



WKU[®]

BOARD OF REGENTS

2011 First Quarterly Meeting

January 21, 2011 ~ 1:00 pm (CST)
Cornelius A. Martin Regents Room
Mass Media and Technology Hall



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ First Quarterly Meeting
January 21, 2011 - 1:00 pm (CST)

AGENDA

- Call to Order (*Mr. Jim Meyer, Chair*)
 - Invocation (*Mr. Tony Glisson, Director of Human Resources*)
 - Roll Call (*Mr. J. David Porter, Secretary*)
 - Approval of Minutes
 - ❖ Fourth Quarterly Meeting – October 22, 2010
-

1. ACADEMIC AFFAIRS (*Ms. Yvette Haskins, Chair*)

Action Items:

- 1.1 Approval of new Master of Accountancy (MAcc) degree type and academic program [pp 1-12]
- 1.2 Approval of new Doctor of Nursing Practice degree type and academic program [pp 13-29]
- 1.3 Approval of new Undergraduate Minor in Child Life [pp 30-32]
- 1.4 Approval of department name change from Consumer and Family Sciences to Family and Consumer Sciences [p 33]
- 1.5 Approval of Emeritus Faculty Appointments [p 34]

Information Items:

- Enrollment Report (*Mr. Dale Brown*) [pp 35-36]
 - Teacher Leader Certification [p 37]
 - SKyTeach (Master Teachers: *Rico Tyler and Melissa Rudloff*; Students: *Joy Beth Spinks and Amar Patel*) [p 38]
-

2. EXECUTIVE (*Mr. Jim Meyer, Chair*)

Information Items:

- Construction Progress Update (*Mr. John Osborne*) [pp 39-40]
- WKU 2010-2022 Master Plan Update (*Mr. John Osborne*) [separate attachment]
- Development Update (*Ms. Kathryn Costello*) [pp 41-46]
- Media - 2010 Year in Review (*Ms. Robbin Taylor*)
- Website Conversion (*Ms. Robbin Taylor*)

3. FINANCE AND BUDGET (*Mr. J. David Porter, Chair*)

Action Items:

- 3.1 Acceptance for Filing the 2010-11 Second Quarter Statement of Revenues and Expenditures [pp 47-48]
- 3.2 Approval of the 2010-11 Operating Budget Revisions [pp 49-51]
- 3.3 Approval of Personnel Actions [pp 52-56]
- 3.4 Approval of Sabbatical Leaves for 2011-12 [pp 57-58]

Information Items:

- Health Services Report (*Ms. Ann Mead*)
-

4. OTHER BUSINESS

2011 calendar dates:

- Committee Meetings – **April 1**
 - Second Quarterly Meeting and Dedication of Gary A. Ransdell Hall - **April 29**
 - Graduate Commencement – **May 13**
 - Undergraduate Commencement – **May 14**
 - Committees / Special Budget Approval Meeting – **June 24**
 - Retreat – **July 28**
 - Third Quarterly Meeting – **July 29**
 - Committee Meetings – **September 30**
 - Fourth Quarterly Meeting – **October 21**
 - Graduate Commencement – **December 16**
 - Undergraduate Commencement – **December 17**
-

5. ADJOURNMENT



WKU[®]

Board of Regents

**ACADEMIC AFFAIRS
AGENDA ITEMS**

January 21, 2011

**New Degree and Academic Program
MASTER of ACCOUNTANCY**

REQUEST:

Approval of a new degree type and academic program in Master of Accountancy (MAcc) offered through the Department of Accounting, in the Gordon Ford College of Business.

FACTS:

The Master of Accountancy is an advanced program of study designed to provide students with an expanded understanding of accounting and business by building on the foundation gained in an undergraduate accounting program. The program provides a graduate-level curriculum to accommodate the growing body of knowledge in accounting and equips accounting students with additional skills and competencies. The curriculum consists of a series of courses allowing students to obtain a command of business and accounting concepts and analytical skills for decision-making. Graduates are prepared to research various databases related to accounting topics, exercise judgment in making accounting-related decisions, and effectively communicate the results of the research and analysis. The courses are delivered by professors who emphasize quality learning experiences and personal attention. Teaching methods vary with a mix of lectures, case studies, special projects, and research activities. In addition to completing the 30 hours of coursework, each student is encouraged to participate in a professional certification review program.

The Master of Accountancy (MAcc) will enable accounting students at Western Kentucky University (WKU) to gain additional skills and competencies beyond the undergraduate level, while also providing them a path to meet the 150-hour requirement for the CPA certificate. The Bureau of Labor Statistics (BLS) in its publication titled *Accountants and Auditors: Occupational Outlook Handbook, 2010-2011* forecasts a strong job growth for accountants. “Accountants and auditors employment is expected to grow by 22% between 2008-18, which is much faster than average of all occupations.”

The program curriculum consists of thirty (30) semester hours of graduate courses with eighteen (18) semester hours of required accounting courses, and 12 hours of advisor approved electives. The MAcc is an essential supportive component of the Accounting Program’s mission which is to be a leader in providing excellent accounting education and preparing students for successful and rewarding careers in accounting and business.

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

Resources in accordance with AACSB accreditation standards are required to support the new graduate program. Specifically, one additional academically-qualified faculty member in accounting is required prior to implementation. The program will be implemented when these resources are available, with a target date of Fall 2011 or Fall 2012.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of a Master of Accountancy degree type and program.

MOTION:

Approval to establish a Master of Accountancy degree type and academic program.

Gordon Ford College of Business
Department of Accounting
Proposal to Create a New Academic Degree Type
(Action Item)

Contact Person: Name, email, phone: Steve Wells, Steve.wells@wku.edu, (270) 745-3895

1 Identification of Academic Degree Type:

1.1 **Academic degree type name:** Master of Accountancy

Standard degree type abbreviation: MAcc

1.2 **Catalog description of academic degree type:**

The Master of Accountancy is an advanced program of study designed to provide students with an expanded understanding of accounting and business by building on the foundation gained in an undergraduate accounting program. The program provides a graduate-level curriculum to accommodate the growing body of knowledge in accounting and equips accounting students with additional skills and competencies. The curriculum consists of a series of courses allowing students to obtain a command of business and accounting concepts and analytical skills for decision-making. Graduates are prepared to research various databases related to accounting topics, exercise judgment in making accounting-related decisions, and effectively communicate the results of the research and analysis. The courses are delivered by professors who emphasize quality learning experiences and personal attention. Teaching methods vary with a mix of lectures, case studies, special projects, and research activities. In addition to completing the 30 hours of coursework, each student is encouraged to participate in a professional certification review program.

2 Rationale:

2.1 **Reason for developing the proposed academic degree type:**

This is a proposal to revive and revise the curriculum of a graduate accounting program, the Master of Professional Accounting (MPA), offered by Western Kentucky University prior to the full implementation of the 150-hour requirement for the CPA certificate. Most states now specify the 150-hour requirement. The revised program, a Master of Accountancy (MAcc), will enable accounting students at Western Kentucky University (WKU) to gain additional skills and competencies beyond the undergraduate level, while also providing them a path to meet the 150-hour requirement for the CPA certificate. The proposal will also enable the accounting program at WKU to stay competitive with accounting programs at other institutions of higher education throughout the U.S.

There are at least three names commonly used throughout colleges and universities across the U.S. to identify a graduate program in accounting. These include:

1. Master of Accountancy (MAcc)
2. Master of Professional Accounting (MPA)
3. Master of Science in Accountancy (MSAccy)

The purpose of each program is to provide accounting majors with an academic program allowing them an opportunity to obtain the 150 credit hours required by most state boards

of public accountancy. Regardless of the title, the programs usually run one year in length and contains from ten to twelve three semester courses (30 to 36 semester hours total). The program may consist of all graduate accounting courses or a combination of graduate accounting courses, graduate tax courses and other graduate business electives.

The 150-hour Requirement for Certified Public Accountant (CPA)

Certification- Various state boards of public accountancy and professional organizations have recognized the need for additional education by those desiring to enter the accounting profession. Most states (all but 6 jurisdictions in the U.S) specify 150-hours as a requirement for becoming a Certified Public Accountant (CPA). A few jurisdictions allow applicants to sit for the CPA exam with 120 hours but do not grant the certificate until the 150-hour requirement is met. This proposal for a 30-hour program provides students majoring in accounting at WKU with an attractive path to meet the 150-hour requirement while also obtaining a graduate degree.

Growing Body of Common Knowledge in Accounting- As the business world becomes more complex, the common body of knowledge in accounting and auditing continues to grow and expand. Likewise, accounting students need additional skills and new competencies to succeed in the constantly changing global-marketplace. This proposed program will enable the Department to provide a graduate-level curriculum to accommodate the growing body of knowledge in accounting. Accounting students will also gain additional skills and competencies essential for their future success.

Reduction in Undergraduate Credit Hour Requirement from 128 to 120

Hours- With the reduction in hours required for a WKU baccalaureate degree to 120, accounting students will now need an additional 30 hours to meet the 150-hour requirement. Previously, students were tempted to simply take additional undergraduate courses with little consideration of the value added to their education to gain the additional 22 hours needed to meet the 150-hour requirement. As evidence of this strategy, 53% of the December 2008 and May 2009 graduates had earned 150 hours or more. Although WKU's MBA program is appealing for managers desiring upward mobility and students considering doctoral programs, the MBA has attracted only a few accounting majors. Accounting undergraduates who saw the value in a graduate degree in accounting had no choice but to apply to another university. This proposal provides a natural alternative at WKU for graduate education with a curriculum designed to equip students with additional skills and competencies for successful careers in accounting and business.

AACSB Accreditation of the Undergraduate Accounting Program- The undergraduate accounting program recently obtained separate accounting accreditation by the AACSB-International (AACSB), the premier accreditation organization of colleges of business and accounting programs. WKU is only the third university in the state with both AACSB business and accounting accreditation. The WKU undergraduate accounting program provides a quality foundation on which to build a quality graduate program. It is also noteworthy that the other two schools with joint AACSB

accreditation, the University of Kentucky and the University of Louisville, offer graduate programs in accounting.

The Current Status of the Economy- The current status of the economy suggests there will be less turnover in public accounting firms during the next few years. Thus, CPA firms will be less likely to recruit undergraduate seniors, which will encourage students to stay in college longer and pursue a graduate degree. These circumstances create a favorable environment for introducing a new graduate program in accounting.

Graduate Degree Enhances Employment Prospects – The Bureau of Labor Statistics (BLS) in its publication titled *Accountants and Auditors: Occupational Outlook Handbook, 2010-2011* forecasts a strong job growth for accountants. The BLS states that

“Employment of accountants and auditors is expected to grow by 22 percent between 2008-18, which is much faster than average for all occupations. Accountants and auditors who have earned professional recognition through certification or other designation, especially a CPA, should have the best prospects. Applicants with a master’s degree in accounting or a master’s degree in business administration with a concentration in accounting also may have an advantage.”

This proposed MAcc will not only enable WKU’s accounting students to gain additional skills and competencies beyond the undergraduate level and provide them a path to meet the 150-hour requirement for the CPA certificate, but it will also enhance their employment prospects.

Prior Experience with a Graduate Program- The Department has prior experience in providing a graduate program. The MPA program was similar to many professional graduate accounting programs offered by other institutions during the time prior to the full implementation of the 150-hour requirement. Since the suspension of the MPA program, most jurisdictions have implemented the 150-hour requirement. The undergraduate accounting program has also attained separate accreditation to provide a quality undergraduate foundation for a graduate level program. Through the strategic planning process, the members of the faculty of the Department of Accounting have developed this proposal to revive and revise the curriculum for the Master of Accountancy program. The department sought and received guidance and input from various stakeholders, including members of the Accounting Advisory Council.

Peer/Competitor Schools- Most peer/competitor universities provide a path for accounting students to meet the 150-hour requirement. The other two universities in the Commonwealth with AACSB accredited business and accounting programs, the University of Kentucky and the University of Louisville, offer a graduate degree in accounting. Northern Kentucky University and Murray State University also offer a graduate accounting program. This proposal would provide accounting majors at Western Kentucky University, like those at other universities, with an attractive path to meet the 150-hour requirement.

2.2 Document need for academic degree type for professional certification, program accreditation, licensure, career advancement, and/or higher education in the academic field:

The Kentucky State Board of Public Accountancy requires that applicants must have 150 credit hours prior to receiving the CPA certificate. One of the qualifications for licensure as certified public accountant per **KRS 325.261** is as follows:

“(5) Completes one hundred fifty (150) college semester hours that include a baccalaureate or masters degree conferred by a college or university recognized by the board with a major or concentration in accounting or its equivalent, as defined in administrative regulations promulgated by the board.”

The state boards of accountancy in most states require a total of 150 hours of college/university academic credit prior to obtaining the CPA certificate. The specific requirements vary with some accepting undergraduate credit for the full 150 hours as long as the applicant has an undergraduate degree in accounting. Some require the 30 additional hours to be graduate level courses. Some allow applicants to take the CPA exam with only 120 hours but do not issue the certificate until the student satisfies the 150 hour requirement. Although WKU’s accounting majors are primarily from Kentucky or Tennessee, their employment opportunities may be in any state. The proposed program will provide a safe harbor approach. The graduates of WKU’s Master of Accountancy will meet the academic requirements to sit for and receive the CPA certification in any jurisdiction.

2.3 List other universities in Kentucky and in other states (including programs at benchmark institutions) offering this academic degree type:

<u>Name of College/University</u>	<u>Name of Degree</u>
University of Louisville	Master of Accountancy (MAcc)
Northern Kentucky University	Master of Accountancy (MAcc)
University of Kentucky	Master of Science in Accounting (MSA)
Murray State University	Master of Professional Accountancy (MPAc)
Belmont University	Master of Accountancy (MAcc)

Notable Universities with highly ranked Master in Accountancy programs include:

<u>Name of College/University</u>	<u>Name of Degree</u>
University of Alabama	Master of Accountancy
University of Mississippi	Master of Accountancy
Vanderbilt University	Master of Accountancy
University of Illinois	Master of Accountancy
Louisiana State University	Master of Accountancy
University of Texas at Austin	Master of Accountancy
University of Florida	Master of Accountancy
Northern Illinois University	Master of Accountancy
Texas A & M University	Master of Accountancy
<u>Other Universities (for example):</u>	<u>Name of Degree</u>
University of Tennessee	Master of Accountancy
Lipscomb University	Master of Accountancy

University of Central Arkansas	Master of Accountancy
Georgia College & State University	Master of Accountancy
Missouri State University	Master of Accountancy
Stetson University	Master of Accountancy
University of South Carolina	Master of Accountancy
University of Minnesota	Master of Accountancy
University of Arkansas at Fayetteville	Master of Accountancy

2.4 Evidence that this academic degree type is recognized by relevant professional organization(s), regional accreditor(s), and/or the Department of Education:

The Master of Accountancy degree is recognized by the AACSB, SACS, and other regional accreditation organizations.

2.5 Relationship of the proposed degree type to other academic degree types now offered by the university:

The proposed program would require 18 hours of accounting coursework, with an additional 12 hours of electives selected primarily from courses offered in the Master of Business Administration, Master of Arts Applied Economics, and/or other appropriate current and future graduate programs offered at Western Kentucky University. Attention will be given to enhancing the skills and competencies specific to accounting, but the curriculum will allow for flexibility to meet the needs of the individual student. Other unique and enriching learning experiences, i.e., study abroad programs, internships, significant research projects, and engagement in significant community or economic development projects, may also be considered.

2.6 Current WKU major(s) qualifying for this degree type:

Graduates with a Bachelor of Science in Accounting who meet the admissions requirements would qualify for this degree. Since a requisite foundation is needed for graduate study in accounting, students must first complete an undergraduate degree in accounting to be admitted to the proposed graduate program. It is anticipated that the majority of the students who will enroll in the proposed program will be graduates of WKU’s Bachelor of Science in Accounting Program which graduates 55 – 65 students each year.

2.7 Projected number of annual graduates in the proposed degree type: 30

3 Proposed term for implementation: Fall 2011

4 Dates of prior committee approvals:

Accounting Department:	March 10, 2010
GFCB Graduate Committee	<u>April 12, 2010</u> _____
Graduate Council	May 13, 2010
University Senate	September 16, 2010
Board of Regents	_____

**Gordon Ford College of Business
Department of Accounting
Proposal to Create a New Graduate Program
(Action Item)**

Contact Person: Dr. Steve Wells, steve.wells@wku.edu, 745-3895

1. Identification of program:

- 1.1 **Program title:** Master of Accountancy
- 1.2 **Degree:** Master of Accountancy
- 1.3 **Classification of Instructional Program Code (CIP):** 52.0301
- 1.4 **Required hours in proposed major program:** 30
- 1.5 **Special information:** N/A
- 1.6 **Program admission requirements:**

In order to be considered eligible for admission to the Master of Accountancy (MAcc), an applicant should satisfy the following requirements:

- An application to Graduate Studies
- Official transcript(s) of all college work attempted indicating the applicant has received an undergraduate degree in accounting from an accredited college or university with a minimum undergraduate GPA of 3.25 (4.0 scale) for the terms in which the student completed the last sixty (60) hours of undergraduate coursework.
- Official Graduate Management Admissions Test (GMAT) score report with a minimum score of 500
- A grade of a “C” or better in all undergraduate accounting courses
- International students must provide evidence of their ability to communicate in English in both oral and written form. (For written skills, a minimum of 550 on the paper based TOEFL, a minimum of 213 on the computer based TOEFL, or a minimum of 79 on the iBT TOEFL).
- International students must submit transcript evaluations on a course level basis prepared by WES or similar organization. (The Kentucky State Board of Accountancy requires course credits to be certified by the Foreign Academics Credentialing Service or another credentialing agency that is a member of the National Association of Credential Evaluation Services, Inc.).

These minimum requirements establish eligibility for admission, but do not guarantee acceptance into the program.

An applicant with an undergraduate degree in an area other than accounting who meets the other criteria may be considered for the program upon the completion of additional undergraduate and/or graduate foundation coursework.

1.7 Catalog description:

The Master of Accountancy is an advanced program of study designed to provide students with an expanded understanding of accounting and business by building on the foundation gained in an undergraduate accounting program. The program provides a graduate-level curriculum to accommodate the growing body of knowledge in accounting and equips accounting students with additional skills and competencies. The curriculum consists of a series of courses allowing students to obtain a command of business and accounting concepts and analytical skills for decision-making. Graduates are prepared to

research various databases related to accounting topics, exercise judgment in making accounting-related decisions, and effectively communicate the results of the research and analysis. The courses are delivered by professors who emphasize quality learning experiences and personal attention. Teaching methods vary with a mix of lectures, case studies, special projects, and research activities. In addition to completing the 30 hours of coursework, each student is encouraged to participate in a professional certification review program.

2. Rationale

2.1 Reason for developing the proposed major program:

This is a proposal to revive and revise the curriculum of a graduate accounting program, the Master of Professional Accounting (MPA), offered prior to the full implementation of the 150-hour requirement for the CPA certificate. Most states now specify the 150-hour requirement. The revised program, a Master of Accountancy (MAcc), will enable accounting students at Western Kentucky University (WKU) to gain additional skills and competencies beyond the undergraduate level, while also providing them a path to meet the 150-hour requirement for the CPA certificate. The proposal will also enable the accounting program at WKU to stay competitive with accounting programs at other institutions of higher education throughout the U.S.

The 150-hour Requirement for Certified Public Accountant (CPA) Certification-

Various state boards of public accountancy and professional organizations have recognized the need for additional education by those desiring to enter the accounting profession. Most states (all but 6 jurisdictions in the U.S) specify 150-hours as a requirement for becoming a Certified Public Accountant (CPA). A few jurisdictions allow applicants to sit for the CPA exam with 120 hours but do not grant the certificate until the 150-hour requirement is met. This proposal for a 30-hour program provides students majoring in accounting at WKU with an attractive path to meet the 150-hour requirement while also obtaining a graduate degree.

Growing Body of Common Knowledge in Accounting- As the business world becomes more complex, the common body of knowledge in accounting and auditing continues to grow and expand. Likewise, accounting students need additional skills and new competencies to succeed in the constantly changing global-marketplace. This proposed program will enable the Department to provide a graduate-level curriculum to accommodate the growing body of knowledge in accounting. Accounting students will also gain additional skills and competencies essential for their future success.

Reduction in Undergraduate Credit Hour Requirement from 128 to 120 Hours-

With the reduction in hours required for a WKU baccalaureate degree to 120, accounting students will now need an additional 30 hours to meet the 150-hour requirement. Previously, students were tempted to simply take additional undergraduate courses with little consideration of the value added to their education to gain the additional 22 hours needed to meet the 150-hour requirement. As evidence of this strategy, 53% of the December 2008 and May 2009 graduates had earned 150 hours or more. Although WKU's MBA program is appealing for managers desiring upward mobility and students considering doctoral programs, the MBA has attracted only a few accounting majors.

Accounting undergraduates who saw the value in a graduate degree in accounting had no choice but to apply to another university. This proposal provides a natural alternative at WKU for graduate education with a curriculum designed to equip students with additional skills and competencies for successful careers in accounting and business.

AACSB Accreditation of the Undergraduate Accounting Program- The undergraduate accounting program recently obtained separate accounting accreditation by the AACSB-International (AACSB), the premier accreditation organization of colleges of business and accounting programs. WKU is only the third university in the state with both AACSB business and accounting accreditation. The WKU undergraduate accounting program provides a quality foundation on which to build a quality graduate program. It is also noteworthy that the other two schools with joint AACSB accreditation, the University of Kentucky and the University of Louisville, offer graduate programs in accounting.

The Current Status of the Economy- The current status of the economy suggests there will be less turnover in public accounting firms during the next few years. Thus, CPA firms will be less likely to recruit undergraduate seniors, which will encourage students to stay in college longer and pursue a graduate degree. These circumstances create a favorable environment for introducing a new graduate program in accounting.

Graduate Degree Enhances Employment Prospects – The Bureau of Labor Statistics (BLS) in its publication titled *Accountants and Auditors: Occupational Outlook Handbook, 2010-2011* forecasts a strong job growth for accountants. The BLS states that

“Employment of accountants and auditors is expected to grow by 22 percent between 2008-18, which is much faster than average for all occupations. Accountants and auditors who have earned professional recognition through certification or other designation, especially a CPA, should have the best prospects. Applicants with a master’s degree in accounting or a master’s degree in business administration with a concentration in accounting also may have an advantage.”

This proposed MAcc will not only enable WKU’s accounting students to gain additional skills and competencies beyond the undergraduate level and provide them a path to meet the 150-hour requirement for the CPA certificate, but it will also enhance their employment prospects.

Prior Experience with a Graduate Program- The Department has prior experience in providing a graduate program. The MPA program was similar to many professional graduate accounting programs offered by other institutions during the time prior to the full implementation of the 150-hour requirement. Since the suspension of the MPA program, most jurisdictions have implemented the 150-hour requirement. The undergraduate accounting program has also attained separate accreditation to provide a quality undergraduate foundation for a graduate level program. Through the strategic planning process, the members of the faculty of the Department of Accounting have developed this proposal to revive and revise the curriculum for the Master of

Accountancy program. The department sought and received guidance and input from various stakeholders, including members of the Accounting Advisory Council.

Peer/Competitor Schools- Most peer/competitor universities provide a path for accounting students to meet the 150-hour requirement. The other two universities in the Commonwealth with AACSB accredited business and accounting programs, the University of Kentucky and the University of Louisville, offer a graduate degree in accounting. Northern Kentucky University and Murray State also offer a graduate accounting program. This proposal would provide accounting majors at Western Kentucky University, like those at other universities, with an attractive path to meet the 150-hour requirement.

2.2 Projected enrollment in the proposed major program:

Initial enrollment is expected to be 15 – 20 with enrollment growing to 25 – 30 after the program has been fully implemented and publicized. This enrollment estimate is based on the 55 – 65 students who currently graduate from the WKU undergraduate program each year and the fact that over half of these students graduate with 150 hours. The estimate does not include enrollment of students of other undergraduate programs, nor does it include enrollment from possible pent-up demand.

2.3 Relationship of the proposed major program to other programs now offered by the department:

Since a requisite foundation is needed for graduate study in accounting, students must first complete an undergraduate degree in accounting to be admitted to the proposed graduate program. It is anticipated that the majority of the students who will enroll in the proposed program will be graduates of WKU’s Bachelor of Science in Accounting Program which graduates 55 – 65 students each year.

2.4 Relationship of the proposed major program to other university programs:

The proposed program would require 18 hours of accounting coursework, with an additional 12 hours of electives selected primarily from courses offered in the Master of Business Administration, Master of Arts Applied Economics, and/or other appropriate current and future graduate programs offered at Western Kentucky University. Attention will be given to enhancing the skills and competencies specific to accounting, but the curriculum will allow for flexibility to meet the needs of the individual student. Other unique and enriching learning experiences, i.e., study abroad programs, internships, significant research projects, and engagement in significant community or economic development projects, may also be considered.

2.5 Relationship of the proposed major program to similar programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions):

Because of the 150-hour requirement for CPA certification, a number of universities in Kentucky offer graduate programs in accounting. The University of Kentucky, University of Louisville, Murray State University, and Northern Kentucky University all offer graduate programs in accounting. Schools identified by the Gordon Ford College of Business as peer or aspiration schools also offer graduate programs in accounting.

2.6 Relationship of the proposed major program to the university mission and objectives:

Western Kentucky University’s mission is to “prepare students to be productive, engaged leaders in a global society.” Consistent with the University’s mission, the mission of the Department of Accounting is to be a leader in providing excellent

accounting education and preparing students for successful and rewarding careers in accounting and business.” The CPA certification is the most well-known certification in accounting, and the credential is often the gateway for a career in accounting. Therefore, the proposed program is consistent with the missions of both the Department and the University.

3. Objectives of the proposed major program:

The program objective is to provide students with an expanded understanding of accounting and business by building on the foundation gained in an undergraduate accounting program and equipping them with additional skills and competencies essential for their future success.

The program will provide students the opportunity to:

- Gain an expanded understanding of complex accounting, auditing, and tax topics
- Possess a more in-depth insight into the professional responsibilities and ethical standards of the accounting profession
- Enhance communication skills necessary in the accounting profession
- Gain an expanded understanding of the strategic role of accounting in business organizations and society
- Meet 150-hour requirement prior to professional certification as a CPA

4. Program description:

4.1 Curriculum:

The program curriculum consists of thirty (30) semester hours of graduate courses with eighteen (18) semester hours of required accounting courses.

Required accounting courses: 18 Hours

ACCT 500 - Advanced Financial Accounting and Reporting	3
ACCT 510 - Advanced Accounting Information Systems Control and Audit	3
ACCT 520 – Special Topics in Managerial Accounting	3
ACCT 530 - Special Topics in Tax Research and Planning	3
ACCT 540 - Advanced Auditing Standards, Applications and Fraud	3
ACCT 550 – Special Topics in Accounting for Not-For-Profit Organizations and Governments	3

Elective graduate courses: 12 hours

Students admitted to the MAcc program may select graduate courses offered in the Gordon Ford College of Business upon approval by the department chair. Tier I or business foundation courses and BA 515 will not be considered as satisfying any part of the 30-hour requirement. Six (6) hours of the elective graduate courses may be from outside the Gordon Ford College of Business with prior approval of the department chair.

Individual programs of study must be approved by the department chair. The selection of elective courses should be directly related to the student’s career goals and/or desired skills/competencies.

A student admitted to the MAcc program must maintain a 3.0 GPA (4.0 scale). The department chair, with the consent/approval of the faculty appeals committee, may grant permission for any student who fails to maintain a 3.0 GPA due to extenuating circumstances to

continue for one semester on a probationary basis. Any student granted probationary status must attain a cumulative 3.0 GPA by the end of the following semester to remain in the program

A student who receives a “C” or lower in two required accounting courses will be subject to dismissal from the program. The department chair, with the consent/approval of the faculty appeals committee, may grant a waiver in cases of extenuating circumstances.

4.2 Accreditation, certification, approval, and/or licensure:

The Western Kentucky University Bachelor of Science in Accounting program is accredited by AACSB- International. In order to maintain accreditation, the proposed graduate program must be in accordance with AACSB standards for graduate accounting programs.

4.3 Program delivery:

Primarily traditional classroom delivery – lecture; case method; and seminar styled. Other non-traditional methods of delivery may also be considered. These include: AdobeConnect/Blackboard, on-line, and ITV.

5. Resources:

5.1 Faculty:

In accordance with AACSB accreditation standards, sufficient resources must be provided to support the new graduate program. This program requires the addition of at least one academically-qualified faculty member in accounting. Additional resources to fund an appropriate number of graduate assistantships are also necessary.

5.2 Technological and electronic informational resources (e.g., databases, e-journals)

Electronic information resources include:
 Codification of the standards of the Financial Accounting Standards Board
 Codification of the AICPA’s Auditing Standards
 Tax Research Database
 Government Accounting Research System

5.3 Facilities and equipment:

Eight computers to support graduate research and the Department of Accounting’s student engagement project to assist in the preparation of income tax returns.

6. Proposed term for implementation: Fall 2011

7. Dates of prior committee approvals:

Department of Accounting	<u>March 10, 2010</u>
GFCB College Graduate Committee	<u>April 12, 2010</u>
Graduate Council	<u>May 13, 2010</u>
University Senate	<u>September 16, 2010</u>
Board of Regents	_____

New Degree and Academic Program
DOCTOR OF NURSING PRACTICE

REQUEST:

Approval of a new degree type and academic program - Doctor of Nursing Practice (DNP) -offered through the School of Nursing in the College of Health and Human Services.

FACTS:

For some time, the Master of Science in Nursing (MSN) degree has been the terminal degree for specialized advanced nursing practice. The American Association of Colleges of Nursing (AACN) has now identified the DNP as the preferred preparation for specialty nursing practice. The WKU School of Nursing faculty recognizes the need for WKU to award the DNP in order to remain competitive and continue to attract quality students to the graduate nursing program. In the spring of 2010, the Kentucky Legislature passed SB 127 allowing regional universities to offer a DNP program. Currently the Kentucky Board of Nursing in cooperation with the CPE, is writing the regulations for development and approval of DNP.

The DNP program is intended to meet the market demands for highly skilled professional nurses in local, state and national job market. This program will make it possible for MSN graduates to obtain the Post Masters DNP and provide a BSN to DNP program for students who do not currently have an MSN. This will enable our students to meet the new certification recommendations and be prepared to successfully compete in the job market.

The WKU School of Nursing proposes to offer a DNP program for MSN graduates of nurse administrator and nurse practitioner programs and for BSN prepared nurses. MSN-prepared nurse practitioners and nurse administrators will complete a 37-credit hour Post MSN DNP option. The BSN to DNP program will be a 76-credit hour program.

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:

In accordance with AACN and KBN accreditation standards, sufficient resources must be provided to support the new graduate program. This program requires the addition of one doctorally-qualified faculty member in nursing. The program will be implemented when these resources are available, no later than Fall 2012.

As the program grows, together with an anticipated expansion of the BSN program, additional space and faculty resources will be required. The Office of the Provost, in collaboration with the VP of Financial Administration has developed a plan to accommodate these additional costs through direct allocation of additional tuition dollars to the School of Nursing.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of a Doctor of Nursing Practice degree type and program.

MOTION:

Approval to establish a Doctor of Nursing Practice degree type and academic program.

Commonwealth of Kentucky
 Council on Postsecondary Education and Kentucky Board of Nursing
 Application for DNP Program Approval

Name and Address of College or University			
Chief Executive Officer or President of Institution <i>(include title and credentials)</i>			
Chief of the Nursing Unit <i>(include title and credentials)</i>			
Contact Person's Name, Title, Phone Number, & Email Address	Name:		
	Title:		
	Phone Number: ()		
	Email Address:		
Mailing Address <i>(to include city/state/zip)</i>			
Web Site Address <i>(institution & nursing program)</i>			
Accreditation			
Name of the Accrediting Body for the College/University			
Date of College/University Initial Accreditation and Most Recent Re-Accreditation* <small>Attach a copy of the current Governing Organization accreditation status document.</small>		Initial	
		Most Recent	
		Next Visit	
Name of the Accrediting Body for the Nursing Program			
Date of Program Initial Accreditation and Most Recent Re-Accreditation			
Date of Planned Submission of DNP to Accrediting Body			
DNP Approval Processes			
Provide detail and a brief description of each approval required for the program and the (expected or actual) date for attaining approval. Include institutional, state, regional/national accrediting bodies, etc.			
Agency	Approval Date	Details/Description/Timeline (as appropriate)	
Institutional			
Regional/National Accrediting Body- Institution			
National Accrediting Body- Nursing			
KY CPE			
Kentucky Board of Nursing			
DNP Program Information			
Admission Options		Required # Credit Hrs for Graduation	Required # Clinical Hours
<input type="checkbox"/> Yes <input type="checkbox"/> No	Will there be a Post-Baccalaureate Option		
<input type="checkbox"/> Yes <input type="checkbox"/> No	Will there be a Post-Master's Option		
<input type="checkbox"/> Yes <input type="checkbox"/> No	Other:		

APPLICATION FOR NEW DNP PROGRAMS**1. General information about the governing institution including the:**

- mission,
- ownership,
- method of financing,
- accreditation,
- enrollment,
- area served,
- institutional faculty qualifications
- and resources that are sufficient to support defined outcomes and goals;
- desired date for the admission of the first class;
- organization Chart for the Governing Organization; include a copy of the current Organizational Chart for the Nursing Education Unit and proposed; if multiple campuses, include a chart demonstrating the lines of authority between and among the locations for both the governing organization and the nursing education unit.

2. Approval from the governing body of the institution proposing the DNP degree or other empowered approval bodies as applicable;

- Provide highlighted minutes to indicate discussion and agreement for the development by the institution.
- Provide a letter from the President of the College/University indicating institutional support for the program.

More information is requested on the form, but above are requirements pertaining to the WKU BOR.

**College of Health and Human Services
School of Nursing
Proposal to Create a New Academic Degree Type
(Action Item)**

Contact Person: Eve Main, eve.main@wku.edu, 5-3489, Beverly Siegrist, beverly.siegrist@wku.edu, 5-3490

1 Identification of Academic Degree Type:

- 1.1 Academic degree type name: Doctor of Nursing Practice
- 1.2 Standard degree type abbreviation: DNP
- 1.3 Catalog description of academic degree type: The DNP is a practice focused doctoral degree preparing advanced practice nurses to assume leadership roles in healthcare. A Post-MSN option for nurse practitioners for nurse administrators and a BSN to DNP option for students seeking a primary care nurse practitioner (PCNP) concentrations are available.

2 Rationale:

- 2.1 Reason for developing the proposed academic degree type: In 2004 the American Association of Colleges of Nursing (AACN) endorsed the *Position Statement on the Practice Doctorate in Nursing*, which proposed to change the education of advanced practice nurses (APNs) by requiring a DNP as the entry level for practice for nurse practitioners, nurse anesthetists, clinical nurse specialists and nurse midwives by 2015. In 2009, AACN published the Doctor of Nursing Practice (DNP) Essentials to guide program and curriculum development. The DNP as a practice focused degree is analogous to professional degrees offered in other health professions (e.g. Doctor of Medicine, Doctor of Dental Surgery, Doctor of Pharmacy, and Doctor of Physical Therapy). The Commission on Collegiate Nursing Education (CCNE), the accrediting body of the AACN began accrediting DNP programs in the spring of 2009. To date CCNE has accredited 18 programs with 90 other programs in varying stages of accreditation preparation. AACN reports that 120 nursing graduate programs are enrolling students in DNP program in 36 states and the District of Columbia.
- 2.2 Document need for academic degree type for professional certification, program accreditation, licensure, career advancement, and/or higher education in the academic field: The master's degree has in the past been the terminal degree for specialized advanced nursing practice. The AACN has identified the DNP as the preferred preparation for specialty nursing practice. The School of Nursing MSN faculty recognizes the need for the DNP in order to remain competitive and continue to attract quality students to the graduate nursing program. In the spring of 2010, the Kentucky Legislature passed SB 127 allowing regional universities to offer a DNP program. Currently the Kentucky Board of Nursing is writing the regulations for development and approval of DNP programs for CPE.
The DNP program is intended to meet the market demands for highly skilled professional nurses in local, state and national job market. This program will make it possible for MSN graduates to obtain the Post Masters DNP and provide a BSN to DNP program for students who do not currently have an MSN. This will enable our students to meet the new certification recommendations and be prepared to successfully compete in the job market. In a 2006 AACN survey of graduates of DNP programs, the following job titles were identified: Vice President for Nursing, Program Director, Chief Executive Officer, Commissioner of Health, Quality

Improvement Specialist, Direct Care Clinician, Faculty and others. The following projections for DNP graduates estimated job openings (SREB, 2006).

	2010	2011	2012
SREB	5599	6076	6702
National	16,225	17,237	18,462

The School of Nursing completed two surveys to explore interest in a WKU DNP program. A survey of students currently enrolled in the MSN program found that 50 students have plans to pursue the DNP degree within 1-5 years following graduation. An electronic survey was conducted of practicing nurse practitioners in July 2009. The survey was made available to WKU nurse practitioner preceptors and members of the Kentucky Coalition of Nurse Practitioners and Midwives. Forty-seven individuals, interested in pursuing a DNP through WKU, responded to the survey. Fifty-seven percent (n = 27) have plans to complete a DNP program. Eight individuals want to begin a program within a year and the remainder within 1-3 years of WKU initiating a program. Faculty has also begun to log phone call inquiries from local advanced practice nurses. This list currently includes 25 individuals who would like to be included in the first class of DNP students following program approval.

- 2.3 List other universities in Kentucky and in other states (including programs at benchmark institutions) offering this academic degree type: A review of WKU Benchmarks and other universities found the following information related to graduate nursing programs.

University	WKU Benchmark	DNP	Comments
Ball State	x	x	Post MSN – DNP online – part-time study only
Central Missouri	x		University has cooperative EdD
Appalachian State	x		New pre-licensure no graduate programs
East Carolina	x		PhD in Nursing
East Tennessee State University	x		PhD in Nursing
Eastern Michigan	x		PhD in Education Studies - Nursing Education
Eastern Illinois University	x		BSN to RN
Indiana State University	x	x	DNP final approval process
Mankato State University	x	x	DNP Post MSN – 1 st class 3/09
Marshall University	x		MSN
Southeast Missouri State University	x		MSN
Southern Illinois University (Edwardsville)	x		MSN
University of North Carolina (Greensboro)	x		PhD in Nursing

University of Northern Iowa	x		Pre-nursing only
University of South Alabama	x		BSN to DNP and Post MSN DNP (admitted 120 for fall 2010 class)
West Chester University of Pennsylvania	x		MSN Public Health
Western Illinois University	x		BSN
Vanderbilt		X	Post MSN DNP
U of K		X	BSN to DNP & Post MSN DNP
Murray		X	Approval in progress
EKU		X	Approval in progress
NKU		X	Approval in progress
Bellarmino		X	First class of 20 accepted for fall 2010

- 2.4 Evidence that this academic degree type is recognized by relevant professional organization(s), regional accreditor(s), and/or the Department of Education:
 The National Organization for Nurse Practitioner Faculties (NONPF), have developed new competencies for DNP graduates. The National Association of Clinical Nurse Specialists (CNS) has published a neutral position but has developed DNP level competencies for CNS graduates. Other specialty organizations (the American Academy of Nurse Practitioners, American College of Nurse Practitioners, *Association of Faculties of Pediatric Nurse Practitioners*, National College of Gerontological Nurse Practitioners, Nurse Practitioners in Women’s Health, and the Association of Pediatric Nurse Practitioners) have approved the change and published the following consensus statement, “the DNP degree more accurately reflects current clinical competencies and includes preparation for the changing healthcare system.”
- 2.5 Relationship of the proposed degree type to other academic degree types now offered by the university: The EdD program is the only other practice Doctor currently offered by WKU.
- 2.6 Current WKU major(s) qualifying for this degree type: The proposed DNP program will include a curriculum option for MSN graduates from WKU and other accredited nurse practitioner or nurse administrator programs. This option builds upon the competencies developed in the MSN programs. The BSN to DNP option includes the current primary care nurse practitioner courses specialty courses and the majority of the core classes.
- 2.7 Projected number of annual graduates in the proposed degree type: A cohort model will be utilized for admission and progression of the students in the DNP program. The following table illustrates the admission plan.

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Cohort 1 Post MSN DNP	20	20	20			
Cohort 2 Post MSN DNP		20	20	20		
Cohort 3 Post MSN/ BSN to DNP			20 Post MSN & 12 BSN-DNP	20 Post MSN & 12 BSN-DNP	20 Post MSN & 12 BSN-DNP	
Cohort 4 Post MSN/ BSN to DNP				20 Post MSN & 12 BSN-DNP	20 Post MSN & 12 BSN-DNP	20 Post MSN & 12 BSN-DNP
Cohort 5 Post MSN/BSN to DNP					20 Post MSN & 12 BSN-DNP	20 Post MSN & 12 BSN-DNP
Cohort 6 Post MSN/BSN to DNP						20 Post MSN & 12 BSN-DNP
Totals	20	40	72	84	96	96

The projected admitted students are based upon the available resources and faculty. Cohort 1 and 2 will be comprised of MSN to DNP students only. The first cohort of BSN to DNP students will be included in the student numbers beginning in the fall of 2014. BSN to DNP students will exit the program with a DNP that includes the current primary care nurse practitioner (FNP) courses. Accreditation standards require that a faculty student ratio of 6:1 must be maintained in clinical courses. Based upon this requirement, it is planned that 2 clinical groups of 6 will be admitted each year beginning with the fall of 2014. AACN requires that the DNP curriculum allow completion of the program by BSN-DNP students in a 3-year plan that includes summer terms. Based upon this requirement the table shows BSN-DNP students completing in 3 years.

Proposed term for implementation: Fall 2011

3 Dates of prior committee approvals:

Graduate Committee SON:	7/2/2010
Consultation with CPE through Provost’s Office	9/1/2009
CHHS Graduate Curriculum Committee	8/30/2010
Graduate Council	10/14/2010
University Senate	11/18/2010
Board of Regents	_____

College of Health and Human Services
School of Nursing
Proposal to Create a New Major Program – Doctor of Nursing Practice
(Action Item)

Contact Person: Eve Main, eve.main@wku.edu; Beverly Siegrist Beverly.siegrist@wku.edu
53490

1. Identification of program:

1.1 Program title: Doctor of Nursing Practice

1.2 Degree Type: DNP

1.3 Classification of Instructional Program Code (CIP):

1.4 Required hours in proposed major program: BSN to DNP – 76 hrs

Post MSN DNP – 36 hrs

1.5 Special information: n/a

1.6 Program admission requirements:

- BSN or MSN, with a specialty in nursing administration or nurse practitioner, from a CCNE or NLNAC accredited nursing program
- GPA – 3.25 cumulative in BSN or MSN
- Undergraduate degree from an international university outside the U.S. or English is second language submit appropriate TOFEL scores (policy established by School of Nursing)
- Three professional references
- Written goal statement
- Resume highlighting past education, relevant clinical experience, scholarly endeavors and professional service (BSN to DNP students must document one year of full time experience as a registered nurse)
- Professional license –
 - a. MSN –
 - i. NPs must have a current and unencumbered RN and APN license in the state of residence in which clinical experiences will be completed,
 - ii. Nurse Administrators must have a current and unencumbered RN license in the state of residence where clinical experiences will be completed.
 - b. BSN – current and unencumbered RN license in Kentucky or compact state
- Completed verification of post-baccalaureate practice hours form. (Applicants who cannot demonstrate a minimum of 500 clinical clock hours in graduate program will be expected to complete clinical course work beyond the proposed curriculum.)
- Graduate level statistics course within past 5 years

Following review of the admission materials by the Graduate Committee, applicants may be invited to interview with graduate faculty. Admission will be competitive and documentation that an applicant meets the minimum admission requirements does not ensure admission to the

program. It is expected that applicants have moderate technology skills and access to personal computer and high speed DSL or broadband internet service.

The WKU DNP program is a practice focused degree preparing advanced practice nurses to assume leadership roles in Healthcare. The curriculum is based upon a strong scientific foundation for practice and is designed to emphasize evidence-based practice, leadership, health policy development, and organizational analysis and change. A Post-MSN option for nurse practitioners or nurse administrators and a BSN to DNP option for students seeking a primary care nurse practitioner (PCNP) degree is available. WKU PCNP students are eligible to sit for national certification as family nurse practitioners (FNP). All students complete a practice immersion experience and culminating DNP Project with a patient population or in a Healthcare system that demonstrates application of advanced clinical and evidence-based practice. It will serve as a foundation for future scholarly practice.

2. Rationale:

Research studies by the Institute of Medicine, the National Institute of Health, and the Joint Commission on the Accreditation of Healthcare document the changing and complex health needs of Americans, the rapid expansion of Healthcare knowledge, and the challenges of educating healthcare professionals. In 2004 members of the American Association of Colleges of Nursing endorsed the *Position Statement on the Practice Doctor in Nursing* (DNP), a call to change the education of advanced practice nurses (APNs) by requiring a DNP as the entry level for practice for nurse practitioners, nurse anesthetists, clinical nurse specialists and nurse midwives by the year 2015. In 2009 the American Association of Colleges of Nurses (AACN) published the DNP Essentials to guide program and curriculum development. The DNP as a practice focused degree is analogous to professional degrees offered in other health professions (e.g. Doctor of Medicine, Doctor of Dental Surgery, Doctor of Pharmacy, and Doctor of Physical Therapy). The National Academy of Sciences (AACN, 2005) supported the practice doctorate as the terminal degree for advanced practice nurses by stating, “Doctorally-prepared nurse clinicians are needed to fully implement the emerging science and practice innovations developed by nurse investigators.” (AACN, 2005). The Commission on Collegiate Nursing Education (CCNE) the accrediting body of the AACN began accrediting DNP programs in the spring of 2009. To date CCNE has accredited 18 program and has documented that 90 other programs are in various stages of accreditation preparation. AACN reports that 120 nursing graduate programs are enrolling students in DNP program in 36 states and the District of Columbia.

Specialty organizations also support the transition from MSN to DNP as the entry level for the APN. The American Association of Nurse Anesthetists has established the following policies: no new master’s programs for nurse anesthesia will be accredited after 2015; and all currently accredited certified registered nurse anesthetists (CRNA) programs must transition to the practice Doctor by 2022; and, all new CRNA graduates must hold a DNP by 2015 to be eligible for certification. The National Organization for Nurse Practitioner Faculties, that develops the practice competencies for nurse practitioners, has developed new competencies for DNP graduates. The National Association of Clinical Nurse Specialists (CNS) has published a neutral position but has developed DNP level competencies for CNS graduates. Other specialty

organizations (the American Academy of Nurse Practitioners, American College of Nurse Practitioners, *Association of Faculties of Pediatric Nurse Practitioners*, National College of Gerontological Nurse Practitioners, Nurse Practitioners in Women's Health, and the Association of Pediatric Nurse Practitioners) approved the change and published the following consensus statement, "the DNP degree more accurately reflects current clinical competencies and includes preparation for the changing healthcare system."

The DNP program builds upon current baccalaureate and master's programs by providing education in evidence-based practice, quality improvement, Healthcare systems, leadership, and health policy. The movement toward the DNP resulted in AACN developing the *DNP Essentials* and *DNP Roadmap* to assist programs preparing advanced practice nurses in transitioning to DNP educational programs. The DNP prepared nurse is viewed as a needed counterpart to the PhD prepared nurse. The PhD nurse conducts research that provides new knowledge which is enacted by the DNP nurse to improve patient outcomes and increase efficiencies in the nursing administrative settings. AACN suggests that the "DNP graduate will be prepared to lead nursing at the highest practice and executive rank in nursing" (AACN, 2005). AACN, the National League for Nursing (NLN), the American Academy of Nurse Practitioners (AANP) and other specialty organizations envision that within the next five to ten years the BSN to DNP will redesign the educational paradigm for nurse practitioners, clinical nurse specialists, nurse anesthetists', nurse midwives, and nurse executives in the United States.

The WKU MSN faculty recognizes the need for the DNP in order to remain competitive and continue to attract quality students to the graduate nursing program. In the spring of 2010, the Kentucky Legislature passed SB 127 allowing regional universities to offer a DNP program. Currently the Kentucky Board of Nursing is writing the regulations for development and approval of DNP programs for CPE.

Enrollment in our current MSN program has continued to grow over the past five years. In response to this increased demand we have moved from a fall only admission process to admission of a cohort of students both fall and spring semesters. WKU also now offers a psychiatric nurse practitioner program through an agreement with University of Louisville. We also offered an accelerated track for nurse practitioners this past year. These are examples of how WKU School of Nursing has responded to student needs and have expanded career opportunities for advanced practice nurses in our area. These options have also increased the potential pool for the MSN to DNP program.

The DNP program is intended to meet the market demands for highly skilled professional nurses in local, state and national job market. This program will make it possible for MSN graduates to obtain the Post Masters DNP and provide a BSN to DNP program for students who do not currently have an MSN. This will enable our students to meet the new certification recommendations and be prepared to successfully compete in the job market. In a 2006 AACN survey of graduates of DNP programs, the following job titles were identified: Vice President for Nursing, Program Director, Chief Executive Officer, Commissioner of Health, Quality

Improvement Specialist, Direct Care Clinician, Faculty and others. The following projections for DNP graduates estimated job openings (SREB, 2006).

	2010	2011	2012
SREB	5599	6076	6702
National	16,225	17,237	18,462

The School of Nursing completed two surveys to explore interest in a WKU DNP program. A survey of students currently enrolled in the MSN program found that 50 students have plans to pursue the DNP degree within 1-5 years following graduation. An electronic survey was conducted of practicing nurse practitioners in July 2009. The survey was made available to WKU nurse practitioner preceptors and members of the Kentucky Coalition of Nurse Practitioners and Midwives. Forty-seven individuals, interested in pursuing a DNP through WKU, responded to the survey. Fifty-seven percent (n = 27) have plans to complete a DNP program. Eight individuals want to begin a program within a year and the remainder within 1-3 years of WKU initiating a program. Faculty has also begun to log phone call inquiries from local advanced practice nurses. This list currently includes 15 individuals who would like to be included in the first class of DNP students following program approval.

WKU will offer a DNP program with for MSN graduates of nurse administrator and nurse practitioner programs and for BSN prepared nurses. MSN prepared nurse practitioners and nurse administrators will complete a 37-credit hour Post MSN DNP option. This option will begin first in the fall of 2011 pending CPE and Kentucky Board of Nursing (KBN) approval. The BSN to DNP option will admit a first cohort of students in the fall of 2013.

2.1 Projected enrollment in the proposed major program:

A cohort model will be utilized for admission and progression of the students in the DNP program. The following table illustrates the admission plan.

	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
Cohort 1 Post MSN DNP	20	20	20			
Cohort 2 Post MSN DNP		20	20	20		
Cohort 3 Post MSN/ BSN to DNP			20 Post MSN & 12 BSN- DNP	20 Post MSN & 12 BSN- DNP	20 Post MSN & 12 BSN- DNP	
Cohort 4 Post MSN/ BSN to				20 Post MSN & 12 BSN-	20 Post MSN & 12 BSN-	20 Post MSN & 12 BSN-

DNP				DNP	DNP	DNP
Cohort 5 Post MSN/BSN to DNP					20 Post MSN & 12 BSN- DNP	20 Post MSN & 12 BSN- DNP
Cohort 6Post MSN/BSN to DNP						20 Post MSN & 12 BSN- DNP
Totals	20	40	72	84	96	96

The projected admitted students are based upon the available resources and faculty. Cohort 1 and 2 will be comprised of MSN to DNP students only. The first cohort of BSN to DNP students will be included in the student numbers beginning in the fall of 2014. BSN to DNP students will exit the program with a DNP that includes the current primary care nurse practitioner (FNP) courses. Accreditation standards require that a faculty student ratio of 6:1 must be maintained in clinical courses. Based upon this requirement, it is planned that 2 clinical groups of 6 will be admitted each year beginning with the fall of 2014. AACN requires that the DNP curriculum allow completion of the program by BSN-DNP students in a 3-year plan that includes summer terms. Based upon this requirement the table shows BSN-DNP students completing in 3 years.

2.2 **Relationship of the proposed major program to other programs now offered by the department:**

The proposed DNP program will include a curriculum option for MSN graduates from accredited nurse practitioner or nurse administrator programs. This option builds upon the competencies developed in the MSN programs. The BSN to DNP option includes the current primary care nurse practitioner courses specialty courses and the majority of the core class (outlined below in 4.1 Curriculum).

2.3 **Relationship of the proposed major program to other university programs:**

The EdD program is the only other practice Doctor currently offered by WKU. NURS 700 Leadership and Organizational Theory for the DNP, includes some content found in EdD leadership courses but the focus is on the role of advanced practice nurses in Healthcare systems or with health populations. NURS 730 Advanced Epidemiology and NURS 720 Advanced Biostatistics include some content found in current courses in the department of Public Health but are at a more advanced level in theory and application.

2.4 **Relationship of the proposed major program to similar programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions):** A review of WKU Benchmarks and other universities found the following information related to graduate nursing programs.

University	WKU Bench mark	DNP	Comments
Ball State	x	x	Post MSN – DNP online – part-time study only
Central Missouri	x		University has cooperative EdD
Appalachian State	x		New pre-licensure no graduate programs
East Carolina	x		PhD in Nursing
East Tennessee State University	x		PhD in Nursing
Eastern Michigan	x		PhD in Education Studies - Nursing Education
Eastern Illinois University	x		BSN to RN
Indiana State University	x	x	DNP final approval process
Mankato State University	x	x	DNP Post MSN – 1 st class 3/09
Marshall University	x		MSN
Southeast Missouri State University	x		MSN
Southern Illinois University (Edwardsville)	x		MSN
University of North Carolina (Greensboro)	x		PhD in Nursing
University of Northern Iowa	x		Pre-nursing only
University of South Alabama	x		BSN to DNP and Post MSN DNP (admitted 120 for fall 2010 class)
West Chester University of Pennsylvania	x		MSN Public Health
Western Illinois University	x		BSN
Vanderbilt		X	Post MSN DNP
U of K		X	BSN to DNP & Post MSN DNP
Murray		X	Approval in progress
EKU		X	Approval in progress
NKU		X	Approval in progress
Bellarmine		X	First class of 20 accepted for fall 2010

Early in the exploration of the WKU DNP program, meetings with U of K School of Nursing faculty explored possible collaborative programs. Due to the large number of applicants for the U of K DNP program it was determined that U of K could not support a collaborative agreement. U of K further communicated their support for the development of DNP programs in the regional universities and offered assistance through consultation as new programs were developed.

2.5 Relationship of the proposed major program to the university mission and objectives

Implementation of the WKU School of Nursing DNP program is consistent with the mission and vision of WKU. The purposes of the DNP program include the development of leaders in the Healthcare systems that have the knowledge and skills to improve the health of populations and the quality of Healthcare in the United States and abroad. The graduates will be prepared to work as practice scholars, collaborating with nurse scientists and other Healthcare providers to evaluate research and implement system change based upon evidence-based practice. The DNP program will clearly will clearly address the needs of constituents in the WKU service area. The program will attract new nurse educators, researchers, and highly qualified students who will positively contribute to the development of faculty in School of Nursing. It is anticipated that new opportunities for research and service will result as the program grows.

3. Objectives of the proposed major program:

- Critically appraise theoretical concepts and knowledge from nursing and other disciplines and integrate this evidence in developing, implementing, and evaluating best practices for improved health outcomes.
- Develop, integrate, and evaluate evidence-based Healthcare innovations while considering cultural, economic, ethical, legal, political, and technological issues across diverse health systems and models.
- Evaluate an integrate information systems and technology to improve clinical decision making and health outcomes.
- Demonstrate leadership in the critical analysis and application of economic, ethical, political, and social components of Healthcare policy.
- Demonstrate interprofessional collaboration and leadership skills to improve patient and population health outcomes.
- Analyze and apply advanced nursing practice concepts of clinical prevention and health promotion to improve health outcomes in relevant populations.
- Apply the relevant advanced practice roles to improve patient and populations health outcomes and Healthcare systems.

4. Program description:

4.1 Curriculum:

The BSN to DNP Curriculum and Post-Master’s Curriculum is displayed in the following table. Courses developed for the DNP program are in bold. The BSN to DNP is a 76

hour credit program with both full and part time options. The Post-Master’s DNP program is a 36 credit hour program with both full and part-time options.

Course Number and Title	Credit Hours	Clinical Hours	BSN to DNP	Post Masters DNP
Graduate Statistics	3		X	
NURS 500 Advanced Pathophysiology	4		X	
NURS 503 Advanced Health Assessment	2		X	
NURS 504 Advanced Nursing Theory	3		X	
NURS 505 Advanced Health Assessment Clinical	1	60	X	
NURS 508 Advanced Nursing Issues	1		X	
NURS 509 Advanced Practice Management	1		X	
NURS 510 Advanced Nursing Research	3		X	
NURS 515 Advanced Pharmacology	4		X	
NURS 520 Teaching in Schools of Nursing	3		X	X
NURS 550 Primary Care of the Infant, Child, and Adolescent	5	120	X	
NURS 552 Primary Care of the Adult	5	120	X	
NURS 554 Primary Care Practicum	5	300	X	
NURS 600 Orientation to Doctor of Nursing Practice	2		X	X
NURS 620 Advanced Biostatistics	3		X	X
NURS 630 Advanced Epidemiology	3		X	X
NURS 700 Leadership and Organizational Theory	3		X	X
NURS 701 Leadership in Health Policy	3		X	X
NURS 712 Evidence-Based Practice	3		X	X
NURS 714 Economic and Financial Influences in Healthcare Systems	3		X	X
NURS 740 Technology in Healthcare	3	60	X	X
NURS 750 Program Development and Evaluation	3	60	X	X
NURS 755 Quality Improvement in Healthcare	3		X	X
NURS 765 Institutional Review Board Process in Nursing	1		X	X
NURS 780 Clinical Practicum	6	360	X	X

Total BSN to DNP Clinical Hours		1080		
Total BSN to DNP Credit Hours	76			
Total Post-Master’s DNP Clinical Hours		480		
Total Post-Master’s DNP Credit Hours	36			

4.2 **Accreditation, certification, approval, and/or licensure:** The Doctor of Nursing Practice (DNP) was adopted by the Association of Colleges of Nursing and represents a high level of preparation in specialty nursing practice. The educational programs of the WKU School of Nursing are accredited by the Commission on Collegiate Nursing Education (CCNE). In 2007, CCNE Accreditation was granted to the WKU for ten years, the maximum time period awarded. Accreditation from CCNE will be sought for the DNP program following implementation of the DNP curriculum in year two of the first cohort. The Council on Post-Secondary Education (CPE) has not granted permission for the development of DNP programs in Kentucky’s regional universities. Communication from CPE indicates that they are awaiting regulations from the Kentucky Board of Nursing for the DNP programs. Graduates of the BSN to MSN program will be eligible to sit for national certification as family nurse practitioners. This certification by examination is available from either the American Academy of Nurse practitioners or the American Nurses Credentialing Center. Following completion of the degree and earning certification the graduate can apply for registered nurse license as an advanced practice nurse in the nurse’s state of residence.

4.3 **Program delivery:** The program consists of weekend (Friday night, Saturday morning and afternoon) seminars (four times a semester), web-based curriculum, and a capstone clinical project. A survey of potential students in 2009/2010 revealed that they preferred a blended format with both asynchronous online learning and face-to-face learning experiences. The current courses in the PCNP program utilize IVS, web, and face-to-face classes. All students will be required to have high speed internet access. Physical space includes classrooms and a clinical lab in the Academic Complex. All faculty have adequate computer hardware and software for class delivery. WKU uses Blackboard® as the platform for distance class delivery.

5. Resources:

5.1 **Faculty:** AACN has issued a policy statement that faculty for DNP programs should include nurse educators with a variety of experiences and doctoral degrees not just the DNP. Current graduate faculty will teach courses as appropriate for their experience and credentials. The current faculty includes Dr. Eve Main who completed a DNP in May 2010 and Mrs. Laurie Branstetter who completed the course work toward the DNP in July 2010 and has an expected graduation date of May 2011. One new faculty will be

added following approval of this new program and a second faculty will be added prior to year three with the implementation of the BSN to DNP option.

5.2 **Technological and electronic informational resources (e.g., databases, e-journals):** New course proposals have included the expected library resources needed to support the students enrolled in the program. Librarian reviews have been completed on the courses and resources are adequate except for one course. The School of Nursing will work with the WKU library to ensure acquisition of the needed library resources. Two electronic databases are needed, the Cochrane Database and PubMed. These are databases that will also benefit other health science majors.

5.3 **Facilities and equipment:** The current physical space includes classrooms and a clinical lab in the Academic Complex. Additional offices for faculty and staff and laboratory space are needed to implement the program. The CHHS Space Committee is working to identify reallocation of space to accommodate the program needs. All faculty have adequate computer hardware and software for class delivery. WKU uses Blackboard® as the platform for distance class delivery. IT support and training is available for faculty and students.

6. **Proposed term for implementation:** Fall 2011

7. **Dates of prior committee approvals:**

Graduate Committee SON	7/2/2010
CHHS Graduate Curriculum Committee	8/30/2010
CPE Posting	9/1/2009
Graduate Council	10/14/2010
University Senate	11/18/2010
Board of Regents	_____

**New Minor
CHILD LIFE**

REQUEST:

Approval of a new minor - Child Life - offered through the Consumer and Family Sciences Department (CFS) in the College of Health and Human Services.

FACTS:

The minor in Child Life requires a minimum of 21 semester hours. A grade of “C” or above must be earned in the following CFS courses required for this minor: CFS 191, 391, 393, 395, 494, and PHIL 322 and one elective chosen in consultation with departmental advisor. This minor is specifically for students who want a career as a Child Life Specialist.

In 2009, the U.S. News and Report identified the Child Life Specialist career as one of eleven “best kept secret careers.” The child life specialist are vital members of a multidisciplinary team in most large pediatric facilities, and an increasing number are applying their unique expertise to help children in other environment, including outpatient healthcare facilities, doctors’ offices, hospice care, specialized camps, schools, court systems, and funeral home. Whatever the location, child life interventions focus on the individual needs of the child and family.

Students completing a minor in Child Life will be able to:

- Promote effective coping through play, preparation, education, and self-expression activities.
- Provide emotional support for families
- Encourage optimum development of children facing a broad range of challenging experiences, particularly those related to healthcare and hospitalization.
- Provide information, support and guidance to parents, siblings, and other family members.
- Have an understanding of educating caregivers, administrators, and the general public about the needs of children under stress.

Implementation Date: Spring 2011

BUDGETARY IMPLICATIONS:

No funds requested, as all classes are currently offered in the department on a regular basis.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of an academic minor in Child Life.

MOTION:

Approval to establish a minor in Child Life.

**College of Health and Human Services
Department of Consumer and Family Sciences
Proposal to Create a New Minor Program
(Action Item)**

Contact Person: Darbi Haynes-Lawrence, Darbi.Haynes-Lawrence@wku.edu, 745-2525

1. Identification of program:

- 1.1 Program title: Child Life
- 1.2 Required hours in minor program: 21 hours
- 1.3 Special information: This minor is specifically for students who want a career as a Child Life Specialist.
- 1.4 Catalog description: The minor in Child Life requires a minimum of 21 semester hours. A grade of “C” or above must be earned in the following CFS courses required for this minor: CFS 191, 391, 393, 395, 494, and PHIL 322 and one elective chosen in consultation with departmental advisor. This minor is specifically for students who want a career as a Child Life Specialist.

2. Rationale:

- 2.1 Reason for developing the proposed minor program: Due to the curriculum changes of decreased hours within a major, this minor is being proposed to replace the Child Life Specialist major. This minor, paired with the Child Studies or Family Studies major, provides a program of study for students who wish to become active in the field of Child Life, as well as meets the new curriculum requirements for a 120 hour degree program.
- 2.2 Projected enrollment in the proposed minor program: Based on the enrollment in the Child Life Concentration, we expect 10-20 students per academic year initially, with possible increases over time.
- 2.3 Relationship of the proposed minor program to other programs now offered by the department: The proposed Child Life minor does not duplicate any other program within the Department. It does support and supplement the Child Studies program.
- 2.4 Relationship of the proposed minor program to other university programs: The proposed Child Life minor does not duplicate any other program in the university.
- 2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): No minors in Child Life were found at any of the Kentucky State schools or benchmark schools.
- 2.6 Relationship of the proposed minor program to the university mission and objectives: The proposed minor is within the mission of WKU and supportive of the 2007/2008-2011/2012 Strategic Plan, Goals 2 and 4.

3. Objectives of the proposed minor: Students completing a minor in Child Life will be able to:

- Promote effective coping through play, preparation, education, and self-expression activities.
- Provide emotional support for families
- Encourage optimum development of children facing a broad range of challenging experiences, particularly those related to healthcare and hospitalization.
- Provide information, support and guidance to parents, siblings, and other family members.
- Have an understanding of educating caregivers, administrators, and the general public about the needs of children under stress.

4. Curriculum: All courses for the proposed Child Life minor are approved and existing courses, scheduled to be offered on an ongoing basis. The minor in Child Life requires a minimum of 21 semester hours. A grade of “C” or above must be earned in all courses required for the minor.

CFS 191	Child Development	3 hours
CFS 391	Risk and Resilience	3 hours
CFS 393	Play and Child Development	3 hours
CFS 395	Child and Family Stress	3 hours
CFS 494	Parenting Strategies	3 hours
PHIL 322	Biomedical Ethics	3 hours

Three hours of restricted electives chosen in consultation with departmental advisor.

5. Budget implications: None

6. Proposed term for implementation: Spring 2011

7. Dates of prior committee approvals:

CFS Department:	Sept. 24, 2010
CHHS Curriculum Committee	8/29/2010
Undergraduate Curriculum Committee	10/28/2010
University Senate	11/19/2010

CONSUMER AND FAMILY SCIENCES DEPARTMENT
Name Change to
FAMILY AND CONSUMER SCIENCES DEPARTMENT

REQUEST:

Approval of the Consumer and Family Sciences Department name change to Family and Consumer Sciences Department effective April 1, 2011.

FACTS:

The Department of Consumer and Family Sciences is currently housed within the College of Health and Human Services at WKU. The department offers 3 undergraduate majors with 9 concentrations, 2 associate degrees, and one certificate program.

The department is requesting a name change to the Department of Family and Consumer Sciences (FACS). The department would like to align with the national professional name recognized by the American Association of Family and Consumer Sciences (AAFCS). They made the name change in 1994.

The American Association of Family and Consumer Sciences (AAFCS) is the only national organization representing family and consumer sciences professionals across practice areas and content specializations. Their members provide guidance and practical knowledge about the things of everyday life, including human growth and development, personal behavior, housing and environment, food and nutrition, apparel and textiles, and resource management, so that students and consumers can make sound decisions and enjoy a healthy, productive and more fulfilling life.

FACS Department Mission:

The Department views the family, in all its diverse forms, as the cornerstone of a healthy society. Our mission is to improve the well-being of the family through programs that educate, influence public policy, and help families put research-based knowledge to work in their lives.

FACS Department Vision:

To be recognized as preparing the best qualified graduates in the Commonwealth. Our focus is on preparing students for living, learning and leading in their communities and career endeavors.

The requested name change would have an impact on student recruitment as all high school programs are Family and Consumer Sciences and students are familiar with the content and terminology.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the name change to Family and Consumer Sciences Department effective April 1, 2011.

MOTION:

Approval of name change to Family and Consumer Sciences Department effective April 1, 2011.

FACULTY EMERITUS APPOINTMENTS

REQUEST:

Approval of faculty emeritus status for recommended individuals.

FACTS:

Listed below are faculty members who have been recommended by the tenured faculty, department head, and college dean to be awarded emeritus/a status. They have served the university for at least ten years and have had distinguished records of achievement and service at the university.

Potter College of Arts and Letters

Department of English

Dr. Brenda S. Martin, Associate Professor of English, Emerita

Department of Sociology

Mr. Craig H. Taylor, Assistant Professor of Sociology, Emeritus

University College

Commonwealth School - Business Division

Dr. Kenneth Utley, Professor of Business, Emeritus

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Gary A. Ransdell recommends awarding the above individuals faculty emeritus status.

MOTION:

Approval of faculty emeritus status awarded for the recommended individuals.

Enrollment Status
Spring Semester
Monday, January 3, 2011 compared to
Monday, January 4, 2010

Classification	New		Transfer		Readmits		Continuing		Other		New Academy		Total	
	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010	2011
	Diff		Diff		Diff		Diff		Diff		Diff		Diff	
Freshman	62	52	25	32	90	62	3249	3088	0	0	0	0	3426	3234
Sophomores	0	0	59	62	62	57	2995	2953	0	0	0	0	3116	3072
Juniors	1	1	42	57	64	53	2864	2907	0	0	0	0	2971	3018
Seniors	0	0	28	27	55	68	4145	4237	0	0	0	0	4228	4332
Academy	0	0	0	0	0	0	119	126	0	0	0	0	119	126
Post-bacc (DS)	0	0	7	9	38	33	281	308	0	0	0	0	326	350
Non-degree	1	4	13	7	26	18	147	90	33	56	0	0	220	175
High School	0	0	0	0	0	0	69	50	16	4	0	0	85	54
Total Undergraduate	64	57	174	194	335	291	13869	13759	49	60	0	0	14491	14361
Graduate	144	177	20	11	127	117	2056	2061	10	6	0	0	2357	2372
Grand Total	208	234	194	205	462	408	15925	15820	59	66	0	0	16848	16733

Prepared by
Freida Eggleton, Registrar

Initiative: Teacher Leader Master’s Redesign

Background: KRS 161.028(1) authorizes the Education Professional Standards Board to establish standards and requirements for obtaining and maintaining a teaching certificate and for programs of preparation for teachers and other professional school personnel. KRS 161.030(1) requires all certificates issued under KRS 161.010 to 161.126 to be issued in accordance with the administrative regulations of the board. A recent administrative regulation establishes new standards for accreditation of an educator preparation unit and associated programs. Specifically, *Kentucky schools are charged with reaching proficiency by 2014 with school district administrators and teachers held accountable for rigorous performance standards tied to annual assessments. Educators need rank change/master’s degree programs that have rigor and relevancy and equip them to move student learning to higher levels. The master’s degree programs should not only be concerned with transmission of knowledge but should facilitate involvement in the processes by which knowledge is attained* (Source: EPSB website).

The WKU approved Redesign Summary: The WKU redesign follows a three-point protocol to assess candidates administered at next strategic times to guide their professional growth as they transition from one level to the. Critical Performance assessments of candidates’ ability to meet Kentucky Teacher Standards are administered throughout the coursework, uploaded by candidates to the WKU Electronic Portfolio System, and scored by the faculty. A monitoring system, Response to Intervention, will be employed to assure that candidates not reaching full potential in coursework and assessment protocols are provided services in a timely manner. The following programs were impacted by this change:

Program (all MAE, except 3 noted)
Art Education
Biology Education
Chemistry Education
Elementary Education
English Education, MA (with TCHR Concentration)
Exceptional Education –LBD
Exceptional Education – MSD
Geography Education
History Education
Music Education
Mathematics, MA
Middle Grades Education
Physical Education, MS
Secondary Education

Enrollment in above programs: Just over 330 students were enrolled in these programs in 2009.

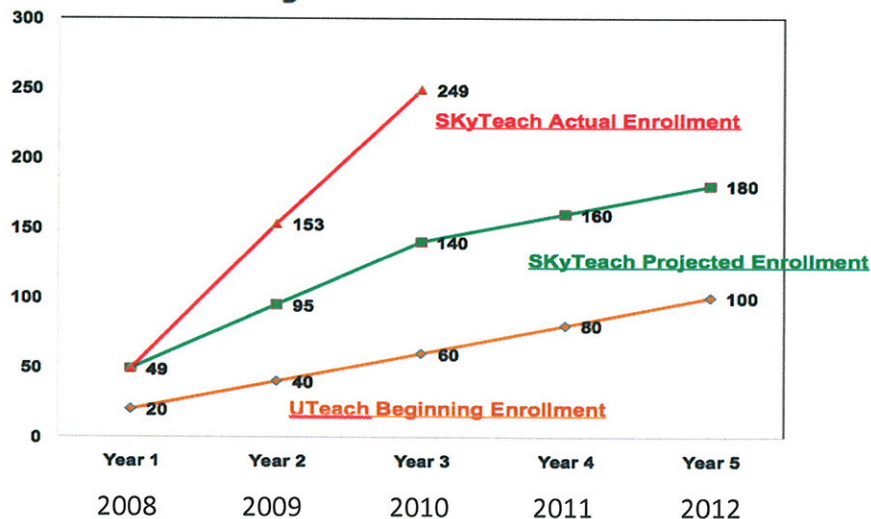
Implementation Date: Spring 2011 (students matriculated in existing program have until January 31, 2013 to complete any degree that will be used for change in Rank)



Creating the Next Generation of Math and Science Teachers at Western Kentucky University

- SKyTeach is WKU's new program for recruiting, preparing and supporting undergraduate students entering careers in science and math education.
- SKyTeach is a partnership between the College of Education and Behavioral Sciences and Ogden College of Science and Engineering. It is modeled after the highly successful UTeach program at the University of Texas Austin.
- SKyTeach is funded through a \$2.4 million start up grant from the National Math and Science Initiative.
- The National Math Science Initiative will match WKU fundraising efforts of up to an additional \$1 million of grant funding.
- SKyTeach is field forward. Students regularly prepare and teach inquiry-based lessons to local schools.
- Students are taught and mentored by experienced Master Teachers.
- Master Teachers are former P-12 teachers with extensive teaching experience. Six master teachers currently serve as SKyTeach clinical faculty.
- The first cohort entered the program in Fall 2008.
- The initial group of SKyTeach students will complete their teacher certification in Spring 2011.

SKyTeach Growth





WKU[®]

Board of Regents

**EXECUTIVE
AGENDA ITEMS**

January 21, 2011



Project Name/PM	Scope	Budget	Source of Funds	Schedule	Status
College of Education Building (BJ)	Construct 120,000 sf College of Education and Psychology building.	\$35,000,000	State Bonds	Start: 10/07 Complete: 12/10	Construction 99%
Carroll Knicely Center Renovation Ph III (DP)	This renovation includes connector and façade improvements, addition of a porte cochere, site improvements and storage addition.	\$2,500,000	E & G	Start: 08/10 Complete: 02/11	Construction 46%
Energy Savings Performance Contract (BJ)	Western Kentucky University is implementing energy-reducing and facility improvements for a majority of our main campus buildings. Improvements are impacting approximately 38 buildings or 3.5 million square feet.	\$9,640,561	Self-Funded with Energy Savings	Start: 01/09 Complete: 04/11	Construction 84%
Construct Music Hall (KO)	Design and construct a new 25,971 sf choral and instrument rehearsal hall and minor renovations to existing building once the new facility is completed.	\$9,153,000	\$1.0M E & G \$8.2M Agency Bonds	Start: 06/08 Complete: 12/11	Construction 8%
Community Bikeway (HS)	Develop a network of bicycle and pedestrian facilities that connects area schools, parks and shopping areas to low- and medium-density residential neighborhoods and residence halls. This project is funded by an equally shared Federal Grant with the City of Bowling Green.	\$950,000	Federal Grant	Start: TBD	Awaiting State approval to proceed
Renovate High Voltage Infrastructure (BJ)	This project addresses a portion of the master plan and completes the north loop of the high voltage duct bank. The following buildings will be connected: EST, IE, and a new switch for Music Hall. Project also updates the electrical master plan.	\$3,200,700	E & G	Start: 12/09 Complete: 06/11	Construction 44%
Construct Headhouse/ Greenhouse @ Ag Center	This project is Phase I of USDA/ARS "Animal Waste Research Laboratory" in partnership with WKU located on leased property at the Agricultural Center.	\$2,600,000	Federal	Start: 06/10 Complete: 06/11	Construction to begin March, 2011

Project Name/PM	Scope	Budget	Source of Funds	Schedule	Status
Renovation Projects (NS, AC, VC)	Renovation projects in process, currently totaling 100 projects.	\$729,164	E & G	Various	Various
Helm Library-Confucius Institute (NS)	Relocate reference area in the Helm Library to create space for a Confucius Institute electronic exhibit.	\$105,000	Grant	Start: 06/10 Complete: 05/11	Construction 40%
Develop & Construct Data Center (DP)	Design selection for Level 4 data center to be operated by Bowling Green Municipal Utilities and located at the Center for Research and Development.	\$1,100,000	Federal Funds	Start: 09/10 Complete: TBD	Consultant Selected: awaiting grant funds
Renovate Downing University Center Design (DC)	This phase of the project will consist of a building-wide renovation of any areas in need of upgrades and/or changes, along with a possible expansion. Full evaluation of all building utility systems will be required. The resulting document will contain recommended improvements for both near term and long term implementation and will quantify the costs associated with those improvements.	\$37,500,000	Agency Bonds	Start: 02/11 Complete: TBD	Awarded to Ross Tarrant Architects: design start pending SGA approval of resolution
Renovate Science Campus Phase IV Design (BJ)	This phase of the project will design a multi-phase/multi-year renovation of Thompson Complex Center Wing, Thompson Complex North Wing and the Hardin Planetarium. There may be additional space developed for new Ogden College programs.	TBD	State Bonds	Start: 09/10 Complete: TBD	Awarded to Ross Tarrant Architects
Gas Boiler #2 at Heat Plant (DD)	Purchase and install a high efficiency gas-fired boiler at the Heat Plant.	\$1,065,000	E & G	Start: 07/10 Complete: 05/11	Equipment ordered
EST Roof Replacement (DC)	Replace roof at Environmental Sciences & Technology building.	\$500,000	E & G	Start: 05/11 Complete: 08/11	Design Phase A
Grand Total		\$104,043,425			

PROJECT MANAGER LEGEND:

- (BR) – Bryan Russell
- (BJ) – Ben Johnson
- (KO) – Kerra Ogden
- (DFM) – Facilities Management
- (HS) – Helen Siewers
- (SLF) – Student Life Foundation – Brian Kuster
- (DC) – Dan Chaney
- (NS) – Natasha Smith
- (BR) – Brian Russell
- (AC) – Alfonso Casana
- (VC) – Victoria Coofs
- (DP) – Debbie Pace

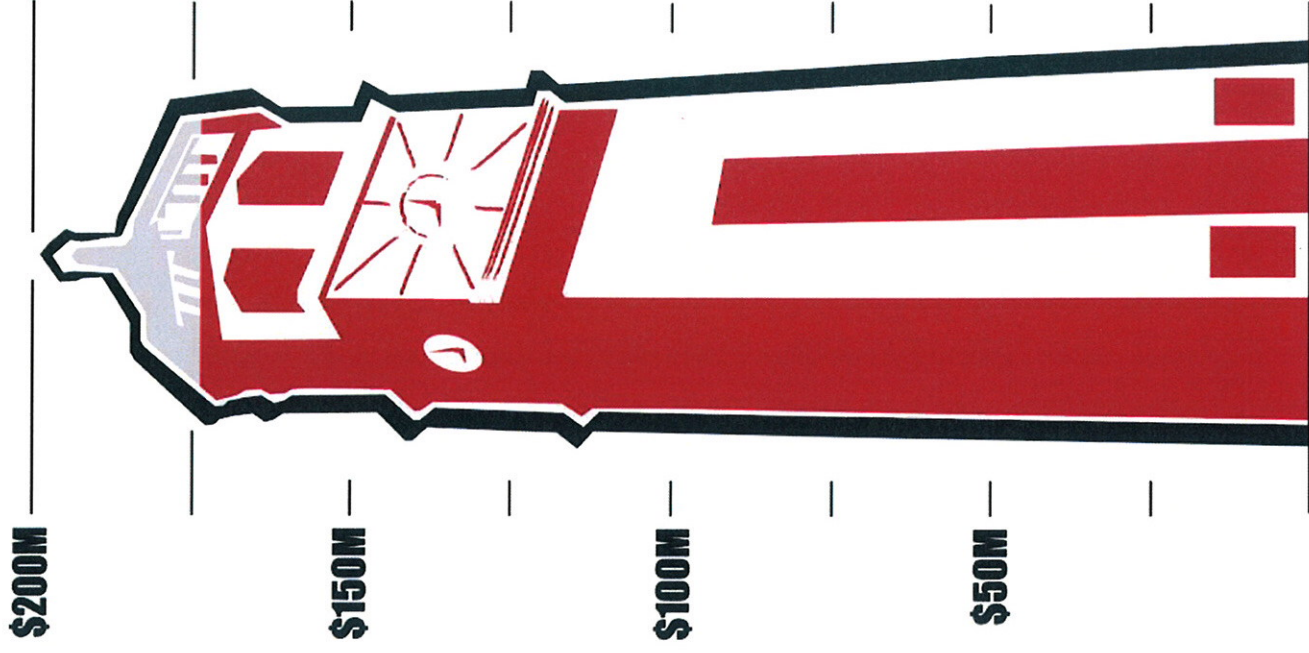


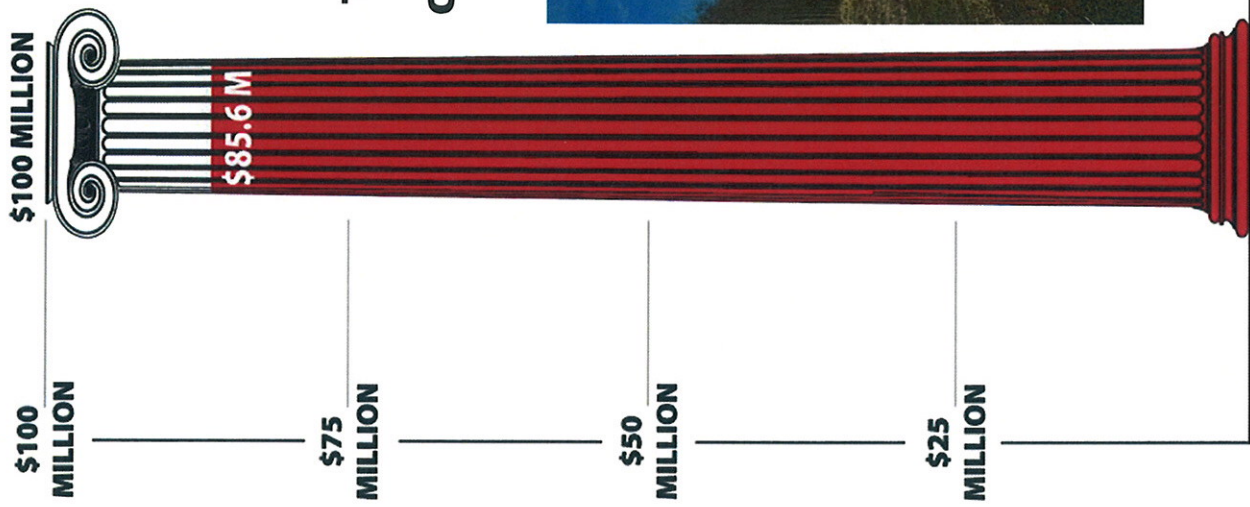
A New Century of Spirit

as of 12/31/10

\$174.3 million

**2005-2012 Campaign
Total Commitments
(Cash and Pledges)**





A New Century of Spirit

as of 12/31/10

The 2010 Fleischaker-Greene Scholars Class, [Farm to Fork](#), was been nominated for an Online News Award from the Online Journalism Association in the category of multimedia feature presentation, student.



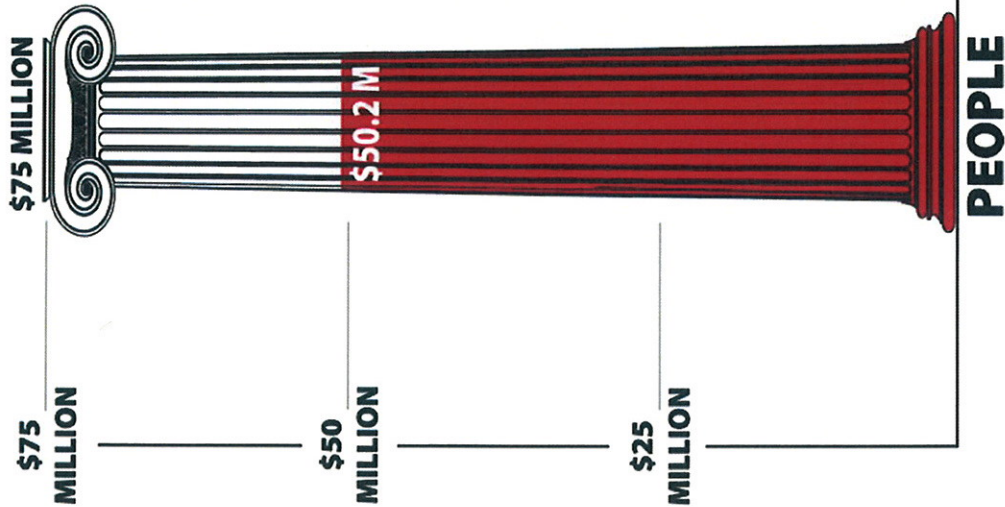
Kim Greene and Jon Fleischaker

PROGRAMS



A New Century of Spirit

as of 12/31/10





A New Century of Spirit

as of 12/31/10

\$50
MILLION

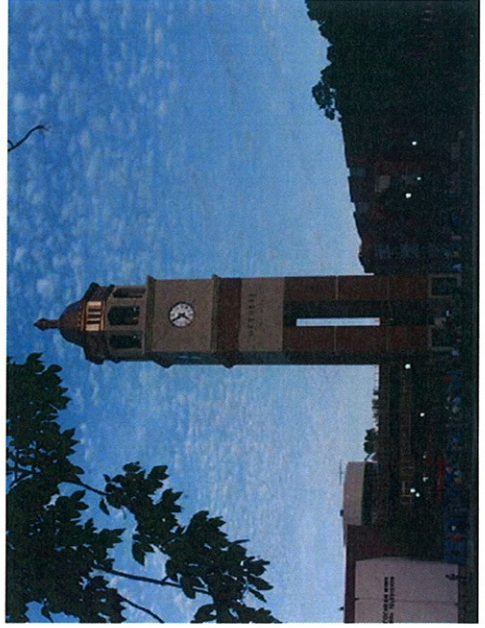
\$38.5 M

\$25 MILLION

\$25
MILLION

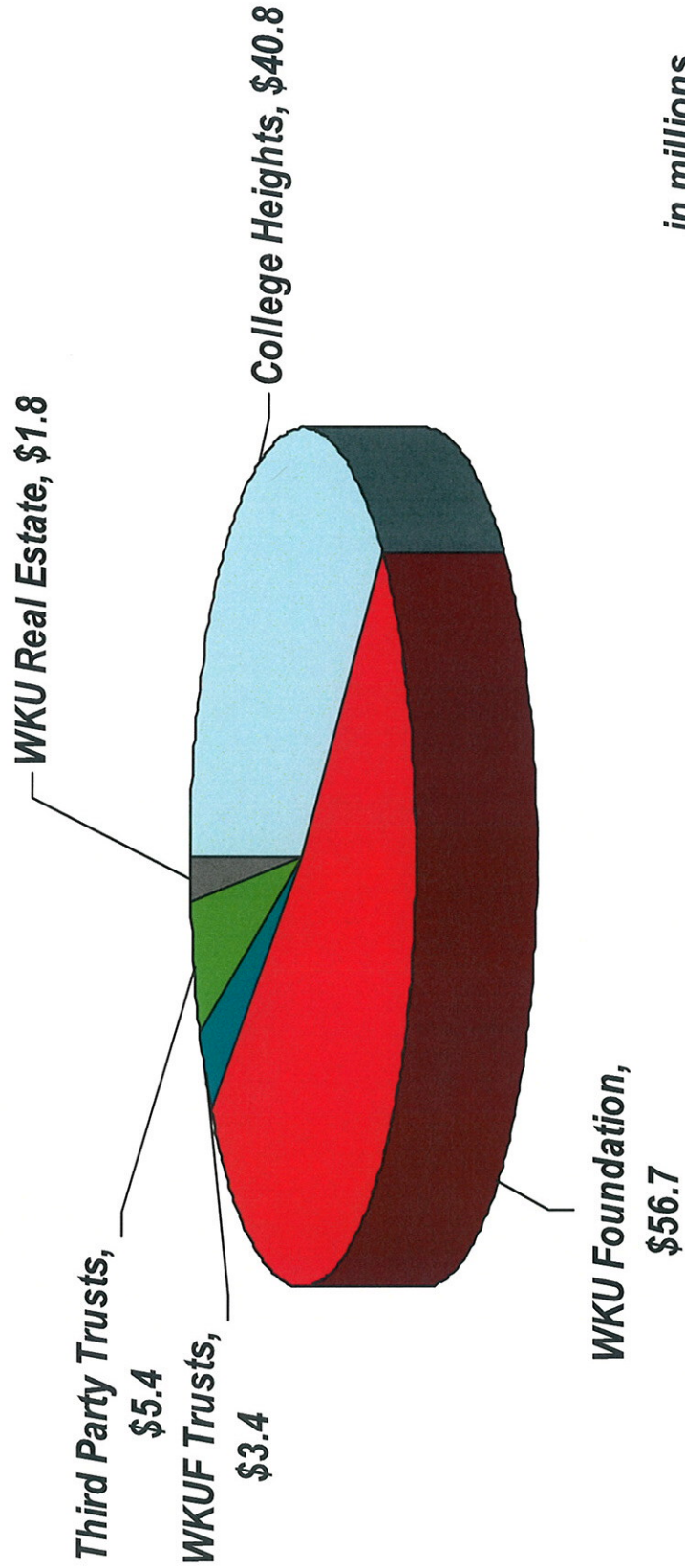


PLACES



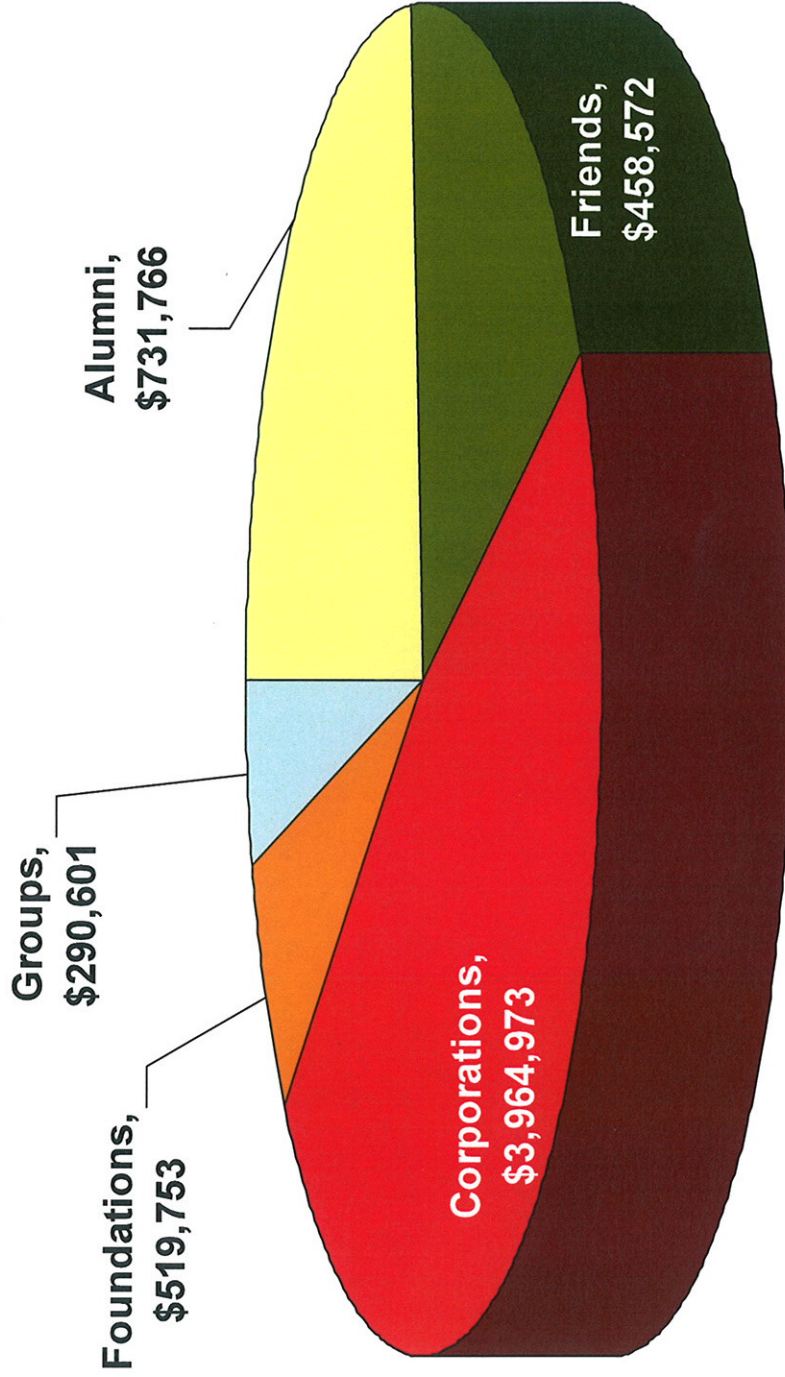
A New Century of Spirit

**Endowments Benefiting WKU
of \$108.1 Million at 11/30/10**



A New Century of Spirit

Annual Private Gift Support of \$8,374,622 from July-December 2010



**\$994,859 donated to endowments and \$7,379,763 to unrestricted
and non-endowed funds**



WKU[®]

Board of Regents

**FINANCE AND BUDGET
AGENDA ITEMS**

January 21, 2011

2010-11 SECOND QUARTER STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the 2010-11 Second Quarter Statement of Revenues & Expenditures.

FACTS:

Total realized Educational and General (E&G) revenue, as a percentage of the budget, was very similar to the second quarter revenue of 2009-10. Revenues for tuition and fees are recorded when billed; thus, the actual revenue includes revenues for Winter Term and for the majority of Spring Term. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule.

Restricted revenues and expenditures for grants and contracts were slightly higher than the second quarter revenues and expenditures of 2009-10 primarily due to the inclusion of additional grant projects. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various revenue dependent programs. The amount of revenue and the timing of receipt vary, but program administrators know they must manage expenditures so as to not exceed receipts. It is noted that several programs have significant activity in spring and summer. Revenues and expenditures for Auxiliary Enterprises are very similar to second quarter revenues and expenditures of 2009-10. At the midpoint of the fiscal year, Auxiliary Enterprises revenue and expense numbers are very solid.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents accept for filing the 2010-11 Second Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2010-11 Second Quarter Statement of Revenues and Expenditures.

Western Kentucky University
Second Quarter 2011 - Statement of Revenues and Expenditures
For the period from July 1, 2010 through December 31, 2010

	Revised Budget 2nd Quarter	Actual 2nd Quarter Year-to-date	Percent of 2010-11 Actual/Revised
Revenue			
Educational and General			
Unrestricted			
Student tuition and fees	\$ 155,685,000	\$ 142,338,804	91.4%
State appropriations	\$ 74,297,800	\$ 40,863,790	55.0%
Other	\$ 37,020,315	\$ 12,134,284	32.8%
Net assets allocation	\$ 21,661,516		
Total unrestricted	<u>\$ 288,664,631</u>	<u>\$ 195,336,878</u>	
Restricted			
Grants and Contracts	\$ 82,011,183	\$ 33,794,785	41.2%
Other	\$ 740,000		0.0%
Net assets allocation	\$ 5,725,560		
Total restricted	<u>\$ 88,476,743</u>	<u>\$ 33,794,785</u>	
Auxiliary Enterprises			
Revenue Sources	\$ 23,038,000	\$ 14,961,491	64.9%
Net assets allocation	\$ 51,476		
Total auxiliary enterprises	<u>\$ 23,089,476</u>	<u>\$ 14,961,491</u>	
Total revenue	<u><u>\$ 400,230,850</u></u>	<u><u>\$ 244,093,154</u></u>	<u>61.0%</u>
Total revenue excluding net assets allocation	<u><u>\$ 372,792,298</u></u>	<u><u>\$ 244,093,154</u></u>	<u>65.5%</u>
Expenditures			
Educational and General			
Unrestricted			
	\$ 288,664,631	\$ 125,482,938	43.5%
Restricted			
Grants and Contracts	\$ 82,011,183	\$ 35,336,137	43.1%
Grant Carryforward	\$ 5,725,560		
Other	\$ 740,000		0.0%
Total restricted	<u>\$ 88,476,743</u>	<u>\$ 35,336,137</u>	39.9%
Auxiliary Enterprises			
Auxiliary enterprises	\$ 23,089,476	\$ 10,142,456	43.9%
Total expenditures	<u><u>\$ 400,230,850</u></u>	<u><u>\$ 170,961,531</u></u>	<u>42.7%</u>

* Current year expenditure sources included both revenues from current year and net asset allocation from prior year.

2010-11 OPERATING BUDGET REVISIONS

REQUEST:

Approve the revisions to the 2010-11 Operating Budget.

FACTS:

The proposed revisions to the *Western Kentucky University 2010-11 Operating Budget* total \$13,005,123. Included in the budget revisions are \$12,485,323 in Net Assets (carry forward) from FY2010 and \$519,800 in additional revenue projected to be generated in excess of the FY2011 approved budget. Net Assets are generated by exceeding budgeted income estimates and under spending of budgets intended for carry forward commitments. Below is an explanation outlining the proposed uses of the unbudgeted carry forward funds:

- 34% of Academic Affairs' additional carry forward of \$2,143,448 is attributable to Summer School. This will allow the establishment of a 10% Summer School Reserve Fund, a distribution to colleges and departments based on their contributions to the success of the 2011 Summer School, and the establishment of a budget reduction reserve. The remaining carry forward funds will be used for positions funded from one-time sources, one-time operating and professional development funds, and equipment, renovation, and construction needs. Units and projects to be supported from these funds include the Honors/International Programs building, Forensics, IT classroom technology project, Agriculture venture projects, and part-time faculty tuition waiver expenses. At least \$700,000 in carry forward funds will be used as a reserve against possible nonrecurring budget cuts for FY2010-11. In addition, \$214,474 in carry forward accruing to the University and allocated to Academic Affairs will be used for the Kentucky Mesonet, KY Museum HVAC, and Confucius Institute.
- \$134,040 in carry forward accruing to the University and allocated to Facilities will be used for Downing University Center mechanical repair and Alumni House asbestos removal.
- \$183,000 in carry forward accruing to the University and allocated to Chief Diversity will be used for minority faculty hiring incentive program.

- Information Technology’s additional carry forward will be used to extend IT Help Desk hours and/or graduate assistant salaries. In addition, \$100,000 in carry forward accruing to the University and allocated to Information Technology will be used for the University web redesign project.
- Public Affairs will devote its additional carry forward of \$66,425 to the Honors College Marketing Campaign. In addition, \$75,000 in carry forward accruing to the University and allocated to Public Affairs will also be used for the Honors College Marketing Campaign.
- \$30,000 in carry forward accruing to the University and allocated to Student Affairs will be used for batteries for Police Department’s portable radios and siren/PA at South Campus.
- \$7,539,575 in DELO carry forward is associated with 15 Division of Extended Learning & Outreach indexes. Some of the funds will be returned to DELO operations and the DELO Reserve Fund while \$4.5M will be distributed to various academic units. Funds will also help provide the colleges with permanent base-budget for part-time instructors.
- Balances generated by revenue dependent programs and workshops are returned to the respective programs.

Additional requested revisions to the *Western Kentucky University 2010-11 Operating Budget* totaling \$519,800 include the following:

- \$46,600 in administrative service fees for students who signed up for a KIIS program will be allocated to Enrollment Management, International Programs, and Finance & Administration for operating needs.
- \$223,200 in revenue dependent programs will fund program needs.
- \$250,000 in miscellaneous revenue will be returned to the respective departments.

<u>Sources</u>	<u>Proposed Revision</u>
Educational and General	
Net Assets	\$12,485,323
KIIS Administrative Service Fee	46,600
Florist Shop	50,000
GMAT Course	3,200
World Council Gifted/Talented Children	170,000
Other Sources	<u>250,000</u>
Total	\$13,005,123

Use

Net Assets	
Academic Affairs	\$2,143,448
Academic Affairs University Allocation	214,474
Campus Services and Facilities University Allocation	134,040
Chief Diversity Officer University Allocation	183,000
Information Technology	14,620
Information Technology University Allocation	100,000
Public Affairs	66,425
Public Affairs University Allocation	75,000
Student Affairs University Allocation	30,000
DELO	7,539,575
Revenue Dependent and Workshops	<u>1,984,741</u>
Subtotal	12,485,323
Enrollment Management	17,160
International Programs	24,440
Finance & Administration	5,000
Florist Shop	50,000
GMAT Course	3,200
World Council Gifted/Talented Children	170,000
Miscellaneous Reimbursements Campus Wide	<u>250,000</u>
Total	\$13,005,123

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents approve the revisions to the 2010-11 Operating Budget.

MOTION:

Approve the revisions to the 2010-11 Operating Budget.

PERSONNEL ACTIONS

REQUEST:

Approval of faculty and staff personnel actions which have previously been approved through administrative channels. Actions include those as of January 1, 2011.

FACTS:

Personnel changes occur throughout the year and for numerous reasons such as new hires, promotions, reclassifications of existing positions, added duties, degree completions, and market adjustments. The attached report lists personnel actions with source of funds for the respective position and a code associated with each of the actions that include a change in salary.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of faculty and staff personnel actions.

MOTION:

Approve faculty and staff personnel actions.

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Library Special Collections	Allison L. Andrews	Assistant Professor	12/01/10		42,000.00	Initial Appointment	E&G	
Provost Emeritus	Barbara G. Burch	Provost Emeritus	01/01/11	230,532.00	188,628.00	Status Change	E&G	
Social Work	Tina L. Peterson	Visiting Assistant Professor	01/01/11	49,800.00	51,000.00	Degree	E&G	
Ed. Administration, Leadership & Research Mathematics	Christopher Ross Wagner	Interim Director	12/31/10			Retirement	E&G	
School of Teacher Education	Jean Hunt Thornton	Instructor	12/31/10			Retirement	E&G	
	Luella Mae Teuton	Assistant Professor	06/30/11			Retirement	E&G	

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Admissions Office	Katherine Stuart Smith	Admissions Counselor	1/3/2011		28,008.00	Initial Appointment	E&G	
Annual Fund	Jessica Ruth Martin	Assistant Director	10/25/2010		33,000.00	Initial Appointment	E&G	
Biology	Bhaskaran Sinilal	Post-Doctoral Research Assoc.	10/18/2010		32,004.00	Initial Appointment	Grant	
Bookstore	Justin Keith Cavanaugh	E-Commerce Associate	10/11/2010		11.80	Initial Appointment	Aux	
Building Services	Brenda F. Gillon	Building Services Attendant	11/15/2010		8.26	Initial Appointment	E&G	
Building Services	Dennis Edward Fein	Building Services Attendant	11/15/2010		8.26	Initial Appointment	E&G	
Building Services	Joyce Ann Donan	Building Services Attendant	11/8/2010		8.26	Initial Appointment	E&G	
Building Services	Terry Lee Walker	Building Services Attendant	11/15/2010		8.26	Initial Appointment	E&G	
Clinical Education Complex (CEC)	Ronda Carol Talley	Executive Director - CEC	11/1/2010	100,008.00	100,008.00	Initial Appointment	E&G	
Commonwealth School Admin. Support	Mildred Burch	Coord/Cornerstone Program	1/3/2011		44,832.00	Initial Appointment	E&G	
Dean CHHS	Sara Pitts Rotramel	Advising Associate	1/3/2011		28,056.00	Initial Appointment	E&G	
Development Major Gifts	Latanya Edwards	BW PT Clerical 00	11/4/2010		13.00	Initial Appointment	E&G	
Extended Learning & Outreach (DELO)	Suzanne Paschal Thomas	Office Associate	10/25/2010		24,048.00	Initial Appointment	RD	
FM Radio Network	Ralph Edward Turpen	BW PT Tech 00	10/15/2010		40.00	Initial Appointment	RD	
Gordon Ford College of Business	Jeffrey Katz	Dean	6/27/2011		175,008.00	Initial Appointment	E&G	
Health Services	Kimberly Ann Phillips	Psychiatric Nurse Practitioner	1/3/2011		80,004.00	Initial Appointment	RD	
Honors College	Leslie Baylis	Assistant Director	7/1/2011		82,500.00	Initial Appointment	E&G	
Human Resources	Alpha Amber Ford	Human Resources Generalist	10/18/2010		30,000.00	Initial Appointment	E&G	
International Student & Scholar Svc	Jason Swift	Intl Student & Scholar Advisor	10/18/2010		31,500.00	Initial Appointment	E&G	
Library Public Services	Nikole R.Woife	BW PT Clerical 00	9/17/2010		24.00	Initial Appointment	E&G	
Office of Internationalization	Andrea Nicole Cheney	Coord. International Programs	11/1/2010		37,500.00	Initial Appointment	E&G	
Office of the CFO	Stacey Calvert	Accounts Specialist	11/1/2010		29,952.00	Initial Appointment	E&G	
Purchasing and Accounts Payable	Douglas Neiman	Accounts Payable Supervisor	12/1/2010		32,004.00	Initial Appointment	E&G	
Technical Support Serv-IT Helpdesk	Nicholas Tyler Calkin	Help Desk Consultant	11/16/2010		37,008.00	Initial Appointment	E&G	
University College	Merrill Price	Associate Dean	7/1/2011		96,000.00	Initial Appointment	E&G	
VP Development and Alumni Relations	Cindy Ann Avery	BW PT Clerical 00	10/19/2010		13.00	Initial Appointment	E&G	
VP Development and Alumni Relations	Kathryn Costello	Vice President	12/13/2010		200,004.00	Initial Appointment	E&G	
WATERS Lab	Janet Olivia Williams	Laboratory Coordinator	11/8/2010		33,300.00	Initial Appointment	RD	
WKU - Glasgow	Larry Howell	Zone Maintenance Technician	11/8/2010		12.31	Initial Appointment	E&G	
WKU - Owensboro	Hannah Rene' Thurman	BW PT Clerical 00	11/15/2010		9.50	Initial Appointment	E&G	
WKU ALIVE Center for Community Part	Brittany Steiner Ryan	Office Associate	11/29/2010		24,504.00	Initial Appointment	E&G	
Admin. Systems and Applications	Judy Z. Mullendore	Systems Support Specialist	1/3/2011		37,008.00	Rehire	E&G	
Building Services	Charlene Meador	Building Services Attendant	11/15/2010		8.26	Rehire	E&G	
Building Services	Mary Louise Pedigo	Building Services Attendant	11/15/2010		8.26	Rehire	E&G	
Bursar	Shelley Dawn Baird	Assc Bursar (Student Recevbls)	11/22/2010		44,292.00	Rehire	E&G	
Combustion Lab Center Prof Services	William Wren Orndorff	Research Associate	10/13/2010		36,000.00	Rehire	RD	
Consumer & Family Sciences	Adriene Ratcliff Caton	Office Associate	11/3/2010		24,000.00	Rehire	E&G	
Development Major Gifts	Jared Robin Holland	Director, Development GFCB	1/11/2011		52,008.00	Rehire	E&G	
Distance Learning	Tonya Lavada Beck	Office Associate	11/16/2010		24,240.00	Rehire	RD	
School of Teacher Education	Jenna Elizabeth Hughes	Office Associate	11/8/2010		24,504.00	Rehire	Grant	
SKYTeach	Denis Mujic	Office Associate	11/15/2010		22,800.00	Rehire	Grant	
Agriculture	Deborah Jo Gabbard	Floral Shop Coordinator	12/6/2010		32,496.00	Rehire of a Retiree	RD	
Distance Learning	*Leyla Said Zhuhadar	Instructor/Sr. Instruct. Tech.	1/1/2011	53,328.00	69,000.00	Reappointment	E&G	
Admissions Office	John-Mark T Francis	Admissions Counselor	1/1/2011	28,008.00	28,008.00	Status Change	E&G	
Facilities Management	Stacy Renae Smith	Building Services Attendant	10/18/2010	8.00	8.80	Status Change	Aux	

Report Run Date 12/28/2010

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Institute for Rural Health	Danny Gerald Bratcher	BW PT Maint 00 (Other)	11/1/2010	12.00	12.00	Status Change	E&G	
Library Public Services	Daniel Chase Peach	BW PT Clerical 00	12/1/2010	10.00	11.00	Status Change	E&G	
Office of Internationalization	Jo Ann Thompson	Business Coordinator	11/1/2010	23.49	34,500.00	Status Change	E&G	
Student Financial Assistance	William Robert Sluss	Veteran Programs Assistant	11/16/2010	12.00	24,264.00	Status Change	E&G	
Student Technology	Todd Matthew Chappel	Information Tech Consultant	11/29/2010	10.00	36,000.00	Status Change	E&G	
Upward Bound	Tammy Diane Liscomb	Office Associate	11/3/2010	10.00	23,820.00	Status Change	Grant	
WKU - E-town/Radcliff/Fort Knox	Lindsey C. Akers	IDE/Coordinator	11/30/2010	9.00	24,264.00	Status Change	E&G	
Sociology	Vicki Lynn Armstrong	Office Associate	1/1/2011	26,880.00	27,384.00	Degree	E&G	
Academic Affairs & Provost's Office	LaDonna Sue Harris	Acadm Prsnl Credentials Coord	1/1/2011	35,460.00	37,960.00	Reclassification	E&G	
Budget	*Stacy Minton Garrett	Assistant Director, Budget	1/1/2011	46,488.00	56,496.00	Reclassification	E&G	
College of Health & Human Services	*Deirdre Mairi Greene	Office Coordinator	1/1/2011	27,276.00	33,276.00	Reclassification	E&G	
Human Resources	Michael B. Higgins	Manager, Workers' Comp Program	1/1/2011	41,040.00	45,000.00	Reclassification	E&G	
Institute for Rural Health	Stacey A. Forsythe	Office Coordinator	1/1/2011	27,252.00	30,000.00	Reclassification	E&G	
Institutional Research	*Christopher Ryan James	Applications Prgrmr Analyst II	1/1/2011	41,532.00	50,376.00	Reclassification	E&G	
Institutional Research	*Gina D. P. Huff	Sr Applications Prgrmr Analyst	1/1/2011	52,152.00	62,520.00	Reclassification	E&G	
Institutional Research	Shelley L. Hamlet	Support Services Coordinator	1/1/2011	29,868.00	34,368.00	Reclassification	E&G	
Kentucky Climate Center - POD	*Andrew D Quilligan	Systems Administrator II	1/1/2011	38,508.00	43,500.00	Reclassification	E&G	
Kentucky Climate Center - POD	*Megan Marie Ferris	Manager, Mesonet Operations	1/1/2011	37,284.00	47,004.00	Reclassification	E&G	
Mathematics	Teresa Lynne Sweetmon	Administrative Assistant	1/1/2011	41,448.00	43,440.00	Reclassification	E&G	
Planning, Design & Construction	*Deborah W. Pace	Prjct Mgr. Capital Construction	1/1/2011	46,104.00	55,008.00	Reclassification	E&G	
Student Publications	Sherry Lynn West	Operations Coordinator	1/1/2011	37,212.00	37,212.00	Reclassification	E&G	
Tech Support Serv-Desktop Support	Stephen John Lancaster	Sr. Desktop Support Consultant	1/1/2011	44,016.00	46,524.00	Reclassification	E&G	
Water Resource Center - POD	*Alanna Hebert Malone	Assistant Director	1/1/2011	38,544.00	45,000.00	Reclassification	Split	
Water Resource Center - POD	*Jana Rose Fattic	Assoc Dir/Acdm Prgrm Dir (VWRM)	1/1/2011	51,144.00	60,000.00	Reclassification	Split	
Academic Advising and Retention Ctr	Alisha Lenae Smith	Coord, Retention Programs	11/29/2010	21,228.00	29,712.00	Transfer	E&G	
Alumni Relations	Lauren Lee Bolton	Office Coordinator	11/8/2010	13.00	27,000.00	Transfer	E&G	
Communication Technologies	Charles Nicklaus McCoy	Telephone Technician	11/18/2010	29,112.00	35,112.00	Transfer	E&G	
Counseling & Testing Center	Phillip Todd Noffsinger	Emerging Services Clinician	11/1/2010	34,176.00	42,504.00	Transfer	E&G	
Facilities Management	Albert H. Brown	Team Leader, Building Services	11/22/2010	9.21	11.05	Transfer	E&G	
Facilities Management	Robin Lee Bradshaw	Team Leader, Building Services	11/22/2010	8.43	10.12	Transfer	E&G	
Facilities Management	James A. Glore	Building Services Attendant	11/22/2010	8.70	8.70	Transfer	E&G	
Housing & Residence Life	Tammy Waters Wolfe	Operations Coordinator	11/22/2010	16.90	20.31	Transfer	E&G	
Institutional Research	Jeremy Michael Jenkins	Residence Hall Director	12/7/2010	14,820.00	21,648.00	Transfer	Aux	
Office of Internationalization	Stefanie Mychelle Estes	Research Analyst	12/1/2010	36,228.00	41,484.00	Transfer	E&G	
Police	Judith Lynn Scott	Academic Advisor	1/1/2011	27,060.00	32,004.00	Transfer	E&G	
Police	Charles Hall	Communications Officer	11/1/2010	32,736.00	31,648.00	Transfer	E&G	
Public Affairs	Justin Ryan Kurt Taylor	Corporal	11/1/2010	33,828.00	36,900.00	Transfer	E&G	
University College	Corie Morell Martin	Manager, Creative Web Svcs.	11/1/2010	35,220.00	44,004.00	Transfer	E&G	
Veterans Upward Bound	Jessica Laine Gilland	Manager, Budgets & Resources	12/1/2010	37,236.00	42,000.00	Transfer	E&G	
WKU - Glasgow	Martha Rascoe Kenney	Director	11/1/2010	40,368.00	48,060.00	Transfer	Grant	
University College	Janey Cay Cline	Office Associate	1/3/2011	26,244.00	26,244.00	Transfer	E&G	
University College	Chonda Michelle White	Academic Advisor	11/1/2010	29,292.00	29,292.00	Title Change	E&G	
University College	Rebekah Jane Phillips	Adult Learner Counselor	11/1/2010	34,920.00	34,920.00	Title Change	E&G	
Academic Advising and Retention Ctr	Kevin P. Thomas	Director, AARC	1/1/2011	41,952.00	45,960.00	Salary Increase	E&G	ADDED
Academic Affairs & Provost's Office	Jessica M. Steenbergen	Scheduling Application Coord.	1/1/2011	32,856.00	35,556.00	Salary Increase	E&G	OTHSI

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Athletics	Paula G. Davids	BW PT Clerical 00	12/1/2010	7.25	8.25	Salary Increase	E&G	OTHSI
Counseling & Testing Center	Doris Elizabeth Pierce	Staff Psychologist	1/1/2011	44,016.00	47,520.00	Salary Increase	E&G	ADDED
Facilities Management	Anthony Todd Blankenship	Sr Skilled Trades Technician	1/1/2011	15.09	16.40	Salary Increase	E&G	ADDED
Facilities Management	Curtis Jason Abston	Energy Management Technician	1/1/2011	17.05	17.78	Salary Increase	E&G	OTHSI
Independent Learning	Amanda Jean McGaughey	Assistant Director	1/1/2011	38,844.00	41,244.00	Salary Increase	RD	OTHSI
Institute for Rural Health	Bonny R. Petty	Supervisor, Dental Hygienist	1/1/2011	43,500.00	45,000.00	Salary Increase	E&G	ADDED
Institute for Rural Health	Daniel Morgan Carter	Dental Director/Dentist	1/1/2011	84,684.00	86,184.00	Salary Increase	E&G	ADDED
Police	Donna K. Heard	Office Associate	1/1/2011	33,588.00	35,988.00	Salary Increase	E&G	ADDED
Police	John William Vance	Corporal	1/1/2011	36,708.00	36,972.00	Salary Increase	E&G	OTHSI
Sponsored Programs	*Regina Kay Allen	Operations Coordinator	1/1/2011	46,764.00	51,816.00	Salary Increase	E&G	MKTEQ
Sponsored Programs	*Mary McCue Swietek	Coordinator, Proposal Developme	1/1/2011	42,048.00	47,508.00	Salary Increase	E&G	MKTEQ
Sponsored Programs	*Paul J. Mooney	Coordinator, Compliance	1/1/2011	33,876.00	43,008.00	Salary Increase	E&G	MKTEQ
Technical Support Serv-IT Helpdesk	Charles William Plemons	Coordinator, Helpdesk	1/1/2011	54,000.00	57,000.00	Salary Increase	E&G	ADDED
Academic Affairs & Provost's Office	Lou Stahl White	Office Associate	12/31/2010			Retirement	E&G	
Career Services Center	Rebecca Sue Bennett	Director	12/31/2010			Retirement	E&G	
Chemistry	Janet C. Allen	Office Associate	12/31/2010			Retirement	E&G	
Commonwealth School	Barbara Keith Johnston	Coord, Enrl Svc/Spc Population	12/31/2010			Retirement	E&G	
Institute for Rural Health	Bessie Elizabeth Whitfield	Coordinator III	12/31/2010			Retirement	E&G	

Funding Source Codes:

- E&G - Education and General
- Grant - Grant Funded
- Aux - Auxiliary
- RD - Revenue Dependent
- Split - Split between sources
- FDN - Foundation

- Salary Increase Codes:**
- ADDED - Added Duties
- MKTEQ - Market Equity
- REORG - Departmental Reorganization
- OTHSI - Other Salary Increase

Action Definitions:

- INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.
- REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.
- REHIRE - Used when an employee is rehired following a separation from WKU.
- REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
- ADDED DUTIES - Used when employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.
- DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.
- MARKET/EQUITY INCREASE - Used when employee receives a salary increase as the result of market or equity factors.
- OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.
- FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.
- RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.
- REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.
- FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.
- STATUS CHANGE - used when a staff member goes from part time to full time. (This code is not used for faculty.)
- TRANSFER - Used when an employee moves from one position to another position as the result of a search process regardless of department and/or salary change.

Explanation for Salary Increases Greater Than \$5,000

- *Allen, Regina**
Market Equity: Job responsibilities have increased over time. Additionally, the salary has been identified as particularly low given the overall responsibilities. This individual serves as the University's primary liaison with Federal, State, private and local governmental sponsors and WKU project directors/principal investigators at the grant award stage for Ogden College and the College of Health & Human Services. Individual has now assumed the duties of issuing sub awards (contracts) for externally funded projects for Ogden College and the College of Health & Human Services. Oversees matters such as invention disclosures and patent filings. Manages the OSP Proposal and Awards Database and provides all externally-funded report data submitted on behalf of the University to Federal and State agencies. Similar positions within the Commonwealth of Kentucky are paid more than \$55,000 (some, substantially more).
- *Fattic, Jana Rose**
Reclassification: Reclassified from Associate Director (WATERS), Salary Grade 109 to Associate Director/Academic Program Director (WRM) Salary Grade 110. This change is based on significant changes in organizational, staffing and direction of the Center for Water Resource Studies. This individual will now have academic responsibilities for the Water Resource Management degree program.
- *Ferris, Megan M.**
Reclassification: Reclassified from Quality Assurance Specialist, Salary Grade 108 to Manager, Mesonet Operations, Salary Grade 109. This change is the result of the elimination of a position and the reallocation of duties to existing personnel.
- *Garrett, Stacy M.**
Reclassification: Reclassified from Budget Analyst, Salary Grade 107 to Assistant Director, Budget, Salary Grade 109. This individual has assumed the role of budget assistant to smaller university divisions that do not have a specific position designated for budget oversight.
- *Greene, Deirdre**
Reclassification: Reclassified from Office Associate, Salary Grade 105 to Office Coordinator, Salary Grade 106. This change is the result of new responsibilities including grant accounting, tracking of research proposals and grants, coordination of research teams and tracking of student scholarship awards and expenses.
- *Huff, Gina D.**
Reclassification: Reclassified from Database Analyst, Salary Grade 108 to Senior Applications Programmer Analyst, Salary Grade 110. The function of the Office of Institutional Research is changing to reflect a greater emphasis on research, rather than simple data reporting. As such, the department was reorganized and some staff members have assumed advanced responsibilities. The Senior Applications Programmer Analyst directs the database and reporting functions of the office, is responsible for directing the areas of data quality, database management, data policy decisions, state and federal reporting, data requests, office publications, staff development and training, high-level computer programming and program validation.
- *James, Christopher Ryan**
Reclassification: Reclassified from Coordinator, Web Services and Technologies, Salary Grade 108 to Applications Programmer Analyst II, Salary Grade 109. This change is the result of the assumption of advanced responsibilities and departmental reorganization. The Applications Programmer Analyst II is responsible for developing, producing, and maintaining the Institutional Research Decision Support System (IR-DSS), a web-based analysis system that provides deans, department heads, and Academic Affairs staff on-demand access to longitudinal data and analyses for decision-making. In addition, the Applications Programmer Analyst II maintains the office website and develops, manages, and coordinates the administration, statistical analysis and reporting of large online multi-branched surveys and evaluations, the number of which will continue to increase over the next few years.
- *Malone, Allana H.**
Reclassification: Reclassified from Manager, Field Operations, Salary Grade 108 to Assistant Director, Salary Grade 109. The change is the result of added duties associated with proposal development and project management.
- *Mooney, Paul**
Market Equity: Salary change is based on additional duties for Federal Security Clearance needs, and assistance in organizing and maintaining legal efforts such as Non-Disclosure agreements. This individual has obtained a Federal Security Clearance at the Secret Level which increases his utility for WKU. Even with the proposed adjustment, compensation remains well below that of individuals within the Commonwealth of Kentucky performing similar responsibilities, particularly those associated with Institutional Review Board regulatory compliance (averaging \$58,000). With many organizations, a Security Clearance is a significant compensable factor with respect to employee compensation.
- *Pace, Deborah**
Reclassification: Reclassification is based on completion of education, certifications, and demonstrated success at overseeing both large and small projects. Reclassified from Assistant Project Manager, Salary Grade 108 to Project Manager, Capital Construction, Salary Grade 110. This employee's title and compensation are now aligned with other employees within the unit having similar responsibilities and performance expectations.
- *Quilligan, Andrew**
Reclassification: Reclassified from Application Developer, Salary Grade 108, to Systems Administrator II, Salary Grade 109. This change is the result of the elimination of a position and reallocation of duties to existing personnel.
- *Swietek, Mary McCue**
Market Equity: Job responsibilities have increased over time, both in quantity and level of significance. Serves as the University's primary liaison with Federal, State, private and local governmental sponsors and WKU project directors/principal investigators at the proposal development stage for Ogden College and the College of Health & Human Services. Individual recently assumed responsibilities for managing the new internally funded Research and Creative Activities Program. Persons in comparable positions in the Commonwealth of Kentucky typically are paid more than \$55,000 (in some cases substantially more).

*Zuhadar, Leyla

Reappointment: A newly defined position was established and searched. The new position differs significantly from the previous job in that it is essentially a faculty/staff hybrid position. The new position demands expertise in Informatics, a sub-discipline of Computer Science (that currently is in high demand) as well as an understanding of the technologies needed to develop and deliver online courses. Responsibilities include work within the Office of Distance Learning as well as teaching credit courses in the area of informatics. The person holding this position will also supervise a total of 17 employees (2 full time employees (Instructional Technologist and Instructional Technologist specialist, 5 Graduate Assistants and 10 transcribers (undergrad student workers). Additional (new) duties with this position include:

- Developing and teaching courses in the area of informatics
- Contributing to the development of an interdisciplinary informatics program
- Conducting research
- Evaluating the effectiveness of online teaching
- Conducting educational achievement analyses using advanced statistical analysis techniques using statistical and data-mining applications.
- Writing grants proposals

Result of a search process.

SABBATICAL LEAVES 2011-2012

REQUEST:

Approval of sabbatical leaves for 2011-2012 for the faculty members listed below.

FACTS:

University policy provides for the granting of sabbatical leaves for the purpose of professional improvement of the faculty. Applications for leaves are forwarded to a College Sabbatical Review Committee composed of one representative elected from among the tenured faculty members of each department in the College. These committees evaluate proposals and submit to the respective college deans recommendations as to the relative merits of the proposals. The deans then submit recommendations to the Provost and Vice President for Academic Affairs for review. The Provost and Vice President for Academic Affairs makes recommendations to the President, who is responsible for final recommendations to the Board of Regents for official approval.

BUDGETARY IMPLICATIONS:

No additional resources are necessary to accommodate the sabbatical leaves.

RECOMMENDATION:

President Gary A. Ransdell recommends the following faculty be granted sabbatical leave:

Potter College of Arts, Humanities and Social Sciences
Sabbatical Leave Recommendations
2011-2012 Academic Year

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Deborah A. Logan	English	Spring 2012
Dr. Edward Yager	Political Science	AY 2011-2012
Dr. Anthony Harkins	History	AY 2011-2012
Dr. Douglas C. Smith	Sociology	Fall 2011
Dr. Sandra Hughes	English	Spring 2012
Dr. Judith Szerdahelyi	English	Fall 2011
Dr. Scott Lasley	Political Science	Spring 2012
Mr. James Kenney	Journalism & Broadcasting	Spring 2012
Dr. Isabel Mukonyara	Philosophy & Religion	Fall 2011

Ogden College of Science and Engineering
Sabbatical Leave Recommendations
2011-2012 Academic Year

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Christopher Groves	Geography & Geology	Fall 2011
Dr. Steve Huskey	Biology	Spring 2012
Dr. Rodney King	Biology	Spring 2012
Dr. Stacy Wilson	Engineering	Fall 2011 (Deferred from Spring 2008)

MOTION:

Approval of the sabbatical leaves recommended for the faculty listed in the agenda material.