MARCH 1, 1993

Recommendation: (i) that the Board of Trustees approve a Resolution accepting the successful bid of Hilliard Lyons with reference to the sale of the \$6,340,000 of University of Kentucky Consolidated Educational Buildings Refunding Revenue Bonds, Series F (Second Series), dated March 1, 1993, at a net interest cost of 4.4790%; (ii) that the Board of Trustees approve the form of Official Statement as prepared by J.J.B. Hilliard, W.L. Lyons, Inc., the Financial Advisors to the Board of Trustees.

Background: On January 19, 1993, the Board of Trustees approved a Resolution authorizing the issuance of \$6,340,000 of University of Kentucky Consolidated Educational Buildings Refunding Revenue Bonds, Series F (Second Series), dated March 1, 1993. Said Resolution also authorized the public advertising for sealed, competitive bids to be received on March 2, 1993. Bids were received by the Controller & Treasurer, tabulated by J.J.B. Hilliard, W.L. Lyons, Inc., the Financial Advisors for the bonds, and reported to the Finance Committee. The recommended bid is the lowest net interest cost to the University.

Six bids were received and tabulated as follows:

Hilliard Lyons	4.4790
Prudential Securities, Inc.	4.5968
Clayton Brown & Associates, Inc.	4.5977
Hutchinson Shockey Erley	4.5990
Ross, Sinclaire & Associates	4.6086431
Morgan Keegan & Company	4.6226

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Action: Approved  Disapproved  Other

Dated: March 2, 1993

SALE RESOLUTION

RESOLUTION OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY ACCEPTING THE SUCCESSFUL BID FOR THE PURCHASE OF \$6,340,000 PRINCIPAL AMOUNT OF UNIVERSITY OF KENTUCKY CONSOLIDATED EDUCATIONAL BUILDINGS REFUNDING REVENUE BONDS, SERIES F (SECOND SERIES), DATED MARCH 1, 1993.

WHEREAS, Notice of Sale of \$6,340,000 principal amount of University of Kentucky Consolidated Educational Buildings Refunding Revenue Bonds, Series F (Second Series), dated March 1, 1993, has heretofore been advertised, and information as to such sale has been distributed in strict compliance with all legal requirements, which action is hereby authorized, ratified and confirmed, and

WHEREAS, all bids received for the purchase of said Bonds from the University have been duly considered, copies of such bids are attached to this Resolution, and made a part hereof, and a summary of said respective bids is as follows:

1.	2.	3.
<u>BIDDERS</u>	<u>AMOUNTS BID FOR SAID \$6,340,000 PRINCIPAL AMOUNT OF BONDS, PLUS ACCRUED INTEREST FROM MARCH 1, 1993</u>	<u>NET INTEREST COST</u>
Hilliard Lyons	\$6,281,507.05	4.4790%
Prudential Securities, Inc.	\$6,276,600.00	4.5968%
Clayton Brown & Associates, Inc.	\$6,276,600.00	4.5977%
Hutchinson Shockey Erley	\$6,292,450.00	4.5990%
Ross, Sinclair & Associates	\$6,276,600.00	4.6086%
Morgan Keegan & Company	\$6,277,751.05	4.6226%

WHEREAS, the matter of which bid is the most advantageous and with the most favorable net interest cost to the University has been sufficiently considered.

NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED AND ORDERED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY, AS FOLLOWS:

1. Determination of Best Bid; Acceptance. That the bid of J.J.B. Hilliard, W.L. Lyons, Inc. for the purchase of said \$6,340,000 principal amount of University of Kentucky Consolidated Educational Buildings Refunding Revenue Bonds, Series F (Second Series), dated March 1, 1993, be accepted and confirmed, said bid being at a price of \$ 6,281,507.05 for said \$6,340,000 principal amount of Bonds, plus accrued interest from March 1, 1993, to the date of delivery of the Bonds, such interest to be payable semiannually, commencing May 1, 1993, at the following annual rates:

<u>Maturing</u> <u>May 1</u>	<u>Maturity</u> <u>Amount</u>	<u>Rate</u>	<u>Maturing</u> <u>May 1</u>	<u>Maturity</u> <u>Amount</u>	<u>Rate</u>
1994	\$ 145,000	4.125%	1999	\$1,140,000	4.20 %
1995	195,000	4.125%	2000	1,270,000	4.25 %
1996	215,000	4.125%	2001	1,405,000	4.40 %
1997	215,000	4.125%	2002	1,525,000	4.50 %
1998	230,000	4.125%			

and being a bid at an average net interest cost to the University of 4.4790 % per annum; and said bid is hereby determined to be the best bid and with the most favorable net interest cost to the University for said Bonds; and the interest rates on said Bonds are hereby fixed at the rates set out in said successful bid.

2. All Other Bids Rejected. That all other bids are hereby rejected, and the good faith deposit of the successful purchaser will be deposited in immediately available funds prior to the close of business on March 3, 1993, and the amount thereof will be credited (without interest) against the purchase price of the Bonds on the date of delivery to such purchaser.

3. Delivery of Bonds; Application of Proceeds. That said Bonds shall be delivered by the Treasurer and/or other appropriate officials of the University in accordance with the terms of the Resolution authorizing the Bonds, adopted by the University on January 19, 1993, as soon as said Bonds are printed, executed, authenticated and ready for delivery in accordance with such Resolution, and all of the proceeds of the Bonds shall be used only as provided in said Resolution.

4. Acceptance of Bid is Subject to Approving Legal Opinion of Bond Counsel. That said bid is accepted subject to the condition that such acceptance subjects the University to no obligation to deliver the Bonds if for any reason the University is

unable to obtain the final approving legal opinion of the firm of Rubin Hays & Foley, Municipal Bond Attorneys, Louisville, Kentucky, as to said Bonds, or if such Bonds shall be subject to ad valorem taxation by the Commonwealth of Kentucky, or if the receipt of interest on said Bonds shall be subject to income taxation by the Federal Government or by the Commonwealth of Kentucky, prior to or on the delivery date of said Bonds; and the purchasers shall not be required to take delivery of said Bonds without the final approving opinion of said attorneys accompanying said Bonds, or if said Bonds or the interest thereon should become subject to such ad valorem or income taxation prior to such delivery; provided such exemption from taxation shall be subject to compliance by the Board of Trustees with certain covenants necessary to establish that interest on the Bonds will continue to be exempt from Federal income taxation under the Internal Revenue Code of 1986.

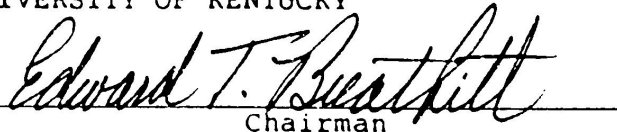
5. Approval of Official Statement. That the form of Official Statement prepared and presented to the Board of Trustees by J.J.B. Hilliard, W.L. Lyons, Inc., for distribution to prospective purchasers of the Series F (Second Series) Bonds is hereby approved and the Chairman and Secretary are authorized and directed to execute and deliver said Official Statement.

6. Repeal of Conflicting Resolutions. That all resolutions, or parts thereof, in conflict herewith, be and the same are hereby amended or repealed to the extent of such conflict, and this Resolution shall be effective immediately upon its adoption.

Passed and adopted by the Board of Trustees of the University of Kentucky at a properly convened meeting of the University held on March 2, 1993.

BOARD OF TRUSTEES  
UNIVERSITY OF KENTUCKY

By

  
Chairman

Attest:

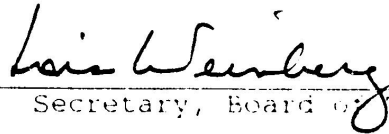
  
Secretary

CERTIFICATE

I hereby certify that I am the duly qualified and acting Secretary of the Board of Trustees of the University of Kentucky, and I certify further as follows:

1. That the foregoing is a true copy of a Resolution adopted by said Board; signed by the Chairman of the Board and attested under seal by me as Secretary of the Board at a properly convened meeting of said University held on March 2, 1993, as shown by the official records of said University in my custody and under my control;
2. That there are attached hereto reproduced duplicate copies of each of the bids received for the purchase of \$6,340,000 principal amount of University of Kentucky Consolidated Educational Buildings Refunding Revenue Bonds, Series F (Second Series), dated March 1, 1993, referred to in said Resolution;
3. That there is attached hereto the form of Official Statement for the Series F (Second Series) Bonds, approved by the foregoing Resolution; and
4. That said meeting was duly held in accordance with all applicable requirements of Kentucky law, including KRS 61.810, 61.815, 61.820 and 61.825, that a quorum was present at said meeting, that said Resolution has not been modified, amended, revoked or repealed, and that said Resolution is now in full force and effect.

IN TESTIMONY WHEREOF, witness my signature as Secretary and the official seal of said University this March 2, 1993.



Secretary, Board of Trustees

(Seal)

Office of the President  
March 2, 1993

PR 50

Members, Board of Trustees:

CHANGE IN DEGREE TITLE

**Recommendation:** that the Board of Trustees approve the change in the degree title B.S. in Home Economics for the Restaurant Management program option in Nutrition and Food Science to B.S. in Hospitality Management.

**Background:** This change in title was approved by the University Senate transmittal dated January 22, 1993. The degree title needs to be updated as the present title reflects the former name of the College of Human Environmental Sciences. The proposed name for the degree more accurately describes program content. Employees and graduates of the program have recommended the change to increase graduate opportunity to compete favorably in the marketplace. Current graduates report difficulty in the job market because the degree title does not accurately reflect their expertise. Future plans for the program include accreditation by CHRIE (Council on Hotel, Restaurant and Institutional Education) which recognizes Hospitality Management as a degree title.

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Action taken: Approved  Disapproved  Other

Date: March 2, 1993