

AGENDA

**Meeting of the Board of Trustees
University of Kentucky
1:00 P.M.
January 22, 2008
18 th Floor Patterson Office Tower**

Roll Call

Approval of Minutes - (Consent)

Minutes – December 11, 2007

President's Report and Action Items

- PR 1 President's Report to the Trustees
Commercialization and Economic Development Report – Len Heller
- PR 2 Personnel Actions (Consent)
- PR 3 Appointment of Dean of the College of Design
- PR 4 Report of Results of Alumni Member Election

Academic Affairs Committee Report

- AACR 1 Change in Name of a Degree

Audit Subcommittee Report

Finance Committee Report

- FCR 1 Authorization for Disposal of Surplus Property
- FCR 2 Approval of Ground Lease to Kentucky Farmhouse Association, Inc. for 454 and 456 Rose Lane, Lexington, Kentucky
- FCR 3 Capital Projects
- FCR 4 Lease/Purchase of Equipment and Information Technology Items
- FCR 5 Authorization to Convey 15 Acres at Southeast Kentucky Community and Technical College to the Kentucky Community and Technical College System

Human Resources Committee Report

- HRCR 1 Proposed Revision to Administrative Regulation: University of Kentucky Retirement Plan

Student Affairs Committee Report

University Health Care Committee Report

Other Business

Athletic Association Board of Directors Report – Dermontti Dawson

Adjourn

Minutes of the Meeting of the Board of Trustees of the University of Kentucky,
Tuesday, January 22, 2008.

The Board of Trustees of the University of Kentucky met at 1:00 p.m. (Lexington time) on Tuesday, January 22, 2008, in the Board Room on the 18th Floor of Patterson Office Tower.

A. Meeting Opened

Ms. Mira Ball, chair, called the meeting to order at 1:00 p.m. and asked Ms. Barbara Jones, Assistant Secretary and General Counsel, to call the roll.

B. Roll Call

The following members of the Board of Trustees answered the call of the roll: Mira Ball (chair), Stephen Branscum, Penelope Brown, Dermontti Dawson, Jeff Dembo, Ann Haney, James Hardyman, Billy Joe Miles, Sandy Bugie Patterson, Phillip Patton, Nick Phelps, Erwin Roberts, Charles R. Sachatello, Frank Shoop, Myra Leigh Tobin, JoEtta Wickliffe, Billy Wilcoxson, Russ Williams, and Ernest Yanarella. Absent from the meeting was Pamela May. Ms. Jones reported that a quorum was present.

The university administration was represented by President Lee T. Todd, Jr., Provost Kumble Subbaswamy, Executive Vice President for Finance and Administration Frank Butler, Executive Vice President for Health Affairs Michael Karpf, and General Counsel Barbara W. Jones.

The university faculty was represented by Chair of the University Senate Council Kaveh Tagavi, and the university staff was represented by Chair of the Staff Senate Kenneth Blair.

Members of the various news media were also in attendance.

C. Consent Items

Ms. Ball called attention to the following consent items on the agenda and asked if there were any questions about the items:

Minutes – December 11, 2007
PR 2 Personnel Actions

Ms. Haney moved that the consent items be approved. Mr. Dawson seconded the motion, and it carried without dissent. (See consent items at the end of the agenda.)

D. President's Report to the Trustees (PR 1)

President Todd reported that the National Institutes of Health awards, as well as other awards, had increased in the College of Nursing. He applauded Dean Jane Kirschling, College of Nursing, for her efforts in increasing the awards for the college. He noted that the College of Nursing is not only doing well in the size of its program, but it is also doing well in research.

University of Kentucky Advocacy Network (UKAN)

President Todd reported that the university had the UKAN annual luncheon in Frankfort to kick off the legislative session. During the morning, university officials talked to the committees about the university's priorities for the legislative session, and legislators were invited to attend a luncheon. Nick Phelps did a great job of moderating the luncheon. Dean Jane Kirschling talked about doubling the size of the nursing program since that is important to the legislators and the state as a whole. UK student Andrew Lynch, who is from Whitley County, did a tremendous job speaking about undergraduate research and his experience at UK. There were 109 of the 138 legislators in attendance, which was a phenomenal turnout and served the university well. President Todd noted that he also spoke to the legislators.

UK Pharmacy Residency Program Wins Top National Honor for Training

UK HealthCare's pharmacy residency program has been awarded a top national honor in the training of pharmacy residents. The program had been ranked 3rd previously; however, it is now ranked 8th due to its current situation with facilities. The new pharmacy building is now underway, and Dean Kenneth Roberts says that it is going to be the largest academic pharmacy building in the world when it is finished. The new facility, along with the other programs in the college, will put the college back up in the ranking.

SEC Names Jacob Tamme Its Scholar-Athlete of the Year

UK football team tight end Jacob Tamme has been named SEC Scholar-Athlete of the Year. This is the second consecutive year a Wildcat has been chosen SEC Scholar-Athlete of the Year, which is quite a commendation to the university's young people. Mr. Tamme had also been selected by the National Football Foundation as one of 15 scholar-athletes. Although he did not win the award, he was chosen to speak on behalf of the 15 athletes at the event in New York City, and approximately 3,000 people were in attendance. He is an outstanding young man and will do well in life.

UK Opera Singers Advance in Metropolitan Opera Regional Auditions

President Todd said that it is phenomenal for UK to have regional competitions on campus. Vocalists from UK Opera Theatre sang their way to the top of district auditions for the Metropolitan Opera in November. There were several UK students highlighted in the competition, and First Lady Patsy Todd attended the event.

UK Jazz Ensemble Is Selected for 2007 Midwest Clinic Concert

The UK Jazz Ensemble traveled to Chicago to perform at the 2007 Midwest Clinic 61st Annual Conference. The School of Music Jazz Ensemble continues to do well under the leadership of Miles Osland. They were one of only seven jazz ensembles of any level selected from worldwide applicants to perform recently at the international band and orchestra conference.

President Todd encouraged the Board to read the other interesting items in PR 1.

Commercialization and Economic Development Report

President Todd introduced Dr. Len Heller, vice president for commercialization and economic development, and expressed pleasure in having him at the university. He noted that Dr. Heller was with the university previously. He was also with the secretary of health and human resources under Governor Brereton Jones. He took a real leadership role in setting up the Bluegrass Angle Network and the Bluegrass Angel Venture Fund. He became an investor and then provided leadership to others. He said that Dr. Heller was a great choice for the vice president of commercialization and economic development position and asked him to give his report.

Dr. Heller said the purpose of his presentation is to give the Board some highlights to get acquainted with commercialization and economic development accomplishments the past year. The Office of Commercialization and Economic Development was created by the Board of Trustees in October 2005. The joint goal was to move research into the marketplace and drive statewide economic development. He explained that the intellectual properties disclosures start with this office. They move it into incubators, find investments, create businesses, and create jobs.

Dr. Heller said that his major philosophy to be competitive against Massachusetts Institute of Technology, Stanford University, or any other university is to realize that everyone is working in the same intellectual property domains. The way to be successful is to get there with UK's Intellectual Property faster than others. The university's goal is to get good business transactions signed as fast as possible.

Dr. Heller provided the following update on royalties and licenses for the 2007 fiscal year:

24 new licenses and options, including 11 to UK startups
109 active licenses
\$1,385,780 in royalties

He noted that his goal is to increase these numbers substantially.

Dr. Heller talked about a new state match program that helps UK faculty with commercialize innovations. The faculty now can write SBIR or STTR grants which go to the major federal agencies, like NIH and the National Science Foundation. During the

first year of the new program, 14 faculty members received awards with SBIR or STTR grants.

He explained that a Phase One awards are worth \$100,000, and the state match is \$100,000. Phase Two awards are up to \$500,000 each year, and the state's match is \$500,000. Several faculty received these awards. He noted that the university has done very well with faculty start-up companies getting these types of awards. Several companies have decided to locate in Kentucky to take advantage of the state matching program.

Dr. Heller showed a slide highlighting press releases about LevTech and Allylix and talked about each business. He reported that LevTech was sold January 11 for \$27 million to ATMI, which is a \$400 million company. This is a good example of the university's intellectual property starting a business and then selling it to a larger corporation.

Allylix is a company that started at Coldstream and is now in its third round of venture capital. It just raised \$3.7 million. The interesting thing about this company is it involves national venture funds including the Tech Coast Angels in California, and the company that manufactures Splenda.

Dr. Heller talked about the university's business development activities. He reported that there are 55 early stage companies in the Bluegrass region. It is important to note that 32 of the companies have UK research behind them. Nearly 40 percent of these companies are high tech or biotech and healthcare. From 2005 to 2007 the number of people hired at these companies has increased to 402 people with 162 people hired this year. This is about 35 percent a year in creating new jobs with new early stage companies in Lexington. The average full time salaries were \$60,000.

Dr. Heller called attention to the university's statewide mission and talked about their work throughout the state. He specifically mentioned a company in Falmouth, Kentucky that has 40 employees. It is anticipated that the number of employees for that company will increase to 500 employees. He also mentioned a company in Middlesboro, Kentucky that has 15 employees. Not only does UK promote companies, it also tries to preserve jobs and keep companies alive and viable.

Dr. Heller pointed out that UK is training individuals how to be strong business people in the community. This year 893 veterans, 917 minorities, 86 Hispanics, and 3,077 women have participated in the training sessions.

Dr. Heller pointed out that state funding plays a critical role in seed funding and helps leverage private investments. He displayed a slide showing the impact on 55 early stage companies in the Bluegrass Region. He said that the 2007 source of funds amounts to \$64 million and noted that \$3 million is in state dollars, \$4 million is federal money, but the remainder is strategic partners and private equity.

Dr. Heller reported that the university started the Bluegrass Angels in 2004. That is 50 business people in the community who want to invest in startups and other businesses in the Bluegrass Region, in Louisville, and throughout the state. This is the only organized angel group in Kentucky to date. The Angels also created a side car venture fund so when individual Bluegrass Angels invest in a company the venture fund joins in the investment. This venture fund has UK dollars, state dollars, and private dollars in it. The Bluegrass Angels have networked with five angel groups in the surrounding states. The investment terms are agreed upon, and the angels can move very fast in the decision-making process.

Dr. Heller referred back to the Allylix business because it is a very important story. His slide demonstrated that Bluegrass Angels investment occurs at early stages and is replaced by venture capital as the companies require larger investment. Companies begin with state incentive dollars and angel investors, and then moves into the equity market.

Kentucky Technology Inc. (KTI) is the for-profit company of UKRF. KTI has three major missions. If there is a need to convert an academic program to a new business, KTI can manage the process. The most recent example is Coldstream Laboratories that was taken out of the College of Pharmacy as an academic unit and created as a for-profit business. KTI also invests in real estate development that supports UK's mission, primarily those investments on the Coldstream Research Campus. KTI also invests in UK businesses.

There are two campus incubators for faculty startups. They are the Advanced Science & Technology Commercialization Center (ASTeCC) and the Agriculture Technologies Commercialization Center (AgTeCC). ASTeCC has 12 startups with seven startups on the waiting list. There are 24 faculty research groups located in the incubators. Thirty three (33) companies have "graduated." The goal is to graduate companies within a three-year period so they can locate in the business community or Coldstream. AgTeCC has 3 plant biotech-related companies and is housed in the Kentucky Tobacco Research and Development Center.

Dr. Heller concluded his presentation by talking about the university's Coldstream Research Campus. He said that Coldstream is a wonderful resource and is a diamond in the rough. We are creating a new vision for Coldstream that will transform it from an industrial park design to a high tech city.

He gave several illustrations explaining the size of the Coldstream Research Campus and said there should be 20 high technology buildings built within the next 20 years. Currently, there are 770 jobs and 47 companies at Coldstream. It has 600,000 square feet developed and occupied and another 332,000 square feet under construction. There is also 45,000 square feet under contract. He noted that the city is moving its Emergency Operations Center to Coldstream in spring 2008.

President Todd asked if there were any questions. He said that it is interesting to look at the state investment going down while private investment is going up because that is how you build an economy as well as increase the number of jobs. He thanked Dr. Heller for his presentation and said he appreciated the manner in which Dr. Heller is developing Coldstream.

Before continuing with PR 3, President Todd mentioned that the UK cheerleaders won the 16th national championship and would be recognized at the basketball game that evening.

E. Appointment of Dean of the College of Design (PR 3)

President Todd said that PR 3 is the appointment of the dean of the College of Design. He asked Provost Subbaswamy to speak about the recommendation.

Provost Subbaswamy said that he was proud to ask for approval of the appointment of Dr. Michael Speaks as dean of the College of Design, effective February 1, 2008. He reminded the Board of the wonderful job that Dean David Mohny did with the College of Architecture first and then with the merger and inevitable transitions of interior design and historic preservation to form the College of Design. After 13 years of serving as dean, Dean Mohny wanted to return to his professional and scholarly interests, which he had put on the back burner for such a long time.

A national search was conducted for the well known, promising College of Design. There was a lot of interest, and Dr. Michael Speaks was the top choice. He is a very well known young critic and commentator on contemporary design concept theories and practices, and he has a nationally and internationally network. He will bring a lot of energy and new focus into contemporary design concepts and the future of design to the students and the community. Unfortunately, he could not attend this meeting; however, he will attend the March Board meeting.

On motion made by Mr. Branscum, seconded by Dr. Yanarella and carried, PR 3 was approved. (See PR 3 at the end of the Minutes.)

F. Report on Results of Alumni Member Election (PR 4)

President Todd reported that Myra Leigh Tobin's term as an alumna member will expire June 30, 2008, and an election among the graduates of the University of Kentucky had been held. The leading vote receiver is Thomas Taylor Hammond. John Cain came in second, and Jo Hern Curris came in third. The recommendation is that the Secretary of the Board be authorized to certify to Governor Steve Beshear the names of the three persons receiving the largest number of votes. Governor Beshear will make an appointment from the three names submitted.

Mr. Dawson moved approval of PR 4. Ms. Wickliffe seconded the motion, and it carried without dissent. (See PR 4 at the end of the Minutes.)

G. Update on Vice President for Institutional Diversity Search

President Todd reported that there are two finalists for the position of vice president for institutional diversity on campus, and they are extremely pleased with the two candidates that visited campus. He and Provost Subbaswamy will proceed to close that position in the very near future.

H. Budget Comments

President Todd said that everyone was anxiously awaiting the Governor's budget address next week. He said that he had several people on his staff working on white papers regarding some things that have been done on campus to reduce health care cost for retirees and thoughts that Bob Lawson, Barbara Jones, and others have on corrections cost. He said that he would like to position the university with the Governor and the legislature as a source of solutions rather than a source of cash in solving some of the budget problems. He does not doubt that there are issues. It is a very good time for the state to look at some of the places where money is spent. It is a shame that the state has to throw money down holes that have existed for a long time. Corrections, health care, and other systems need to be fixed so that money can be used to apply toward education which, in his opinion, is the true solution to Kentucky's problem.

President Todd reported that the university's budget has already been cut \$10 million or 3 percent. It was necessary to cover \$5 million of the budget cut out of reserves to try to reduce the effect on the colleges. The provost is working with the deans and vice presidents to allocate the remainder of the \$5 million cut. As in past situations with budget cuts, less of the cut will be proportioned toward the academic side in order to try to reduce the problem with the colleges because they are doing so well and have such momentum now.

President Todd said that the first section of his white papers binder will have 13 national articles that have been written about the University of Kentucky. These articles have been in *The Chronicle of Higher Education*, *New York Times*, *The Atlanta Constitution*, *The Capital Times* (Madison Wisconsin), and others about the momentum at the University of Kentucky. This momentum brings candidates such as Michael Speaks to campus as well as diversity candidates to the campus.

Provost Subbaswamy has put together a book of the university's first-year faculty. Because of the funding UK received in the last budget session, 60 new positions were created, and there were approximately 200 new hires in total. Many were from the benchmark institutions, and many were from private universities that are in the top 10 to top 20 positions. This will be highlighted in the white papers to try to continue to impress on the governor and the legislature that in times like this the state needs a Top 20 university. If Kentucky had a Top 20 university now, it would not have some of the economic problems in revenue generation. In this difficult budget time, the university needs to be a potential solution to some of the issues.

The university has a lot of recruits in progress, and many of them are on the bubble. They send their resumes because they hear that UK is on the move, and then they hear of a potential \$50 million budget cut in the base allocation. Some of the university's people get nervous about even asking others to come to campus until the budget issue is resolved. Creating the impression that the university was only funded for one year of the business plan creates fear that the university will not recover from this for a long time because it cannot hire the people that are interested right now. Hopefully, the Governor and legislature will deal with the issue speedily.

The university's first priority for this session is operating dollars because that is what pays the salaries, hires the people, and does the things that need to be done to keep the fundamental operations on the move.

The second priority is construction because, as Mr. Hardyman has pointed out, that will be the long-term hindrance for the institution. Currently, the university has "Bucks for Brains" positions that cannot be filled because there is no research space for recruits to occupy. You cannot hire people without a startup package or without facilities.

The university needs the new Carol Martin Gatton building and another research building. A new research building will generate \$54 million per year when it is built. The BBSRB building was constructed a few years ago, and it is generating approximately \$23 million now. A research building is one of the best economic development moves the state can make.

The third priority for the university is "Bucks for Brains." It is a fascinating program that has served the university very well. Ideally, if you want to build research institutions and you have plenty of money, you should have a parallel track where you have funds such as "Bucks for Brains" available to bring in faculty. In parallel to that, you are making a commitment to space. In a state where you have to make choices, you have to have an alternating scheme. With the billion dollar campaign and the number of endowed positions created, the university has to have more space. If the "Bucks for Brains" program comes back and the state puts some money into it, the university needs some flexibility to use some of that money for capital. UK has requested funds for two buildings in this session.

President Todd concluded his budget remarks by stating that it is a challenging time. It happens every two years. The university received tremendous support during the last session, and it has a lot of positive support now. He said that he and his staff are talking to many legislators, and he will keep the Board informed.

I. Change in Name of a Degree (AACR 1)

Ms. Tobin, chair of the Academic Affairs Committee, said that AACR 1 recommends that the Board approve a change in the name of the Bachelor of Science in Family and Consumer Science to Bachelor of Science in Family Science, effective in the spring 2008 semester.

The proposed change eliminates the ongoing confusion between whether students are majoring in FCS education or FCS (non-teaching option). The proposed title reflects the home department's name, the faculty expertise, and the research and teaching mission of the department. It has the approval of the Undergraduate Council, Senate Council, and University Senate. Provost Subbaswamy supports this recommendation.

Ms. Tobin moved approval of AACR 1. Her motion was seconded by Dr. Yanarella and carried without dissent. (See AACR 1 at the end of the Minutes.)

Ms. Tobin reported that Dean Scott Smith, College of Agriculture, and Ann Vail, director of Human Environmental Sciences, met with the committee and gave an informational update on the goals that they have set in the next five-year plan. The committee members were very pleased to have them at the meeting.

J. Audit Subcommittee Report

Ms. Wickliffe, chair of the Audit Subcommittee, reported that the Audit Subcommittee met in closed session to interview the finalist in the External Auditor Request for Proposal (RFP) process. Following the closed session, the Audit Subcommittee met and voted on a recommendation to the Purchasing Division to enter into contract negotiations with the selected firm. Because their commendation is preliminary, and the contract negotiations have not been concluded, the committee cannot disclose the name of the firm at the present time.

K. Finance Committee Report

Mr. Branscum, chair of the Finance Committee, reported that the Finance Committee met that morning and had nearly full participation from the entire Board. There were two reports and five action items on the agenda.

Executive Vice President for Finance and Administration Frank Butler presented the first report on the recent meeting of the University Debt Committee. The committee reviewed the status of the debt capacity of the institution and the proposed lease/purchase acquisitions that will be presented in FCR 4. The university is in a good financial position and has sufficient debt capacity for the foreseeable future.

Treasurer Marc Mathews presented the second report on the draft consolidated financial statement as of December 31, 2007. The financial operations are on target. For

the first six months, revenues and appropriated fund balances have exceeded expenditures to date by \$176.2 million. The final audited financial statements will be presented at the Board meeting in March for approval.

L. Authorization for Disposal of Surplus Property (FCR 1)

Mr. Branscum said that FCR 1 is the Authorization for Disposal of Surplus Property. The recommendation is that the Board authorize the disposal of surplus property consisting of the floor from the 1996 NCAA men's basketball national championship. The method of disposal will be from sealed bids to be received in February 2008. The sale will be made to the highest bidder and could exceed \$10,000. On behalf of the Finance Committee, he recommended that FCR 1 be approved. Mr. Dawson seconded his motion, and it carried without dissent. (See FCR 1 at the end of the Minutes.)

M. Approval of Ground Lease to Kentucky Farmhouse Association, Inc. for 454 and 456 Rose Lane, Lexington, Kentucky (FCR 2)

Mr. Branscum said that FCR 2 recommends that the Board of Trustees authorize the executive vice president for finance and administration to negotiate and execute a ground lease between the University of Kentucky and Kentucky FarmHouse Association, Inc., for 454 and 456 Rose Lane, Lexington, Kentucky. The term of the lease is expected to be 99 years.

The ½ acre property is located within the Greek Park area north of the W. T. Young Library. The Farmhouse Fraternity proposes to construct a new 20,000 sq. ft. fraternity house on this site. This use and construction is consistent with the 2002 Physical Development Plan. Any building constructed on the property must be approved by the university's Design and Review Committee and comply with all applicable zoning, licensing, permitting, and certifications required by any Governmental Authority having jurisdiction over the construction or property. On behalf of the Finance Committee, he recommended approval of FCR 2. His motion, seconded by Mr. Phelps, carried without dissent. (See FCR 2 at the end of the Minutes.)

N. Capital Projects (FCR 3)

Mr. Branscum said that FCR 3 recommends that the Board approve the initiation of two capital projects which will be funded by the UK HealthCare Enterprise. Both projects have been authorized by the 2006 Kentucky General Assembly.

The Renovate Outpatient Clinic project involves 13,300 square feet on the first floor of the main campus Kentucky Clinic and will create outpatient space for the Neurology, Neurosurgery, and Physical Medicine and Rehabilitation clinics. This project is expected to cost \$2.93 million.

The Expand Ophthalmology Clinic project will renovate and expand the Ophthalmology Clinic to approximately 12,500 square feet. The clinic is located in the main campus Kentucky Clinic. The project will provide upgraded and additional space to improve efficiency and customer service. This project is expected to cost \$3.1 million.

On behalf of the Finance Committee, he recommended approval of FCR 3. Ms. Wickliffe seconded the motion, and it carried without dissent. (See FCR 3 at the end of the Minutes.)

O. Lease/Purchase of Equipment and Information Technology Items (FCR 4)

Mr. Branscum said that FCR 4 recommends that the Board approve the acquisition of seven major equipment and information technology items totaling \$26.88 million using a lease/purchase method of procurement. The University Debt Committee has reviewed these acquisitions and determined that they are consistent with the Debt Policy. The items include:

1. UK HealthCare Enterprise Equipment Lease Pool - \$10 million
2. Markey Cancer Center Facility Equipment - \$8 million
3. Picture, Archiving, and Collection System (PACS) - \$7 million
4. Cone Beam CT - \$250,000
5. Dental Vacuum System - \$880,000
6. Disk Storage - \$350,000
7. IBM P-Series Server - \$400,000

Items 1 through 5 are for UK HealthCare, and a description of each item was provided in the Board packet. On behalf of the Finance Committee, he recommended approval of FCR 4. Mr. Shoop seconded his motion, and it carried without dissent. (See FCR 4 at the end of the Minutes.)

P. Authorization to Convey 15 Acres at Southeast Kentucky Community and Technical College to the Kentucky Community and Technical College System (FCR 5)

Mr. Branscum said that FCR 5 recommends that the Board authorize the executive vice president for finance and administration to convey 15 acres of unimproved university property at the rear of the Southeast Kentucky Community and Technical College (SKCTC) Cumberland Campus in Harlan County to the Kentucky Community and Technical College System (KCTCS) for the development of a Scholar House program.

The Scholar House program is a grant program of the Kentucky Housing Corporation intended to provide transitional housing for single parents with young children who wish to further their education. SKCTC President Bruce Ayers, the SKCTC Board of Directors, and KCTCS President Michael McCall support the program and request this property donation. This property is now surplus to the needs of the university, and this proposed conveyance is in the best interest of the Commonwealth.

On behalf of the Finance Committee, he recommended approval of FCR 5. Mr. Dawson seconded his motion, and it carried without dissent. (See FCR 5 at the end of the Minutes.)

Q. Proposed Revision to Administrative Regulation: University of Kentucky Retirement Plan (HRCR 1)

Judge Patton, chair of the Human Resources Committee, said that HRCR 1 deals with the retirement plan. It was considered at the December 11 Human Resources Committee meeting and adopted by the Board later that same day. However, it was realized that the version that was contained in our agenda book was not the same version that was passed by the committee or explained at the Board meeting. Therefore, it needs to be addressed again to correct that deficiency.

HRCR 1 provides for a transition to online enrollment, offers greater flexibility and designation of executive officers, permits hardship withdrawals, addresses excess contributions consistent with IRS regulations, and designates the executive vice president for finance and administration to execute plan documents. On behalf of the Human Resources Committee, he moved the adoption of HRCR 1. Mr. Williams seconded his motion, and it carried without dissent. (See HRCR 1 at the end of the Minutes.)

R. Student Affairs Committee Report

Ms. Haney, chair of the Student Affairs Committee, reported that the Student Affairs Committee had a rather long and enjoyable meeting that morning. One of the major points of emphasis was student and campus diversity. The committee had a number of speakers and presentations. Mahjabeen Rafiuddin, director of Student Diversity Programming, works directly from Goal IV of the university's Strategic Plan to embrace and nurture diversity. She gave an extensive review of the various areas that are covered by her office which includes workshops on cultural diversity for staff and students. She initiated the Diversity Dialogue Series to promote respectful conversation on campus. The series has encouraged international relationships between multicultural organizations and promotes inter-Greek relationships with roundtable discussions. Her philosophy is that this is a work in progress. Diversity programming is more than sponsored events.

The committee also had an overview of the Martin Luther King, Jr. Cultural Center presented by Director Veleshia Smith. The Martin Luther King, Jr. Cultural Center has a mission to provide space for cultural programming, student support and development, and community outreach and development. They have initiated several programs, including the Women's Empowerment Group, National Pan-Hellenic Greek Week, Martin Luther King, Jr. Candlelight Vigil on campus, and Honoring our Lineage, which includes a dinner and stories from multicultural alumni.

Mela Poonacha, secretary of the Student Health Advisory Council (SHAC), gave a presentation. The council is a more formalized group than some of the other student

organizations. The council serves as student advocates to help students make better choices about health care and behavioral changes. The current issues under review by SHAC are student health fees and mandatory student health insurance. Ms. Haney noted that mandatory student health insurance is something the committee would like to look further into with the permission of Provost Subbaswamy.

Christopher Harper, president of the Black Student Union, also made a presentation. He reported that the Black Student Union was formed in 1966 as a social and cultural outlet for African American students at UK. The organization promotes a positive image of African Americans; African American students as an intrinsic part of UK; and community service. Many BSU programs involve student tutoring as well as outreach in the community. BSU also participates in many things such as Relay for Life and Black Student Union Week. Every year they produce Apollo which is a talent showcase from students on campus. The BSU also serves as an aid to the Office of Admissions and Recruitment.

Ms. Haney called upon Mr. Phelps to introduce the students with the DanceBlue program to give a presentation about their upcoming event to raise money for UK's Pediatric Oncology program.

Mr. Phelps thanked President Todd and Chair Ball for allowing him to extend an invitation to three of the university's top student leaders to speak to the Board. He introduced David Ritchie, Nathan Samone, and Britt Pennington, leaders of DanceBlue on campus. He announced that it was exactly one month until the event, and he wanted the leaders of DanceBlue to share some of the exciting things happening this year.

Mr. Ritchie presented a PowerPoint presentation providing some history about DanceBlue. It is the annual 24-hour dance marathon that started in 2006. DanceBlue supports the needs of the Pediatric Oncology Clinic financially and emotionally. It is located within the Kentucky Clinic on campus. Since 2006, there has been over \$364,000 raised through DanceBlue. He informed the Board of a few things planned for the exciting event this year.

Mr. Ritchie provided some information about the clinic. Because of the convenient location, it is possible to see firsthand the impact that DanceBlue is making on the children served through the clinic and to see how it is improving their lives. The clinic serves 96 counties throughout the state of Kentucky, and they schedule over 4,000 patient visits each year. It is obvious that this is a critical need and something everyone can be very proud to support at UK. The support from the students, faculty, and staff members of the administration is tremendous.

Last year, there were 60 different student organizations that participated in the event, and there are 75 student organizations registered to participate in the event this year. The program is not exclusive. There are campus ministry groups and Greek groups, as well as some of the groups that may not be as well represented in other

programs. A Staff Senate team will be featured this year. There are some staff members who are also part-time students, and they will be trying to participate for 24 hours.

Mr. Ritchie said that this event is the most amazing thing that he has been a part of during his four-year tenure at UK. Although he will be graduating in May with a bachelor's degree in biology, he has been accepted into the College of Medicine and will be returning to the UK. He hopes to continue to be a part of DanceBlue for years to come.

He said that this event is beginning to instill a corporate philanthropy on UK's campus, and hopefully, that culture of giving will continue for students as they graduate and become alumni. Three students, who are former participants in DanceBlue, have become young University of Kentucky Fellows and are designating those funds to the DanceBlue marathon each year. Students are supporting this event, and hopefully, will continue to do so for years to come and increase the number of gifts received from the alumni as well.

Mr. Ritchie said that he had been a volunteer in the clinic for the past eight months. He has been able to witness on a first-hand basis the impact that DanceBlue has had within the clinic, and it is very empowering. With the \$364,000 that has been raised, half of that goes to cancer research at the Markey Cancer Center and half of it subsidizes the salaries of a clinical psychologist and a full-time social worker that are employed within the clinic. Both of these needs are critical services that every patient needs.

Thanks to the support from the Lexington Rotary Club and others, we now have a state-of-the-art clinic on campus with an infusion suite. Children can receive their chemotherapy there on an outpatient basis as opposed to having to go to the hospital. It minimizes their stay and improves their recovery time.

The goal of DanceBlue was to take that state-of-the-art clinic and make sure that it has all of the critical patient services to accompany it. To this point, DanceBlue has been very successful in doing that. Hopefully, there will be a new follow-up clinic within the Kentucky Clinic in the future. The goal of that clinic will be to follow children, who have been diagnosed with cancer and treated for cancer from their childhood into adulthood. It is important that these children are aware of the risk that they have after receiving chemotherapy and radiation during their childhood. The follow-up has not been done, but Dr. Jeff Moscow, director of the Pediatric Oncology Clinic, is heading up a personal effort to try to make that become a reality soon.

Mr. Samone, corporate relations chair, commented on the success of the local and statewide support from businesses and corporations. He pointed out that Mira Ball and Ball Homes have been fabulous sponsors for DanceBlue and expressed appreciation for their very generous support. He reported that the number of sponsors continues to grow and expand. Over 30 companies have given to DanceBlue, and there is a first time \$10,000 sponsor this year. He said that DanceBlue is the most unbelievable experience he has had in college, and it is almost addictive. He encouraged the esteemed community

and business leaders on the Board to get involved in DanceBlue by making a donation. He thanked the Board for their support and the opportunity to speak at the meeting.

Ms. Pennington, dance programming chair, said that the dance marathon is a big task and a lot of work goes into it. Because the students have worked so hard raising money, it is important that they relax and have fun at the 24-hour event. Her job is to plan the entire 24 hours. Each hour, the participants are reminded that the event is for the children. When their feet hurt and they do not feel like staying awake, they are reminded that children cannot get rid of cancer and be well again. She expressed excitement about the event and encouraged the Board to attend DanceBlue beginning at 7:00 p.m. February 22 and continuing until 7:00 p.m. February 23.

President Todd thanked the students for coming to the meeting, and the students received a round of applause.

Mr. Ritchie acknowledged the fact that 100 percent of the funds raised for DanceBlue go directly to the Pediatric Oncology Clinic. Due to the support from the Student Government Association (SGA), there is no overhead. He thanked SGA President Nick Phelps and Dr. Pat Terrell, vice president for student affairs, for their support. He also noted that 100 percent of the funds raised are matched in full by the cigarette excise tax in Kentucky, and those funds go to the Markey Cancer Center for cancer research. Half of the funds raised go to the clinic for patient services, and the other half of the funds go to the Markey Cancer Center for research. He encouraged everyone to attend the event. The Board gave Mr. Ritchie a round of applause.

President Todd pointed out that the children and their parents are there toward the end of the event and said that it is an emotional time for everyone. It is a fabulous opportunity for campus, and the students have done a wonderful job.

Ms. Ball said that the students are very enthusiastic when they visit the corporate businesses, and the Board can be very proud of them.

Ms. Haney informed the Board that they could go to goodsearch.com and specify University of Kentucky Dance Marathon to donate a penny to DanceBlue. It is a way of giving to this exciting organization. She said that she is thrilled and honored to be a part of the Student Affairs Committee because the university is all about students. There are fantastic students all over campus.

President Todd recognized Susannah Denomme, development director, in the audience and said that she puts a lot of effort in this event. He also recognized her husband Mark Denomme, who often assists with PowerPoint presentations at the Board meetings, and noted that they are quite a team.

S. University Health Care Committee Report

Mr. Hardymon, chair of the University Health Care Committee, reported that the committee met that morning and had full attendance. Some fellow trustees and hospital staff were also in attendance.

He reported that the financials for November were complete, and the committee feels very good about December. The committee is following the total package of everything involved with the hospital financials on a consolidated basis.

He said that the hospital is doing well. It is right at budget with revenues and ahead of budget with operating income. The margin is good, and the margin year-to-date in November is 6.6 percent, which is always good to know. The committee is being challenged now to look at the operating numbers because of the \$215 million that is in the endowment area that the Investment Committee is looking after. It is taking a bit of a beating now.

The hospital is ahead year-to-date because it got off to a good start. January, however, has gotten off to a poor start. There will probably be some difficult numbers below the line, but the committee will continue watching the operating margin as well as the cash flow. With the profit that is being generated at the operating line and with the collections that are going on, the committee is still very positive about that. The finances are in good shape.

Mr. Hardymon said that the committee did not talk about Good Samaritan's financials, but it will always worry about that acquisition. The committee has gone from probably surprised at how well it started to satisfaction, and now, the committee is going to expect it. The committee considers it running very well, and it has been a big contributor to the finances. The culture between the organizations is working well, which is extremely important.

The hospital has two capital projects, and the committee received reports about both of them. They were listed in FCR 3 and 4.

The committee had a graduate medical education status report for the first time. The report compares how the College of Medicine is doing versus some natural averages on recruiting, mean scores, and scholarly achievement. It also includes items such as faculty spending sufficient time in supervising programs and the feedback received on performance rotation. The results of the report came out very well. With the large number of student applications and the low number of positions, the College of Medicine should be able to choose strong people. The committee will continue to follow this report in order to see how the university is doing nationally.

Mr. Hardymon talked about the patient satisfaction survey form that patients complete following dismissal from the hospital. The hospital is documenting the survey

forms, responding to them, and reporting them to the committee. The last presentation to the committee showed that the Chandler Hospital does well in a number of areas but needs to give more attention to the emergency department. The survey form was recently started at Good Samaritan. The national hospital average is approximately 81 to 82 percent satisfaction. The University Hospital has run as low as 60 to 61 percent. In December, it was 73 percent. There is concern that it will not get to the national average before the facilities are completed because space is a problem, and the biggest dissatisfaction is waiting time. The staff is working at this to try to find the little things that will at least make people more comfortable in their delays. The committee plans to track this about every meeting to see if it can improve the 73 percent rating.

He reported that the committee receives a quality and safety report periodically. It received the numbers for the four quarters of 2007 versus the national mean data. There were 17 items in the fourth quarter that were tracked, and UK HealthCare was either above the national average or within 5 percent of the national average on all but two items. The two items were probably in the communications area. It is under the heart failure patients, and that is discharge instructions and ceasing of smoking. The report is a communication device.

Mr. Hardymon concluded his remarks by reporting that the committee received the medical staff report, which had some appointments and reappointments to reconsider and approve for Good Samaritan. The Chandler Hospital did not have any to report at this meeting.

T. Athletic Association Board of Directors Report

Mr. Dawson, one of the trustee representatives on the Athletic Association Board of Directors, reported that the Athletic Board met December 13, 2007. At that meeting, President Todd expressed pleasure with the football and volleyball seasons and congratulated Coach Rich Brooks and Coach Craig Skinner. He also welcomed Coach Myra Blackwelder as the new women's golf coach.

President Todd highlighted the many accomplishments in the Athletics Department over the past five years and complimented Mitch Barnhart's leadership as Athletics Director. He presented Mr. Barnhart with a new five-year contract which goes through 2012.

Mr. Barnhart updated the Athletic Association Board on the fall sports' season endings. Each member received a copy of the "*We Believe*" publication highlighting the record breaking 2007 football season and some of the players. He recognized football player Jacob Tamme and women's golfer Beth Felts for their incredible academic success at UK. Mr. Tamme and Ms. Felts spoke on their collegiate experiences as a student-athlete at UK and told how rewarding it was.

Mr. Barnhart introduced Rifle Coach Harry Mullins, who gave a PowerPoint presentation explaining the sport of rifle. Coach Mullins distributed a publication with information about each student-athlete in the rifle program.

Scott Ramsey and Dale Polley, officials from the Music City Bowl, were in attendance and gave the official invitation to the University of Kentucky to participate in the Music City Bowl. They also presented Coach Brooks with the Music City Bowl guitar. Mr. Dawson noted that UK won another exciting bowl game.

U. Other Business

Comment about Trustee Erwin Roberts

Ms. Ball mentioned that Mr. Roberts has been called into active duty with the United States Army Reserves. He does not know his assignment at this time, but hopefully, he will be at the March Board meeting. She wished him well.

Individuals Recognized in Audience

President Todd introduced Anthony Beatty, assistant vice president for public safety, and said that he is extremely pleased to have him on campus as part of the university's organization. He will be overseeing a lot of areas on campus and has vast experience with the city. Mr. Beatty received a round of applause.

President Todd recognized Mitch Barnhart and thanked him for the manner in which he handled one of the most positive news conferences since he has been at the university. The news conference named Assistant Football Coach Joker Phillips as the future head football coach of the University of Kentucky. Mr. Barnhart met with Coach Rich Brooks and Assistant Coach Phillips and worked out an arrangement which has been extremely well received nationally. He expressed appreciation to Mr. Barnhart for everything that he does in the Athletics Department.

Myra Tobin's Comments

Ms. Tobin expressed appreciation to the Board and her UK family for their cards, phone calls, flowers, and well wishes during the last eight months. She said that it helped her get through the year. Ms. Tobin received a round of applause.

Website Navigational Training

Ms. Ball reminded the Board of the website navigational training immediately following the Board meeting in room A.

Invitation from the Chair of the Investment Committee

Mr. Wilcoxson invited the members of the Board to the Investment Committee meeting at 8:30 a.m. Wednesday morning. He welcomed them to spend the day with the committee and said the committee would love to have them attend the meeting.

V. Meeting Adjourned

With no further business, Ms. Ball asked for a motion to adjourn, and the meeting adjourned at 2:15 p.m.

Respectfully submitted,

Barbara W. Jones
Assistant Secretary, Board of Trustees

(PR 2, 3 and 4; AACR 1; FCR 1, 2, 3, 4, and 5; and HRCR 1 which follow are official parts of the Minutes of the meeting.)

Office of the President
January 22, 2008

1. NIH Awards College of Nursing \$1.3 Million for Biobehavioral Research Center

The National Institutes of Health (NIH) has awarded the UK College of Nursing \$1,285,376 to establish an exploratory research center. The Center for Biobehavioral Research in Self-Management of Cardiopulmonary Disease is funded for five years and will mentor faculty as they develop expertise in biobehavioral cardiovascular research. The center will fund three pilot studies initially. The center's director, Debra Moser, professor and Linda C. Gill Endowed Chair in Nursing, said the center is comprised of a diverse group of UK health professionals with an established reputation of research and mentoring. Chronic cardiac or pulmonary diseases comprise three of the top four causes of death: heart disease, cancers, stroke, and chronic lower respiratory diseases. At least one in three Americans lives with chronic cardiovascular disease; this percentage increases with age, and ultimately, one in two dies of cardiovascular disease, usually after living years with the challenge of engaging in self-management of the chronic condition.

2. Architecture Students Present Concepts for Revitalizing Downtown Lexington

Architecture students at the College of Design examined the revitalization effort that envisions a "college town" design for downtown Lexington, encompassing an area of downtown that runs from Chandler Hospital to Transylvania University. Students taking part in this project, under the direction of design faculty members Greg Luhan and Adam Wiseman, presented concepts to the public as part of an exhibit titled "Expanding Boundaries – Envisioning Collegetown" at November's Gallery Hop in Victorian Square.

3. UK Pharmacy Residency Program Wins Top National Honor for Training

UK HealthCare's pharmacy residency program has been awarded a top national honor for demonstrating superb abilities in the training of pharmacy residents. The American Society of Health-System Pharmacists (ASHP), a national professional organization representing practicing pharmacists, recently presented the ASHP Research and Education Foundation's 2007 Pharmacy Residency Excellence Award at the ASHP Midyear Clinical Meeting in Las Vegas. Accepting the award on behalf of UK HealthCare was Kelly M. Smith, director of the first-year residency program from 1998 through 2007; George Davis, new program director; John Armistead, director of pharmacy services and assistant dean at the UK College of Pharmacy; and Katherine Mieure, second-year critical care pharmacy resident. The Pharmacy Residency Excellence Awards program was created with the intent of recognizing excellence and leadership in the training and mentoring of pharmacy residents – training that is crucial to the development of future leaders and raising the level of practice.

4. SEC Names Jacob Tamme Its Scholar-Athlete of the Year

UK football team tight end Jacob Tamme has been named the Southeastern Conference Scholar-Athlete of the Year in a vote of the league coaches. This marks the second consecutive season that a Wildcat has been chosen SEC Scholar-Athlete of the Year, as Tamme joins 2006 winner Hayden Lane. It is the first time in the history of the award that one school has had back-to-back winners. Tamme completed his bachelor's degree in only three years in Integrated Strategic Communication with a 3.82 GPA. He is now in his second year of study for his Master's in Business Administration and has a 3.83 graduate school GPA. On the field, Tamme has been named first-team All-SEC two years in a row. Tamme, along with punter Tim Masthay, also was voted to the 2007 Academic All-America Team as selected by the College Sports Information Directors of America and sponsored by *ESPN The Magazine*.

5. UK Updates Design for Collegiate License Plate for Vehicles

Alumni, students, friends, and fans of the University of Kentucky can now show their Wildcat spirit with an all-new UK collegiate license plate. The plate features the interlocking UK athletics logo in blue against a white background and features the slogan "Go Big Blue" across the bottom. The design update is the first since the UK collegiate plate appeared in 1988. Any owner of a non-commercial motor vehicle required to be registered for Kentucky highways can request a UK license plate. The purchase and renewal of each UK plate includes a \$10 contribution to the university's general scholarship fund. UK's license plate revenue is now averaging more than \$170,000 annually.

6. UK Engineering Students Participate in KySAT Rehearsal Rocket Launch

Five UK College of Engineering students, led by faculty sponsor James Lumpp of the Department of Electrical and Computer Engineering, traveled to White Sands, New Mexico, in early December to launch a test rocket in the KySAT project backed by the Kentucky Science and Technology Corporation. The students, who are part of a multi-university team that includes peers from Murray State University, Western Kentucky University, Morehead State University, the University of Louisville, and the Kentucky Community and Technical College System, were testing whether a rocket would have enough power to send a small package into a suborbital position. The test rocket failed, but it provided the team with valuable knowledge in advance of their intention to send a small cube satellite with communications capability into permanent orbit sometime in the next 18 months.

7. UK Opera Singers Advance in Metropolitan Opera Regional Auditions

Vocalists from UK Opera Theatre (UKOT) sang their way to the top of district auditions for the Metropolitan Opera in November. Three of the four finalists selected at the event, the opening level of competition in the Metropolitan Opera National Council Auditions, were from UKOT. Sopranos Afton Battle and Hannah Smith and counter-

tenor Christopher Conley were selected for three of the four Kentucky District Auditions finalist positions that advanced to regional competition at the Tri-State Regional held at UK's Memorial Hall last weekend. All three finalists are pursuing master's degrees at UK. A fourth UKOT student, soprano Amanda Balltrip, took home honors as recipient of the Encouragement Award at the Kentucky District Auditions. Balltrip is an undergraduate at UK. Meanwhile, Brandy Lynn Hawkins, a graduate student in UK Opera Theatre, excelled at Tennessee's auditions for the Metropolitan Opera taking one of three finalist positions at the auditions held in Nashville, Tennessee. The mezzo-soprano advanced to regional competition at the Mid-South Region Finals in Memphis. She also was selected as a participant for the Washington National Opera (WNO) Domingo-Cafritz Young Artist Program, a program under the leadership of Plácido Domingo and patronage of First Lady Laura Bush known for working with young singers on the verge of international careers. Hawkins, who is currently pursuing a master's degree, will start her nine-month residency at WNO in August 2008.

8. West Virginia Resident Trumpets His Appreciation for UK Liver Transplant

Charles Armistead has a lot to say, especially about his liver transplant at UK Chandler Hospital. Armistead is so enthusiastic about his experience and how it changed his life that he drives around his native West Virginia hoping people ask him about it. His license plate proudly reads "UK 300th." On Thanksgiving Day 2005, Armistead, of Elkview, West Virginia, was UK HealthCare Transplant Center's 300th liver transplant. Armistead says several people have stopped him, inquiring about the message behind the plate. He is passionate about the cause because two years ago his life was much different. His wife of 37 years awoke to find him unresponsive, in a near comatose state, slumped over in a bathroom. Doctors knew he needed a transplant soon. That is when his journey brought him to UK Chandler Hospital. Armistead received a donor liver in a 10-hour procedure, performed by Dr. Dinesh Ranjan and Dr. Thomas Johnston, that ended early on Thanksgiving Day 2005.

9. UK Jazz Ensemble Is Selected for 2007 Midwest Clinic Concert

The UK Jazz Ensemble traveled to Chicago to perform at the 2007 Midwest Clinic 61st Annual Conference. Chosen through a highly selective process, UK Jazz Ensemble is the only college jazz ensemble and one of only seven jazz ensembles of any level selected from worldwide applicants to present a concert at the international band and orchestra conference held December 18 through 22. On their way to the Midwest Clinic, the musicians held two other performances in the vicinity. The ensemble booked concerts at an Indianapolis high school and a Chicago jazz club. All the UK Jazz Ensemble performances on the trip were recorded. The ensemble is directed by Miles Osland.

10. Children's Hospital Chooses 14-year-old's Artwork for 2007 Holiday Cards

UK HealthCare's Kentucky Children's Hospital chose artwork by Charlotte Eckmann, 14, daughter of Lynne and David Eckmann of Lexington, for the design for the

Department of Pediatrics' 2007 holiday cards. The holiday cards were sent to the friends and families of the Kentucky Children's Hospital as well as many physicians outside of the city of Lexington. The contest required that drawings display Stitches, the kitten mascot of the Kentucky Children's Hospital, and possess a timeless holiday theme. Stitches has represented Kentucky Children's Hospital since the summer of 2005.

11. Study Finds Transcendental Meditation May Help Reduce High Blood Pressure

People with high blood pressure may find relief from Transcendental Meditation, according to a definitive new meta-analysis of 107 published studies on stress reduction programs and high blood pressure, which was published in the December issue of *Current Hypertension Reports*. The Transcendental Meditation technique produces a statistically significant reduction in high blood pressure that is not found with other forms of relaxation, meditation, biofeedback, or stress management. The new meta-analysis reviewed randomized, controlled trials of all stress reduction and relaxation methods in participants with high blood pressure that have been published in peer-reviewed scientific journals. Blood pressure changes for the Transcendental Meditation technique included average reductions of 5.0 points on systolic blood pressure and 2.8 on diastolic blood pressure, which were statistically significant, according to the review. The other stress reduction programs did not show significant changes in blood pressure. The new meta-analysis was conducted by researchers at the NIH-funded Institute of Natural Medicine and Prevention at Maharishi University of Management and the UK College of Medicine.

12. UK Theatre Department Presents One-act Plays by Student Playwrights

The UK Department of Theatre presented the UK Theatre One Act Play Festival in early December in the Lucille Little Black Box Theatre. The festival offered four new one act plays by student playwrights developed in the Playwriting II course taught by Herman Farrell, an assistant professor of playwriting. The student playwrights were paired with directors from the UK Department of Theatre and the directing class taught by Richard St. Peter, an adjunct faculty member and artistic director of Actors Guild of Lexington. Plays receiving workshop productions at the 2007 One Act Play Festival were *Sunrise with Esther* by Charles Baldwin, directed by Ashley Smith; *Almost* by Dan Bernitt, directed by Carolyn Sesbeau; *Service* by Ashe Farley, directed by Monica Sepulveda; and *Last Rites* by Rebecca Wright, directed by Chandano Fuller.

13. Rural Journalism Director Is Quoted in National Magazines on 2008 Senate Race

Al Cross, director of the UK Institute for Rural Journalism and Community Issues, was recently quoted nationally discussing the political direction Kentucky could take next year. *The New Republic* and *Congressional Quarterly*, two highly acclaimed political publications, quoted the former *Courier-Journal* chief political writer as an expert on Kentucky political issues. Cross specifically discussed this year's U.S. Senate race, in which Senator Mitch McConnell is seeking a fifth term. Cross is emphasizing the need for rural journalists to follow the race and understand its importance, because it will play a key role in determining the political future of the state.

14. Informational Meeting Organizes Kentucky Girls STEM Collaborative Project

School teachers, administrators, business people, civic leaders, and local government leaders met in an informational meeting to help organize the Kentucky Girls STEM Collaborative Project in early December. The project brings together organizations and individuals who are committed to encouraging girls to pursue careers in science, technology, engineering, and mathematics. The project, currently operating in California, Florida, North Carolina, Missouri, Oregon, and Washington, has received a National Science Foundation grant to expand to additional sites across the nation. The five-year initiative will provide mini-grants and other resources to project participants.

15. Theatre Department, Stuckert Career Center Present Art Business Workshops

The UK Department of Theatre and the James W. Stuckert Career Center, in conjunction with Transylvania University and Bluegrass Community and Technical College, presented workshops titled “Learn the Business of Being an Artist” with David Diamond, theatre consultant and career coach. Two workshops were presented for freshmen and sophomores, and juniors and seniors in November in UK’s Fine Arts Building.

16. UK Chandler Hospital Security Officers Don New Uniforms

Visitors to the University of Kentucky Chandler Hospital and UK HealthCare facilities will notice a change in some of the first people they see when they arrive. Security officers are wearing new uniforms designed to make them more recognizable for patients, staff, and visitors. The change was implemented to improve officers’ professional appearance and make sure visitors realize who these officers are and how they are here to help them. Currently 33 officers are assigned to provide security in and around UK HealthCare facilities.

17. Student Awards and Achievements

Mandee McGee, Dietetics, has received UK’s first Student Employee of the Year Award. She has been employed at the UK Visitor Center since 2004 as a tour guide and office worker.

Elizabeth Towles-Reeves, Educational and Counseling Psychology doctoral student, received the Alice H. Hayden Award at the annual TASH Conference for demonstrating potential for leadership in teaching, scholarship, and service on behalf of people with significant disabilities. TASH is an international membership association leading the way to inclusive communities through research, education, and advocacy.

18. Faculty and Staff Awards and Achievements

Kay Bradford, Human Environmental Sciences, Carole Gnatuk, Family and Consumer Sciences, and James Douglas Burnham, Family and Consumer Sciences,

received a \$134,713 Health Education through Extension Leadership grant for their project “Raising Kentuckians: A Nurturing Program for Families.”

Susan Cantrell, Collaborative Center for Literacy Development, Katherine McCormick, Special Education and Rehabilitation Counseling, and Kristen Missall, Educational and Counseling Psychology, received a \$150,000 grant from the Kentucky Department of Education for their project “Early Childhood Teacher Academy – Undergraduate Project.”

Joseph L. Fink III, Pharmacy, recently received the American Society for Pharmacy Law (ASPL) Award for Best Legal Research Paper. The ASPL Legal Research Award is designed to encourage scholarly legal writing on topics relevant to practicing pharmacists or attorneys, such as pharmacy law, health law, health policy, drug policy, and other similar topics.

Jennifer Grisham-Brown, Special Education and Rehabilitation Counseling, received a \$165,145 grant from the Kentucky Department of Education for her “Deaf/Blind Project.”

Hyungsoo Kim, Human Environmental Sciences, received a \$322,205 U.S. Department of Agriculture Rural Health and Safety grant for the Mental Healthiness Aging Initiative.

Linda Levstik, Curriculum and Instruction, received the Jean Dresden Grambs Distinguished Career Research in Social Studies Award from the National Council for Social Studies.

Katherine McCormick, Special Education and Rehabilitation Counseling, received a \$217,903 grant from the Kentucky Health Services Cabinet for her project “UK First Steps Technical Assistance Team.”

Ann Peden, Mary Kay Rayens, Lynne Hall, and Elizabeth Grant, Nursing, received a Best of *Journal of Nursing Scholarship* Award in the Clinical Scholarship category for their paper “Testing an Intervention to Reduce Negative Thinking, Depressive Symptoms and Chronic Stressors in Low-Income Single Mothers.” The *Journal of Nursing Scholarship* is a widely-read and respected journal featuring peer-reviewed, thought-provoking articles representing research by some of the world’s leading nurse researchers.

Kristen Perry, Curriculum and Instruction, received the J. Michael Parker Award from the National Reading Conference for her contributions to adult literacy research.

Terri Postma, Medicine fourth-year resident, has been named the recipient of the prestigious Kenneth M. Viste, Jr., M.D., Neurology Public Policy Fellowship, sponsored by the American Academy of Neurology. The award is given to one neurologist annually, and candidates are evaluated on the basis of their professional achievement, experience, and potential for leadership in the neurology community. The fellowship offers an opportunity to gain hands-on experience in federal policy and develop the kind of political relationships that help promote neurological interests. Postma will work in Washington, DC, for up to a year, as part of a congressional staff, committee of Congress, or in the executive branch.

James Rinehart, Education Leadership Studies, received a \$117,612 grant from the Kentucky Department of Education for his project “CEO Superintendent Network.”

Carrie Saunders, Social Work, received the Betty Triplett Award from the Kentucky Partnership for Families and Children. The award is presented to an

outstanding professional who demonstrates exceptional achievement in offering services, leading a program, advocating, and/or going beyond the call of duty for children and families.

Felicia Cumings Smith and Susan Cantrell, Center for Literacy Development, received \$312,151 for their project “Kentucky Adult Education Literacy Institute.”

PR 2

Office of the President
January 22, 2008

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 provost/executive vice president 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.

Action taken: Approved Disapproved Other _____

PRESIDENT
AND
EXECUTIVE VICE PRESIDENT
FOR
FINANCE AND ADMINISTRATION

I. BOARD ACTION

A. RETIREMENTS

Executive Vice President for Finance and Administration

Donnelly, James H., Faculty, Employee Benefits, after 39 years and 6 months of consecutive service, under AR II-1.6-1, Section VI.B, effective 2/29/08.

Ramaker, Judianne E., Staff Assistant VIII, Employee Benefits, after 22 years and 2 months of consecutive service, under AR II-1.6-1, Section VI.B, effective 2/29/08.

Scott, Samuel R., Faculty, Employee Benefits, after 35 years and 8 months of consecutive service, under AR II-1.6-1, Section VI-B, effective 2/29/08.

B. EARLY RETIREMENTS

Executive Vice President for Finance and Administration

Linville, Linda H., Non-University Employee/State Government, Fiscal Affairs, after 23 years and 2 months of consecutive service, under AR II-1.6-1, Section VI.A, effective 11/5/07.

Wilson, Carlos O., Agricultural Tech. I, Employee Benefits, after 27 years and 9 months of consecutive service, under AR II-1.6-1, Section VI.A, effective 12/31/07.

Associate Vice President for External Affairs

Combs, Karen L., Administrative Support Associate I, Public Relations, after 26 years and 10 months of consecutive service, under AR II-1.6-1, Section VI.A, effective 1/31/08.

Athletics Department

McMackin, Marta L., Administrative Support Associate I, UKAA Support Service, after 31 years and 5 months of consecutive service, under AR II-1.6, Section VI.A, effective 11/5/07.

C. PROMOTIONS

Executive Vice President for Finance and Administration

Beck, Rhonda, from Associate Director, Hospital Finance to Controller, Office of the Treasurer, effective 2/4/08.

Office of Legal Counsel

Dadds, Harry, from Associate General Counsel to Counsel General Associate Senior/UKHC, effective 1/1/08.

Booher, Ruth, from Associate General Counsel to Counsel General Associate Senior/UKHC, effective 1/1/08.

PROVOST

I. BOARD ACTION

A. ACADEMIC APPOINTMENTS

- Bottge, Brian, College of Education, Professor (with tenure), Special Education and Rehabilitation Counseling, appointed to the William T. Bryan Endowed Chair in Special Education, 1/1/08 through 12/31/12.
- Cassone, Vincent M., College of Arts and Sciences, Adjunct Professor, Biology, 10/1/07 through 8/15/08.
- Coker, Ann L., College of Medicine, Professor (with tenure), Obstetrics and Gynecology, and joint appointment as Professor (without tenure), Epidemiology, College of Public Health, appointed to the Verizon Wireless Professorship of Studies on Violence Against Women, 9/1/07 through 6/30/12.
- Hamade, Ramsey, College of Engineering, Associate Professor (visiting), Mechanical Engineering, 1/1/08 through 6/30/08.
- Kightlinger, Mark F., College of Law, Assistant Professor, 7/1/04 through 6/30/06.
- Levenson, Nancy, College of Arts and Sciences, Associate Professor (with tenure), Physics and Astronomy, appointed to the Jack and Linda Gill Professorship, 7/1/08 through 6/30/11.
- Peppin, John F., College of Pharmacy, Clinical Associate Professor, 9/1/07 through 6/30/08.
- Proffitt, David R., College of Design, Instructor (temporary), Architecture, appointed to the AIA Kentucky Endowed Professorship, 1/1/08 through 6/30/08.
- Purschwitz, Mark A., College of Agriculture, Associate Professor (temporary), Biosystems and Agricultural Engineering, 1/1/08 through 7/1/08.
- Rogozinska, Anna, College of Medicine, Clinical Assistant Professor, Internal Medicine, 12/1/07 through 6/30/08.
- Shah, Jignesh S., College of Medicine, Clinical Assistant Professor, Internal Medicine, 1/1/08 through 6/30/08.
- Wallace, Carmel, College of Medicine, Associate Professor (part-time), Pediatrics, 12/7/07 through 6/30/08.
- Wilkens, Gregory C., College of Health Sciences, Associate Professor (voluntary), Clinical Sciences, 8/1/07 through 6/30/11.
- Woodring, John H., College of Medicine, Adjunct Professor, Diagnostic Radiology, 12/1/07 through 6/30/08.
- Younes, Abbas A., College of Medicine, Assistant Professor*, Surgery, 1/1/08 through 6/30/08.

*Special Title series

B. ADMINISTRATIVE APPOINTMENTS

Roberts, Susan, College of Arts and Sciences, Associate Professor (with tenure), Geography, appointed Chair, Geography, 7/1/08 through 6/30/12.

C. JOINT REAPPOINTMENTS

Archer, Sanford M., College of Medicine, Associate Professor* (with tenure), Surgery, joint appointment as Associate Professor* (without tenure), Pediatrics, effective 1/1/08.

Bowe, Edwin A., College of Medicine, Professor* (with tenure), Anesthesiology, joint appointment as Professor* (without tenure), Pediatrics, effective 1/1/08.

Hessel, Eugene A., College of Medicine, Professor* (with tenure), Anesthesiology, and joint appointments as Professor* (without tenure), Surgery and Professor* (without tenure), Neurosurgery, new joint appointment as Professor* (without tenure), Pediatrics, effective 1/1/08.

Kuhn, Robert J., College of Pharmacy, Professor* (with tenure), joint appointment as Professor* (without tenure), Pediatrics, College of Medicine, effective 1/1/08.

Lock, Richard, College of Medicine, Clinical Associate Professor, Anesthesiology, joint appointment as Clinical Associate Professor, Pediatrics, 1/1/08 through 6/30/08.

Montgomery, Christopher L., College of Medicine, Associate Professor* (with tenure), Anesthesiology, and joint appointment as Associate Professor* (without tenure), Molecular and Biomedical Pharmacology, new joint appointment as Associate Professor* (without tenure), Pediatrics, effective 1/1/08.

Murphy, John T., College of Medicine, Clinical Associate Professor, Anesthesiology, joint appointment as Clinical Associate Professor, Pediatrics, 1/1/08 through 6/30/08.

O'Connor, William N., College of Medicine, Professor (part-time), Pathology and Laboratory Medicine, joint appointment as Professor (part-time), Pediatrics, 1/1/08 through 6/30/08.

Pulito, Andrew R., College of Medicine, Professor* (with tenure), Surgery, joint appointment as Professor* (without tenure), Pediatrics, effective 1/1/08.

Schell, Randall M., College of Medicine, Clinical Professor, Anesthesiology, joint appointment as Clinical Professor, Pediatrics, 1/1/08 through 6/30/08.

Stevens, Julia C., College of Medicine, Associate Professor* (with tenure), Ophthalmology and Visual Sciences, joint appointment as Associate Professor* (without tenure), Pediatrics, effective 1/1/08.

Valentino, Joseph, College of Medicine, Professor* (with tenure), Surgery, joint appointment as Professor* (without tenure), Pediatrics, effective 1/1/08.

Whitley, Ronald J., College of Medicine, Professor* (with tenure), Pathology and Laboratory Medicine, and joint appointment as Professor* (without tenure), Clinical Sciences, College of Health Sciences, new joint appointment as Professor* (without tenure), Pediatrics, effective 1/1/08.

Zwischenberger, Joseph B., College of Medicine, Professor (with tenure), Surgery, and joint appointment as Professor (without tenure), Diagnostic Radiology, new joint appointment as Professor (without tenure), Pediatrics, effective 1/1/08.

D. REAPPOINTMENTS

Davis, Burtron H., College of Arts and Sciences, Adjunct Professor, Chemistry, 7/1/07 through 6/30/10.

Omery, Anna K., College of Nursing, Associate Professor (visiting), 1/1/08 through 5/31/08.

Parekh, Bhupendra K., College of Engineering, Adjunct Professor, Mining Engineering, 7/1/07 through 6/30/10.

E. TENURE

Supinski, Gerald, College of Medicine, Professor (without tenure), Internal Medicine, to Professor (with tenure), Internal Medicine, effective 1/1/08.

F. PROMOTIONS

Costich, Julia F., College of Public Health, from Assistant Professor*, Health Services Management, to Associate Professor* (with tenure), Health Services Management, effective 7/1/08.

Li, Tonglei, College of Pharmacy, from Assistant Professor, to Associate Professor (with tenure), effective 7/1/07.

Zhan, Chang-Guo, College of Pharmacy, from Associate Professor (with tenure), to Professor (with tenure), effective 7/1/07.

G. CHANGES

Bottge, Brian, College of Education, from Lecturer, Special Education and Rehabilitation Counseling, to Professor (with tenure), Special Education and Rehabilitation Counseling, effective 1/1/08.

Butler, John S., College of Pharmacy, from Professor (with tenure), and joint appointment as Professor (without tenure), Martin School of Public Policy and Administration, Graduate School, to Professor (with tenure), Martin School of Public Policy and Administration, Graduate School, effective 1/1/08.

Rippetoe Freeman, Patricia E., College of Pharmacy, from Lecturer, to Clinical Associate Professor, 9/1/07 through 6/30/08.

H. TERMINAL APPOINTMENTS

Ji, Inhae, College of Arts and Sciences, Research Professor, Chemistry, 7/1/07 through 6/30/08.

I. RETIREMENTS

Batt, J., College of Law, Professor (with tenure), after 40 years and 11 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/04.

*Special Title series

- Moss, Charlotte, College of Agriculture, Account Clerk III, Agricultural Economics, after 46 years and 4 months of consecutive service, under AR II-1.6-1, Section III.B, effective 1/18/08.
- Tudor, Lynn R., College of Agriculture, Laboratory Technician Senior, Veterinary Science, after 44 years and 4 months of consecutive service, under AR II-1.6-1, Section III.B, effective 2/1/08.
- Woodward, Thomas Allen, College of Medicine, Clinical Assistant Professor, Pediatrics, and Medical Director of Managed Care, UK Health Care Plans, after 10 years and 4 months of consecutive service, under AR II-1.6-1, Section III.B, effective 12/31/07.
- Zielke, Judy, College of Medicine, Nurse Practitioner, Internal Medicine, after 9 years and 5 months of consecutive service, under AR II-1.6-1, Section III.B, effective 12/31/07.

J. EARLY RETIREMENTS

- Evans, Sheryl M., College of Agriculture, County Extension Clerk, Cooperative Extension Service, after 39 years and 5 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 1/1/08.
- Kaplan, Eva, College of Pharmacy, Research Analyst, Pharmaceutical Sciences, after 24 years and 8 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 10/31/07.
- Sullivan, Nathan R., College of Social Work, Associate Professor* (with tenure), after 30 years and 9 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 12/31/07.

K. POST-RETIREMENT APPOINTMENTS

- Badenhop, Suzanne B., College of Agriculture, Professor (part-time), Family and Consumer Science, 2/6/08 through 2/5/09.
- Berger, Philip K., Graduate School, Professor (part-time), Martin School of Public Policy and Administration, 7/1/07 through 6/30/08.
- Childs, Sharon, College of Communications and Information Studies, Instructor (part-time), Communication, 8/1/07 through 12/31/07.
- Fried, Andrew M., College of Medicine, Professor (part-time), Diagnostic Radiology, 7/1/07 through 6/30/08.
- Heisterberg, David, College of Agriculture, Program Coordinator (part-time), UK Income Tax Program, 11/15/07 through 1/25/08.
- Moss, Charlotte, College of Agriculture, Account Clerk III (part-time), Agricultural Economics, 1/18/08 through 4/17/08.
- Wells, James, College of Arts and Sciences, Professor (part-time), Mathematics, 1/1/08 through 5/15/08.
- Wilson, Joseph W., College of Arts and Sciences, Professor (part-time), Chemistry, 8/16/07 through 12/31/07.

*Special Title series

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

- Anders, Michelle P., College of Medicine, Clinical Assistant Professor, Ophthalmology and Visual Sciences, 12/18/07 through 6/30/08.
- Antimisiaris, Demetra, College of Pharmacy, Assistant Professor (voluntary), 10/29/07 through 6/30/11.
- Beaman, Arthur L., College of Arts and Sciences, Lecturer, Psychology, 8/16/07 through 6/30/08.
- Boyd, Douglas A., Libraries, Librarian IV, 1/1/08 through 6/30/09.
- Cole, Jennifer E., College of Medicine, Assistant Research Professor, Behavioral Science, 1/1/08 through 6/30/08.
- Dawson, Alicia, College of Pharmacy, Assistant Professor (voluntary), 10/2/07 through 6/30/11.
- DiLorenzo, Amy N., College of Medicine, Lecturer, Anesthesiology, 1/2/08 through 6/30/08.
- Eberwein, Kip, College of Pharmacy, Assistant Professor (voluntary), 11/7/07 through 6/30/11.
- Ford, Richard F., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 11/1/07 through 6/30/11.
- Han, Qiong, College of Engineering, Assistant Research Professor, Computer Science, 11/1/07 through 6/30/08.
- Hostetter, Xon R., College of Arts and Sciences, Instructor (part-time), Philosophy, 8/16/07 through 12/31/07.
- Karaca, Haluk E., College of Engineering, Assistant Professor, Mechanical Engineering, 1/1/08 through 12/31/09.
- Khati-Boughanem, Nadia J., College of Medicine, Assistant Professor (visiting), Diagnostic Radiology, 12/1/07 through 6/30/08.
- Kisling, Jeremy P., College of Fine Arts, Instructor (part-time), Theatre, 8/1/07 through 6/30/08.
- Kregor, Janice M., College of Medicine, Assistant Professor (voluntary), Behavioral Science, 12/1/07 through 6/30/11.
- Kwasny, David, College of Pharmacy, Assistant Professor (voluntary), 10/10/07 through 6/30/11.
- Langley, Alissa, College of Pharmacy, Assistant Professor (voluntary), 11/7/07 through 6/30/11.
- Marchand, Tania M., College of Medicine, Assistant Professor (visiting), Diagnostic Radiology, 12/1/07 through 6/30/08.
- McGary, John C., College of Communications and Information Studies, Instructor (temporary), Journalism and Telecommunications, 8/1/07 through 6/30/08.
- McGinty, Thomas A., Graduate School, Instructor (visiting), Patterson School of Diplomacy and International Commerce, 1/1/08 through 6/30/08.
- Meister, Todd A., College of Medicine, Assistant Professor (visiting), Diagnostic Radiology, 12/1/07 through 6/30/08.

- Nilan, Jeffrey A., College of Fine Arts, Lecturer, Art, 7/1/07 through 6/30/08.
- Parr, Jeffery W., College of Medicine, Assistant Adjunct Professor, Orthopaedic Surgery, 12/1/07 through 6/30/08.
- Picklesimer, Rita, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 12/31/07.
- Pitvorec, Laura, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 11/1/07 through 6/30/11.
- Probst, Denise, College of Education, Lecturer, Curriculum and Instruction, 8/16/07 through 6/30/08.
- Proffitt, David R., College of Design, Instructor (temporary), Architecture, 1/1/08 through 6/30/08.
- Rabinowitz, Stuart A., College of Medicine, Assistant Professor (visiting), Diagnostic Radiology, 12/1/07 through 6/30/08.
- Short, Marantha, College of Pharmacy, Assistant Professor (voluntary), 11/7/07 through 6/30/11.
- Staples, George M., Graduate School, Instructor (part-time), Patterson School of Diplomacy and International Commerce, 1/1/08 through 6/30/08.
- Tang, Xiaoqing, College of Medicine, Assistant Research Professor, Molecular and Cellular Biochemistry, 12/1/07 through 6/30/08.
- Teferra, Ethiopia, College of Medicine, Assistant Professor (visiting), Diagnostic Radiology, 12/1/07 through 6/30/08.
- York, Lee A., College of Arts and Sciences, Instructor (part-time), Physics and Astronomy, 8/16/07 through 12/31/07.
- Yu, Chen-Guang, College of Medicine, Assistant Research Professor, Anatomy and Neurobiology, 1/1/08 through 6/30/08.

B. ADMINISTRATIVE APPOINTMENTS

- Bjork, Lars, College of Education, Professor (with tenure), Educational Leadership Studies, appointed Acting Chair, Educational Leadership Studies, 1/1/08 through 12/31/08.
- Bowersox, J. Richard, Research, Geologist IV, Kentucky Geological Survey, effective 1/1/08.
- Gonzalez, Randall, College of Dentistry, Dean Associate, Dental Administrative Affairs, effective 11/30/07.
- Nally, Phyllis, College of Pharmacy, Pharmacy Program Coordinator Senior, Academic Affairs, effective 12/10/07.
- Wainscott, Donald, College of Medicine, Physician Assistant Surgical, Surgery, effective 12/17/07.
- White, Kara M., College of Medicine, Physician Assistant, Pediatrics, effective 11/1/07.

C. JOINT APPOINTMENTS

- Blackburn, Peter J., College of Medicine, Clinical Assistant Professor, Ophthalmology and Visual Sciences, joint appointment as Clinical Assistant Professor, Pediatrics, 1/1/08 through 6/30/08.

- Dearinger, Angela T., College of Medicine, Clinical Assistant Professor, Internal Medicine, joint appointment as Clinical Assistant Professor, Health Services Management, College of Public Health, 1/1/08 through 6/30/08.
- Flynn, Jeremy, College of Pharmacy, Assistant Adjunct Professor, joint appointment as Assistant Adjunct Professor, Surgery, College of Medicine, 12/1/07 through 6/30/08.
- Layton, Rebecca L., College of Medicine, Assistant Professor (part-time), Anesthesiology, joint appointment as Assistant Professor (part-time), Pediatrics, 1/1/08 through 6/30/08.
- Pulliam, Joseph F., College of Medicine, Assistant Professor*, Pathology and Laboratory Medicine, joint appointment as Assistant Professor*, Pediatrics, 1/1/08 through 6/30/08.
- Reddy, Arundathi M., College of Medicine, Clinical Assistant Professor, Anesthesiology, joint appointment as Clinical Assistant Professor, Pediatrics, 1/1/08 through 6/30/08.
- Temprano, James, College of Medicine, Assistant Professor, Internal Medicine, joint appointment as Assistant Professor, Pediatrics, 1/1/08 through 6/30/08.

D. REAPPOINTMENTS

- Adkins, Don, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- Buck, Patrick L., College of Arts and Sciences, Instructor (part-time), Hispanic Studies, 8/16/07 through 12/31/07.
- Burk, Charles, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- Clark, Ashley L., College of Communications and Information Studies, Adjunct Instructor, Communication, 1/1/08 through 5/31/08.
- Clarke, Duncan E., College of Engineering, Assistant Adjunct Professor, Computer Science, 7/1/07 through 6/30/10.
- Cosby, Robin, College of Communications and Information Studies, Instructor (part-time), Journalism and Telecommunications, 8/1/07 through 6/30/08.
- Cox, John J., College of Agriculture, Assistant Adjunct Professor, Forestry, 7/1/07 through 6/30/08.
- Day, Richard, College of Education, Instructor (part-time), Educational Leadership Studies, 8/16/07 through 6/30/08.
- Elias, Joseph A., College of Engineering, Assistant Adjunct Professor, Electrical and Computer Engineering, 1/1/08 through 12/31/10.
- Huberfeld, Nicole L., College of Law, Assistant Professor, 7/1/07 through 6/30/09.
- Hunter, Pauline L., College of Agriculture, Instructor (part-time), Nutrition and Food Science, 8/16/07 through 6/30/08.
- Keller, Dorothy J., College of Medicine, Assistant Professor (part-time), Psychiatry, 7/1/07 through 6/30/08.
- Kightlinger, Mark F., College of Law, Assistant Professor, 7/1/06 through 6/30/08.
- Leet, Vicki, College of Education, Instructor (part-time), Curriculum and Instruction, 8/16/07 through 6/30/08.

*Special Title series

- Lhamon, Michael E., College of Engineering, Assistant Adjunct Professor, Electrical and Computer Engineering, 1/1/08 through 12/31/10.
- Lynch, John, College of Communications and Information Studies, Instructor (part-time), Journalism and Telecommunications, 8/1/07 through 6/30/08.
- McEachin, Neal, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- McFarland, Martha, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- McNees, Karen, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- Moore, Wilda E., College of Engineering, Instructor (part-time), Electrical and Computer Engineering, 1/1/08 through 5/15/08.
- Nkulu, Kiluba L., College of Education, Instructor (part-time), Educational Policy Studies and Evaluation, 8/16/07 through 6/30/08.
- Ossege, Julianne, College of Nursing, Assistant Professor (part-time), 8/1/07 through 12/31/07.
- Payne, Joey, College of Agriculture, Adjunct Instructor, Nutrition and Food Science, 1/1/08 through 6/30/08.
- Robl, Thomas L., College of Arts and Sciences, Assistant Adjunct Professor, Earth and Environmental Sciences, 7/1/07 through 6/30/09.
- Sageser, Vicki, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- Snodgrass, H. M., College of Education, Instructor (part-time), Educational Leadership Studies, 8/16/07 through 6/30/08.
- Stencel, John M., College of Engineering, Assistant Adjunct Professor, Chemical and Materials Engineering, 7/1/07 through 6/30/08.
- Storer, Robert, College of Education, Instructor (part-time), Educational Leadership Studies, 8/16/07 through 6/30/08.
- Taylor, Carol, College of Social Work, Adjunct Instructor, 1/1/08 through 6/30/08.
- Viswanathan, Chandramouli, College of Engineering, Adjunct Instructor, Civil Engineering, 7/1/07 through 6/30/08.
- Wagner, Gretchen, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- Walls, Danny, College of Education, Instructor (part-time), Kinesiology and Health Promotion, 8/16/07 through 6/30/08.
- Walters, Jackie, College of Agriculture, Instructor (part-time), Nutrition and Food Science, 8/16/07 through 6/30/08.
- Wyllie, Kim, College of Agriculture, Instructor (part-time), Nutrition and Food Science, 8/16/07 through 6/30/08.

E. CHANGES

- Ades, Harriet, College of Arts and Sciences, from Instructor (part-time), Chemistry, to Instructor (temporary), Chemistry, 8/16/07 through 12/31/07.
- Andrews, William, Research, from Geologist IV, Kentucky Geological Survey, to Section Head, Kentucky Geological Survey, effective 1/1/08.

- Crocker, Mark, Research, from Scientist III, Center for Applied Energy Research, to CAER Director Associate, Center for Applied Energy Research, effective 1/1/08.
- Groves, Karla R., College of Medicine, from Clinical Assistant Professor, Family and Community Medicine, to Assistant Professor (part-time), Family and Community Medicine, 8/1/07 through 6/30/08.
- Liu, Kunlei, Research, from Engineering Program Manager, Center for Applied Energy Research, to CAER Director Associate, Center for Applied Energy Research, effective 1/1/08.
- Nuttall, Brandon, Research, from Geologist IV, Kentucky Geological Survey, to Geologist V, Kentucky Geological Survey, effective 1/1/08.
- Parris, T. Marty, Research, from Geologist IV, Kentucky Geological Survey, to Geologist V, Kentucky Geological Survey, effective 1/1/08.
- Pastrano, Joe A., College of Medicine, from Clinical Assistant Professor, Diagnostic Radiology, and joint appointment as Clinical Assistant Professor, Orthopaedic Surgery, to Assistant Professor (part-time), Diagnostic Radiology, and joint appointment as Assistant Professor (part-time), Orthopaedic Surgery, 8/1/07 through 6/30/08.
- Patwardhan, Manjiri A., College of Arts and Sciences, from Instructor (part-time), Chemistry, to Adjunct Instructor, Chemistry, 8/16/07 through 12/31/07.
- Phillips, Brooke E., College of Medicine, Instructor (part-time), Internal Medicine, from 9/1/07 through 6/30/08, to 11/1/07 through 6/30/08.
- Rock, Troy C., College of Medicine, from Clinical Assistant Professor, Emergency Medicine, to Assistant Professor (part-time), Emergency Medicine, 10/1/07 through 6/30/08.
- Soares, Neelkamal S., College of Medicine, from Assistant Professor (part-time), Pediatrics, to Clinical Assistant Professor, Pediatrics, and joint appointment as Clinical Assistant Professor, Family and Community Medicine, 1/1/08 through 6/30/08.
- Soult, Allison S., College of Arts and Sciences, from Instructor (part-time), Chemistry, to Adjunct Instructor, Chemistry, 8/16/07 through 12/31/07.
- Walker, James R., College of Medicine, from Assistant Research Professor, Psychiatry, and joint appointments as Assistant Research Professor, Behavioral Science and Assistant Research Professor, College of Social Work, to Assistant Research Professor, Behavioral Science, and joint appointments as Assistant Research Professor, Psychiatry and Assistant Research Professor, College of Social Work, 1/1/08 through 6/30/08.
- Wilkinson, Marshall T., College of Arts and Sciences, from Assistant Professor (visiting), Geography, to Assistant Professor, Geography, 8/16/07 through 6/30/09.

F. TERMINAL REAPPOINTMENTS

- Kraner, Susan D., College of Medicine, Assistant Professor, Molecular and Biomedical Pharmacology, 12/1/07 through 5/31/08.
- Liu, Wenchang, College of Engineering, Assistant Research Professor, Chemical and Materials Engineering, 7/1/07 through 12/31/08.

G. LEAVES OF ABSENCE

- Angelo, Richard, College of Education, Associate Professor (with tenure), Educational Policy Studies and Evaluation, Sabbatical leave at full salary, 7/16/08 through 12/31/08.
- Bradshaw, David, College of Arts and Sciences, Associate Professor (with tenure), Philosophy, Scholarly fellowship leave, 7/1/08 through 12/31/08.
- Finkel, Raphael A., College of Engineering, Professor (with tenure), Computer Science, Sabbatical leave at half salary, 7/1/08 through 6/30/09.
- Jordan, Susan, College of Business and Economics, Associate Professor (with tenure), Management, Leave without pay, 7/1/08 through 6/30/09.
- Mendenhall, Michael D., College of Medicine, Associate Professor (with tenure), Molecular and Cellular Biochemistry, Sabbatical leave at full salary, 1/1/08 through 6/30/08.
- Pan, Bin-Tao, College of Medicine, Associate Professor (with tenure), Neurosurgery, and joint appointment as Associate Professor (without tenure), Microbiology, Immunology and Molecular Genetics, Sabbatical leave at half salary, 12/1/07 through 11/30/08.

H. RESIGNATIONS

- Balachandra, Shivaiah, College of Medicine, Clinical Assistant Professor, Pediatrics, effective 1/29/08.
- Beals, Daniel A., College of Medicine, Clinical Associate Professor, Surgery, effective 10/31/07.
- Carter, Lisa R., Libraries, Librarian I (with tenure), effective 9/1/07.
- Conner, William T., College of Medicine, Clinical Professor, Surgery, effective 12/21/07.
- Meek, Donna K., College of Dentistry, Clinical Assistant Professor, Oral Health Science, effective 12/31/07.
- Nalbach, Lena, College of Design, Lecturer, Interior Design, effective 6/30/07.
- Parish, Kyle D., College of Medicine, Assistant Professor*, Family and Community Medicine, effective 10/8/07.
- Ragland, Jon M., College of Medicine, Clinical Instructor, Anesthesiology, effective 3/28/08.
- Schnoedt, Heinrich, College of Design, Lecturer, Architecture, effective 6/30/07.
- Steinhubl, Steven R., College of Medicine, Associate Professor* (with tenure), Internal Medicine, effective 1/31/08.
- Wolfgang-Jackson, Lesley, Libraries, Librarian III, effective 8/4/07.
- Zhang, Megan Q., College of Medicine, Assistant Professor*, Pathology and Laboratory Medicine, effective 3/15/08.

*Special Title series

EXECUTIVE VICE PRESIDENT FOR HEALTH AFFAIRS

I. BOARD ACTION

A. ADMINISTRATIVE APPOINTMENTS

Rafferty-Ferrell, Leslie, University Hospital, Clinical Staff Pharmacist, Pharmacy Services, effective 11/26/07.

B. EARLY RETIREMENTS

Colliver, Mary C., Outcomes Manager, Continuum of Care Services, after 29 years of consecutive service, under AR II-1.6-1, Section VI.A, effective 1/18/08.

Cull, Mary M., Clinical Nurse, Acute Care and Dialysis Services, after 22 years and 10 months of consecutive service, under AR II-1.6-1, Section VI.A, effective 11/19/07.

Mitchell, James T., Preparator/Prosector, Clinical Labs, after 36 years and 10 months of consecutive service, under AR II-1.6-1, Section VI.A, effective 12/16/07.

Szeluga, Mary Anne, Information Technology Trainer, Staff Education, after 17 years of consecutive service, under AR II-1.6-1, Section VI.A, effective 1/4/08.

Tipton, Norma, Staff Support Associate II, Medical Records Services, after 17 years and 5 months of consecutive service, under AR II-1.6-1, Section VI.A, effective 1/31/08.

C. RETIREMENTS

White, Willie A., Custodial Worker, Support Services, after 21 years and 4 months of consecutive service, under AR II-1.6-1, Section VI.B, effective 1/11/08.

PR 3

Office of the President
January 22, 2008

Members, Board of Trustees:

APPOINTMENT OF DEAN OF THE COLLEGE OF DESIGN

Recommendation: that the Board of Trustees approve the appointment of Dr. Michael Speaks as Dean of the College of Design, effective February 1, 2008.

Background: With David Mohney returning to the faculty, a search committee was appointed to identify and recommend qualified persons for the position of Dean of the College of Design. The search committee considered approximately 25 candidates, and three finalists were interviewed on campus. Dr. Speaks received excellent endorsement within the college and from the search committee.

Michael Speaks received a bachelor's degree (1983) from the University of Mississippi and a Ph.D. degree (1993) from Duke University. Dr. Speaks' most recent academic appointment was as a professor at the Southern California Institute of Architecture and a visiting lecturer at the UCLA School of Architecture and Urban Design.

Dr. Speaks has led a number of international educational initiatives, including the International Concrete Design Competition for Students organized for a consortium of European Cement Companies. He organized a year-long research project for the Province of South Holland in the Netherlands in which students developed scenario plans for the development of Rotterdam Airport.

Dr. Speaks has the experience and qualifications to be an excellent Dean of the College of Design.

Action taken: Approved Disapproved Other _____

PR 4

Office of the President
January 22, 2008

Members, Board of Trustees:

REPORT ON RESULTS OF ALUMNI MEMBER ELECTION

Recommendation: that the report of the Secretary of the Board of Trustees on the results of the election authorized by the Alumni Association be received and put to record, and that the Secretary be authorized to certify to the Governor the names of the three persons receiving the largest number of votes, from which list a successor to Myra Leigh Tobin, whose term expires June 30, 2008, will be appointed

Background: The term of Myra Leigh Tobin as alumna member of the Board of Trustees expires June 30, 2008. An election has been held among the graduates of the University of Kentucky as prescribed by statute and in accordance with the rules and regulations of the Board of Trustees. The attached letter from the Secretary of the Board of Trustees to the President of the university reports the results of the election.

Action taken: Approved Disapproved Other _____



Board of Trustees
Lexington, KY 40506
www.uky.edu

January 7, 2008

President Lee T. Todd, Jr.
Office of the President
101 Main Building
University of Kentucky
Lexington, Kentucky 40506-0032

Dear President Todd:

The term of Myra Leigh Tobin as alumna trustee of the Board of Trustees expires June 30, 2008. An election has been held among graduates of the University of Kentucky, as prescribed by statute and by the rules and regulations of the Board of Trustees, to nominate to the Governor three graduates from whom a successor will be appointed. Mr. Stan Key, Director of Alumni Affairs and Executive Director of UK Alumni Association, was responsible for tabulation of the voting results, and the results of the election follows:

Thomas Taylor Hammond	680
John S. Cain	406
Jo Hern Curris	395
Charles M. Moore, Jr.	333
J. Tim Skinner	331
Hank "Tobo" Thompson	315

Will you please submit this information to the Board of Trustees that same may be approved, and the names of the three receiving the highest number of votes be certified to the Governor of the Commonwealth of Kentucky from which list he may appoint one to serve a six-year term.

Respectfully submitted,

A handwritten signature in cursive script that reads "Pamela R. May".

Pamela R. May
Secretary
Board of Trustees

/pfw

AACR 1

Office of the President
January 22, 2008

Members, Board of Trustees:

CHANGE IN NAME OF A DEGREE

Recommendation: that the Board of Trustees approve a change in the name of the Bachelor of Science in Family and Consumer Science to Bachelor of Science in Family Science, effective in the spring 2008 semester.

Background: The proposed change eliminates the ongoing confusion between whether students are majoring in FCS education or FCS (non-teaching option). The proposed title reflects the home department's name, the faculty expertise, and the research and teaching mission of the department.

This proposal has the approval of the Undergraduate Council, Senate Council, and University Senate. The provost of the university supports this recommendation.

Action taken: Approved Disapproved Other _____

FCR 1

Office of the President
January 22, 2008

Members, Board of Trustees:

AUTHORIZATION FOR DISPOSAL OF SURPLUS PROPERTY

Recommendation: that the Board of Trustees authorize the disposal of surplus property consisting of the floor from the 1996 NCAA men's basketball national championship. The method of disposal will be from sealed bids to be received in February 2008. The sale will be made to the highest bidder and could exceed \$10,000.

Background: Kentucky Revised Statute 164A.575 requires that the Board of Trustees approve the disposal of any surplus property owned by the University of Kentucky. At its August 16, 1994 meeting, the Board of Trustees adopted Administrative Regulation II-1.3-3 which establishes policies and procedures for the disposal of personal property. General authorization from the Board of Trustees for the disposal of property with a value of less than \$10,000 is granted each year at its June meeting. Disposal of surplus property having a value of greater than \$10,000 per item are approved individually by the Board of Trustees.

Action taken: Approved Disapproved Other _____

FCR 2

Office of the President
January 22, 2008

Members, Board of Trustees:

APPROVAL OF GROUND LEASE
TO KENTUCKY FARMHOUSE ASSOCIATION, INC.
FOR 454 AND 456 ROSE LANE, LEXINGTON, KENTUCKY

Recommendation: that the Board of Trustees authorize the executive vice president for finance and administration to negotiate and execute the following:

A ground lease between the University of Kentucky, as Lessor, and Kentucky FarmHouse Association, Inc., as Lessee, for 454 and 456 Rose Lane, Lexington, Kentucky (the "Property"), which consists of approximately 0.528 acres.

Background: Kentucky FarmHouse Association, Inc. is the not-for-profit, 501(c)(7) arm of the Kentucky Chapter of FarmHouse Fraternity. The association is composed of chapter, alumni, and associate members of the Kentucky Chapter, as well as Kentucky residents who are alumni and associate members of other FarmHouse chapters.

FarmHouse Fraternity wants to enhance its existing on-campus facility at 420 Hilltop Avenue; however, the university's 2002 Physical Development Plan calls for that location to be eventually dedicated to academic programmatic use. As a result, FarmHouse and the university have agreed on a site located within the Greek Park area north of the W. T. Young Library which is consistent with the 2002 Physical Development Plan.

Kentucky FarmHouse Association, Inc. proposes to construct a chapter house on the property. The size of the proposed chapter house is approximately 20,000 square feet. The term of the lease is expected to be 99 years.

Any building constructed on the property must be approved by the university's Design and Review Committee and comply with all applicable zoning, licensing, permitting, and certifications required by any governmental authority having jurisdiction over the construction or property.

Action taken: Approved Disapproved Other _____

FCR 3

Office of the President
January 22, 2008

Members, Board of Trustees:

CAPITAL PROJECTS

Recommendation: that the Board of Trustees approve initiation of the following capital projects:

<u>Project Title</u>	<u>Fund Source</u>	<u>Scope</u>
1. Renovate Outpatient Clinic	Agency Funds	\$2,930,000
2. Expand Ophthalmology Clinic	Agency Funds	3,100,000

Background: These projects were authorized by the 2006 General Assembly. A brief description of each project is attached.

Action taken: Approved Disapproved Other _____

University of Kentucky
Project Descriptions
January 22, 2008

1. Renovate Outpatient Clinic in Kentucky Clinic

Agency Funds - \$2,930,000

This project will renovate approximately 13,300 square feet on the first floor of the main campus Kentucky Clinic, creating outpatient space for the Neurology, Neurosurgery, and Physical Medicine and Rehabilitation clinics. This renovation is needed to address space limitations and program growth and to improve efficiency and customer service. This renovation is expected to cost \$2.93 million (the authorized scope) and will be funded by the UK HealthCare Enterprise.

2. Expand Ophthalmology Clinic – Hospital

Agency Funds - \$3,100,000

This project will renovate and expand to approximately 12,500 square feet the Ophthalmology Clinic located in the main campus Kentucky Clinic. The current space was constructed in 1983 and renovation and expansion is needed to provide upgraded and additional space to improve efficiency and customer service. This renovation is expected to cost \$3.1 million (the authorized scope) and will be funded by the UK HealthCare Enterprise.

FCR 4

Office of the President
January 22, 2008

Members, Board of Trustees:

LEASE/PURCHASE OF EQUIPMENT AND INFORMATION TECHNOLOGY ITEMS

Recommendation: that the Board of Trustees approve the acquisition of the following major equipment and information technology items using a lease/purchase method of procurement:

1. UK HealthCare Enterprise Equipment Lease Pool
Agency Funds - \$10,000,000
2. Markey Cancer Center Facility Equipment
Agency Funds - \$8,000,000
3. Picture, Archiving, and Collection System (PACS)
Agency Funds - \$7,000,000
4. Cone Beam CT
Agency Funds - \$250,000
5. Dental Vacuum System
Agency Funds - \$880,000
6. Disk Storage
Agency Funds - \$350,000
7. IBM P-Series Server
Agency Funds - \$400,000

Background: At the September 11, 2007 meeting, the Board delegated to the executive vice president for finance and administration the responsibility for managing university debt related to the lease/purchase of equipment and information technology items costing less than \$200,000. However, acquisitions of major equipment and information technology items costing \$200,000 or more where the method of procurement involves debt in the form of capitalized lease obligations will be submitted to the Board for approval. The university's Debt Committee has

reviewed these acquisitions to assess the impact on the university's debt capacity. The Debt Committee has determined that acquisition of these items is consistent with the university's Debt Policy. A brief description of each item is attached.

Action taken: Approved Disapproved Other _____

University of Kentucky
Equipment and Information Technology Item Descriptions
January 22, 2008

1. UK HealthCare Enterprise Equipment Lease Pool

Agency Funds - \$10,000,000

This pool will allow funding flexibility with regard to various capital equipment purchases initiated by the HealthCare Enterprise through the remainder of this fiscal year. This pool is required for cash-flow management purposes as UK HealthCare proceeds with several cash-intensive projects such as the construction and eventual build-out of the Patient Care Facility, various ambulatory care initiatives, and other major projects/initiatives. Examples of equipment that may be purchased include, but are not limited to: surgical, radiologic, patient monitoring/bedding, laboratory analyzers/instruments, information technology, and other procedure specific equipment. This pool will be funded from the UK HealthCare Enterprise.

2. Markey Cancer Center Facility Equipment

Agency Funds - \$8,000,000

Through its affiliation network, the Markey Cancer Center is moving its advanced cancer care into communities throughout the state, while also assuring availability to more advanced treatment when required. These equipment purchases are part of the renovations currently underway and are necessary to create a state-of-the-art radiation medicine facility on campus and will include, but may not be limited to the following equipment, related software and peripheral devices: Electa Gamma Knife, Tomo-Therapy Hi Art Treatment Center, and CT Simulator. This will be funded by the UK HealthCare Enterprise.

3. Picture, Archiving, and Collection System (PACS)

Agency Funds - \$7,000,000

PACS enables radiologic images such as x-rays and scans to be stored electronically and viewed on screens, creating an efficient filmless process and improved diagnostic method. The current PACS has outlived its useful life and no longer meets current imaging needs. This equipment will be funded by the UK HealthCare Enterprise.

4. Cone Beam CT

Agency Funds - \$250,000

This equipment will provide state-of-the-art volumetric scanning for dental exam images and facilitate enhanced treatment plans for patients at lower radiation dosages than existing modalities. This equipment will be funded by the UK HealthCare Enterprise.

5. Dental Vacuum System

Agency Funds - \$880,000

This equipment is needed to replace the current out-dated system and will be funded by the UK HealthCare Enterprise. The current dental vacuum system is not functioning at the correct pressures and experiences frequent localized failures.

6. Disk Storage

Agency Funds - \$350,000

This storage equipment is necessary to support the IRIS/SAP system.

7. IBM P-Series Server

Agency Funds - \$400,000

This server equipment is necessary to support the IRIS/SAP system.

FCR 5

Office of the President
January 22, 2008

Members, Board of Trustees:

AUTHORIZATION TO CONVEY 15 ACRES AT
SOUTHEAST KENTUCKY COMMUNITY AND TECHNICAL COLLEGE
TO THE KENTUCKY COMMUNITY AND TECHNICAL COLLEGE SYSTEM

Recommendation: that the Board of Trustees authorize the executive vice president for finance and administration to convey 15 acres of unimproved University of Kentucky property at the rear of the Southeast Kentucky Community and Technical College (SKCTC) Cumberland Campus to the Kentucky Community and Technical College System (KCTCS).

Background: KCTCS has requested the conveyance of 15 acres of unimproved property at the SKCTC campus for the development of a Scholar House program in Harlan County, Kentucky. The Scholar House program is a grant program of the Kentucky Housing Corporation intended to provide transitional housing for unemployed or underemployed single parents with young children who wish to pursue further education as full-time students with a goal of becoming self-sufficient, productive citizens. The property is located on what is known as the "Southeast Upper Plateau," is nearly one mile away from the campus core, and is not involved in any future development plans for the campus.

SKCTC President Bruce Ayres, the SKCTC Board of Directors, and KCTCS President Michael B. McCall support the program and request this property donation.

The property is now surplus to the needs of the university, and this proposed conveyance is in the best interest of the Commonwealth.

Action taken: Approved Disapproved Other _____

HRCR 1

Office of the President
January 22, 2008

Members, Board of Trustees:

PROPOSED REVISION TO ADMINISTRATIVE REGULATION: UNIVERSITY OF
KENTUCKY RETIREMENT PLAN

Recommendation: that the Board of Trustees approve the attached Administrative Regulation (AR), II-1.6-1, University of Kentucky Retirement Plan.

Background: The attached AR II-1.6-1 contains additional changes that were reviewed and approved by the Human Resources Committee at its December 11, 2007 meeting. The chair of the Human Resources Committee included the additional changes in his report to the Board at the December 11, 2007 Board meeting; however, the Board did not receive the revised copy of the Administrative Regulation (AR), II-1.6-1. This recommendation is to approve the additional changes which were not distributed to the Board in writing.

The additional revisions include:

- The regulation is revised at Section III.C to provide the President greater flexibility to determine the executive positions eligible to receive the full 15 percent retirement contribution from the university.
- A section is added as Section XI regarding Loan and Hardship Withdrawals. This section was previously approved by the Board on September 21, 2004 but was not incorporated into the AR document at that time.
- A new section is added as Section XII related to Excess Retirement Contributions (401(a) retirement plan). The establishment of a 401(a) retirement plan was approved by the Board on January 27, 2004, but language was not added to the AR to reflect the new retirement plan.

A revised copy of AR II-1.6-1 is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: Approved Disapproved Other _____

UNIVERSITY OF KENTUCKY ADMINISTRATIVE REGULATIONS	AR II-1.6-1		1
	DATE EFFECTIVE 12/11/07, 1/22/08	SUPERSEDES REGULATION DATED 8/21/90, 6/16/92, 12/12/95, 6/11/96, 3/4/97, 7/1/98, 9/19/00, 8/13/02, 3/1/03, 1/27/04, 9/21/04, 10/10/06, 6/12/07, 12/11/07	

UNIVERSITY OF KENTUCKY RETIREMENT PLAN
(Approved by the Board of Trustees)

I. Introduction

The policies governing the University of Kentucky Retirement Plan are set forth in this administrative regulation. The University of Kentucky Board of Trustees has authorized two retirement plan carriers to provide retirement plan administrative services for University of Kentucky employees: Teachers Insurance and Annuity Association/College Retirement Equities Fund (TIAA-CREF) and Fidelity Investment Tax-Exempt Services Company (Fidelity). Additionally, American Century Investors, Inc. (American Century) funds shall be provided through Fidelity's administrative platform. It is the Board's intention that University employees be given a wide range of investment options during the years in which contributions are being made on the employees' behalf as well as a wide range of withdrawal options at the time of retirement. The term "retirement plan carrier," as used throughout this administrative regulation, includes both TIAA-CREF and Fidelity and may be modified from time to time by the Board of Trustees pursuant to section XI.

The policies governing insurance benefits for University retirees are a part of the Human Resources Policy and Procedure Administrative Regulations and are found in Numbers 91.0, 93.0, and 94.0. Information on these insurance programs is not included in this administrative regulation.

II. Retirement Groups

A. Eligibility

1. Group I Personnel

Eligibility of personnel for classification in Group I is conditioned upon:

- (a) regular full-time employment;

(b) employment in a faculty position or a position otherwise specifically approved for Group I by the President; and,

(c) occupation of a position not covered by the United States Civil Service Retirement Plan or the Federal Employees Retirement System.

2. Group II Personnel

Eligibility of personnel for classification in Group II is conditioned upon:

(a) regular full-time employment with the University or, upon approval of the Board of Trustees, with an agency for which the University serves as fiscal and payroll agent;

(b) employment in a position classified as technical and scientific staff, office and clerical staff, or service and maintenance staff; and,

(c) occupation of a position not covered by the United States Civil Service Retirement Plan.

3. Group III Personnel

Eligibility of personnel for classification in Group III is conditioned upon:

(a) regular full-time employment with the University or, upon approval of the Board of Trustees, with an agency for which the University serves as fiscal and payroll agent;

(b) employment in a position classified as administrative staff, managerial specialist staff, or professional staff;

(c) occupation of a position not covered by the United States Civil Service Retirement Plan or the Federal Employees Retirement System; and,

(d) approval by the President or his delegate.

4. Group IV Personnel

Eligibility of personnel for classification in Group IV is conditioned upon:

- (a) regular full-time employment;
- (b) occupation of a position covered by the United States Civil Service Retirement Plan; and,
- (c) eligibility rights under the United States Civil Service Retirement Plan.

5. Group V Personnel

Eligibility of personnel for classification in Group V is conditioned upon:

- (a) regular full-time employment;
- (b) occupation in a position covered by the Federal Employees Retirement System (FERS) Act; and,
- (c) participation rights under the FERS retirement plan.

B. Participation Requirements

1. Mandatory Participation

Participation of Groups I, II and III personnel is mandatory upon attainment of age 30. Participation is voluntary prior to age 30. An employee who enrolls under the voluntary provisions of this policy shall make an irrevocable, one-time salary reduction agreement when entering the plan; that employee may not withdraw from the University's retirement plan as long as that employee remains eligible for plan participation.

2. Voluntary Participation

Participation of Groups IV and V personnel is voluntary. An employee who enrolls under the voluntary provisions of this policy shall make an irrevocable, one-time salary reduction agreement when entering the plan; that employee may not withdraw from the University's retirement plan as long as that employee remains eligible for plan participation.

III. Contributions and Vesting

A. Groups I, II, III and IV

Notwithstanding any provision to the contrary contained herein, all Groups I, II, III and IV personnel who have satisfied the age and service requirements for mandatory participation shall be required to contribute on a salary reduction (pre-tax) basis all contributions which are required to be made by the participant according to the applicable contributions schedule contained herein; provided; however, that this provision shall not apply to any participant who prior to December 22, 1986, was making contributions on a salary deduction (after-tax) basis.

Contributions toward retirement benefits for participating Group I, II, III and IV personnel, from FY 1997-98 forward, shall be made in accordance with the following schedule:

Contributions as a Percent of Basic Annual Salary

<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
5%	10%	15%

B. Group V

Contributions to the retirement plan shall be made in accordance with the following schedule:

Contributions as a Percent of Basic Annual Salary

<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
1%	2%	3%

C. University Contribution for Executives ~~President, Provost, Executive Vice Presidents, General Counsel, and Chief of Staff to the President~~

Annual contributions to the Retirement Plan ~~may~~ shall be made on behalf of certain executives as identified and approved by the President, ~~Provost, each executive vice president, the General Counsel, and the Chief of Staff to the President~~ in an amount equal to the aggregate of employee and University contributions otherwise provided herein for Group I employees

D. Excess Retirement Plan

In addition to the regular contributions referenced herein, excess contributions to the plan may be made to provide retention incentives to certain University employees. The Excess Retirement Plan document defines eligibility, contributions, and vesting and provides other information related to the plan.

E. Vesting

Retirement benefits purchased with the combined employee and University contributions shall become the property of individual participants immediately upon purchase. The employee is 100% vested. All benefits are primarily for the purpose of providing retirement and death benefits.

IV. Plan Limits (Groups I, II, III, IV and V)

A. Beginning July 1, 1996, the University shall withhold the contribution of the participant from regular salary payments, add its contribution, and remit the combined sum to the retirement plan carrier(s) selected by the participant for the purchase of retirement benefits.

In addition to other applicable limitations stated in the plan, and notwithstanding any other provisions of the University's retirement regulations to the contrary, for plan years beginning on or after January 1, 1996, the annual compensation of each employee taken into account under the plan shall not exceed the Omnibus Budget Reconciliation Act of 1993 (OBRA '93) annual maximum includable compensation limit. The OBRA '93 annual limit is adjusted by the Commissioner of the Internal Revenue Service for increases in the cost of living in accordance with section 401(a)(17)(B) of the Internal Revenue Code (Code). The cost-of-living adjustment in effect for a calendar year applies to any period, beginning in such calendar year over which compensation is determined (determination period); this period may not exceed 12 months.

B. For plan years beginning on or after January 1, 1996, any reference in this plan to the limitation under section 401(a)(17) of the Code shall mean the OBRA '93 annual maximum includable compensation limit stated in this provision. The University of Kentucky Retirement Plan Year is deemed to begin January 1 of a calendar year and end December 31 of the same calendar year.

C. Notwithstanding the above, employees who became participants in the University's retirement plan before the first day of the plan year beginning on or after January 1, 1996, will not be subject to this annual limit.

1. The participant will direct the portion of the combined retirement contribution that is to be remitted to each carrier, if two or more carriers

are selected. The participant also must advise each retirement plan carrier of which investment options have been chosen and, if two or more options are selected with a single carrier, of the part of the retirement contribution that is to be allocated to each option.

2. A participant may change the ratio of allocating funds among retirement plan carriers or change options by completing the appropriate paper work. Changes in allocating contributions among the plan options are accomplished by the participant directly with the retirement plan carrier.

D. In addition to contributions based on basic annual salary, contributions also shall be applied on compensation paid to faculty members for service during an interim between regular assignment periods, provided the faculty members are employed full-time by the University for at least one full month of continuous service in the interim, on a basis other than a fee schedule, without reduction in rate of earned salary per month as described in AR II-1.3-2. An interim between regular assignment periods for a faculty member on a regular nine-month, ten-month, or eleven-month assignment basis is defined in AR II-1.1-7.

E. If by applying the above-stated percentages there would be a violation of federal or state laws, as a result of the employer and employee contributions, then these percentages shall not be applied to the extent of violating applicable laws. In such cases, the amount of the employer contribution that cannot be forwarded to a retirement plan carrier shall be paid to the employee as a temporary salary increase for the balance of the calendar year.

V. Termination of Contributions

Beginning January 1, 1988, retirement plan contributions on behalf of personnel shall terminate upon retirement or cessation of regular full-time employment.

VI. Retirement Dates

A. Retirement Prior to Age 65

Retirement prior to age 65 generally is considered as early retirement. Early retirement is authorized when the combination of the employee's age and years of regular full-time service (with a minimum of 15 years of continuous service at the time of retirement) equals or exceeds the number 75. Regular part-time service will be counted on a pro rata basis. Employees taking advantage of this early retirement must provide written notification through normal administrative

channels to their the Provost or appropriate vice president at least three months in advance of the desired retirement date.

B. Normal Retirement

The normal retirement date for all employees of the University is hereby established as the end of the university's fiscal year in which the employee attains age 65.

C. Mandatory Retirement

With the exception of a mandatory retirement date for all law enforcement officers, no mandatory retirement date is applicable to employees of the University of Kentucky. The mandatory retirement date for all law enforcement officers of the University of Kentucky shall be at the end of the University's fiscal year in which the employee attains age 70.

D. Disability Retirement

1. Prior to Normal Retirement Date

An employee with an extended period of service to the University may, at the discretion of the President, be permitted to retire prior to age 65, upon the employee's request if same is supported by a statement of a licensed physician certifying that the employee cannot engage in normal employment because of physical or mental disability. The benefit level in such a special case shall be related to the period of service and rate of compensation at retirement, and shall be conditioned upon continuance of the employee's total disability.

2. Subsequent to Normal Retirement Date

An employee who has elected to continue in employment beyond his or her normal retirement date, as established herein, may be required to retire in the event that the said employee's condition of health becomes such that it prevents the discharge of assigned duties and responsibilities.

VII. Retirement Benefits

A. Benefits through Retirement Plan Carriers

Each participant is entitled, upon separation of service, at retirement or upon electing participation in the Phased Retirement Program under AR II-1.6-2, to

activate any or all retirement benefits that have been acquired under the University of Kentucky Retirement Plan in accordance with procedures and rules established by the retirement plan carriers. In addition to lump sum or partial lump sum provisions, there will be both annuitized and non-annuitized methods of withdrawal. There may be variances in the retirement withdrawal options among the carriers. All retirement plan carriers do not offer the same withdrawal options.

B. Benefits in Case of Death before Retirement

In the event of a University employee's death prior to the commencement of retirement benefits, an income or lump-sum benefit will be paid by the retirement plan carrier to the participant's designated beneficiary or beneficiaries according to policy established by the carrier.

VIII. Contributions during Leave of Absence with Pay

A participant on leave with pay shall make the employee contribution and receive the University contribution based on the amount of the salary that is paid through the University payroll. Contributions to a participant's retirement plan shall be made on the actual salary paid through the University payroll, not to exceed the annual salary.

IX. Contributions under Uniformed Services Leave

A participant on Uniformed Services Leave shall have the ability to continue making retirement contributions to the plan. The amount of employee contributions will be made for the entire salary not received while on leave and is eligible for the University match.

X. Employment beyond Retirement

Employees who have elected to retire from University service under any of the provisions hereof shall not be eligible for reemployment except to perform duties for which fee schedules have been approved or upon the specific prior action of the Board of Trustees granting approval of the appointment. Employees who have elected to retire and who have been reemployed under this provision will be considered temporary employees.

XI. Loans and Hardship Withdrawals

Employees may obtain loans or take hardship withdrawals from their retirement accounts based on the rules established by the IRS and retirement carrier.

XII. Excess Retirement Contributions

Employees who reach the Internal Revenue Code (IRC) 403(b) plan compensation and

contribution limits each year are eligible for the IRC 401(a) retirement plan. Upon reaching the IRC 403(b) plan compensation and contribution limits each year, eligible employees may elect to participate in the IRC 401(a) plan, which includes required post tax contributions, or receive the employer retirement contribution as salary for the remainder of the calendar year.

XI.XIII. Change in Retirement Plan Carriers

The Board of Trustees reserves the right in its sole discretion to remove, add, or otherwise modify the number of retirement plan carriers in any manner that it may determine by written notice to the affected carrier(s). In such event, the Board may direct that all accounts with the affected carrier shall be transferred to a carrier who is currently approved by the Board to accept contributions. In the event a change in the retirement plan carrier made by the University requires a participant to exchange one annuity contract/custodial account for another within the Plan, or in the event a participant voluntarily elects to exchange an annuity contract/custodial account for another within the Plan, each of the following requirements must be satisfied:

- A. The participant's accumulated benefit under the annuity contract/custodial account immediately after the exchange at least equals the participant's accumulated benefit under such contract/account immediately before the change;
- B. To the extent the exchanged annuity contract/custodial account is subject to distribution restrictions under Section 403(b) of the Code, as amended, the other annuity contract/custodial account imposes distribution restrictions no less stringent than those imposed by the exchanged annuity contract/custodial account; and
- C. The University enters into an agreement with the issuer of the resultant contract under which the University and the issuer will from time to time in the future provide each other with information necessary for the resulting contract to satisfy Section 403(b) of the Code or other federal tax requirements.

XII.XIV. Plan Document

This administrative regulation serves as the University's retirement plan document. Should federal or state law require a more formalized document, the Executive Vice President for Finance and Administration is authorized to execute such a plan document to the extent that it does not conflict with this administrative regulation.