AGENDA

Meeting of the Board of Trustees
University of Kentucky
1:00 P.M .
June 12, 2007
18 th Floor Patterson Office Tower

Roll Call

Approval of Minutes - (Consent)

Minutes – April 24, 2007

President's Report and Action Items

PR 1 President's Report to the Trustees
2006-09 Strategic Plan Status Report – Kumble Subbaswamy
PR 2 Personnel Actions (Consent)
PR 3 Appointment of Vice President for Research
PR 4 Reappointment to Board of Directors of The Fund for Advancement of Education and Research in the University of Kentucky Medical Center
PR 5 Appointment/Reappointment of Board of Directors University of Kentucky Research Foundation
PR 6 Proposed Revision to Administrative Regulation: Policy on Deadly Weapons
PR 7 Proposed Revision to Governing Regulation: Financial Advantage, Solicitation of Funds, and Campus Sales
PR 8 Resolution of the University of Kentucky Alumni Association Amending the Alumni Trustees Election Resolution

Academic Affairs Committee Report

AACR 1 Candidates for Degrees – University System
AACR 2 Change of Organizational Structure of the Graduate Center for Nutritional Sciences
AACR 3 Establishment of the Institute of Research for Technology Development
AACR 4 Academic Degree Recommendation
AACR 5 Proposed Revision to Governing Regulation: Automatic Extension of Probationary Periods
AACR 6 Proposed Revision to Administrative Regulation: Clinical Title Series

Finance Committee Report

FCR 1 Ashland Inc. Director's Charitable Award Program Gift in Memory of William L. Rouse, Jr. (Consent)
FCR 2 C. Michael Garver Gift (Consent)

FCR 3 James F. Hardymon Pledge (Consent)
FCR 4 Owensboro Medical Health System Pledge and Gifts in Kind (Consent)
FCR 5 Estate of James I. Stephens Gift and Establishment of the James I. Stephens Memorial Scholarship Quasi-Endowment Fund (Consent)
FCR 6 Request to Merge the Lucille Caudill Little Endowed Research Fund in Opera Studies and the Endowed Enrichment Fund for Research in Vocal Studies
FCR 7 2007-2008 Operating and Capital Budget
FCR 8 Capital Projects
FCR 9 Renovate Hospital Nursing Unit
FCR 10 Approval of Lease
FCR 11 Report on the 2008-2014 Capital Plan and 2008-2010 Capital Request
FCR 12 Authorization for Disposal of Surplus Personal Property – Fiscal Year 2007-08
FCR 13 2006-07 Budget Revisions
FCR 14 Capital Construction Report

Human Resources Committee Report

HRCR 1 Proposed Revision to Administrative Regulation: Phased Retirement Policy and Program
HRCR 2 Changes to the University of Kentucky Retirement Plan Administrative Regulation
HRCR 3 Proposed Revision to Governing Regulation: Group Insurance

Investment Committee Report

Student Affairs Committee Report

University Hospital Committee Report

Executive Committee Report

Other Business

Athletic Association Board Report – Lee Todd

Business Partnership Foundation Board Report – Sandy Patterson

The Fund for Advancement of Education and Research in the University of Kentucky Medical Center Report – Kumble Subbaswamy

The University of Kentucky Research Foundation Report – Pam May

Resolution

Resolution Honoring Jonah Brown

Adjourn

PR 1

Office of the President
June 12, 2007

1. UK Presents Degrees to More Than 6,300 at 2007 Commencement

The University of Kentucky recognized a record number of candidates for undergraduate, graduate, and professional degrees at its 140th Commencement on May 6 in Lexington Center's Rupp Arena. The event honored more than 6,300 students who completed their degrees in May 2007, December 2006, and August 2006. Broadcast journalist and Kentuckian Nick Clooney addressed the graduating class. Jonah Brown, who served as president of UK Student Government for the 2006-2007 school year, was the student speaker.

2. UK Exceeds $1 Billion Capital Campaign Goal; Campaign Continues

UK's capital campaign has reached its $1 billion goal less than nine years after launching the public phase of the campaign – and nine months before the scheduled end of the campaign. Campaign chairman James W. Stuckert of Louisville announced the drive actually has garnered $1.022 billion since it began in 1998. It is the first time a university or college in Kentucky has raised $1 billion. Also included in the total were matching funds from Kentucky's Research Challenge Trust Fund program. In mid-March, UK maxed out the more than $200 million allotted for development efforts.

3. UK, French Researchers Find Baby Aspirin Effective in Reducing Heart Problems

Cardiologists at UK HealthCare's Linda and Jack Gill Heart Institute found that baby aspirin is as effective in preventing cardiovascular events as the commonly prescribed adult tablet. In fact, the smaller dose may reduce the number of Americans who suffer bleeding complications caused by the adult dosage. The cardiologists at UK, Drs. Charles Campbell, Steven R. Steinhubl, and Susan Smyth, along with colleagues in Paris, France, published their report in the *Journal of the American Medical Association.* The study found that doses higher than a baby aspirin, 75 to 81 mg, are no better at preventing cardiovascular events long term and are associated with increased risk of gastrointestinal bleeding. Even in patients with diabetes, who may be more difficult to treat, they found no large-scale studies that support the use of higher doses of aspirin.

4. A Record Five UK Students Win Fulbright Scholarships for Study Abroad

Five UK students will receive government-funded Fulbright Scholarships for graduate study and research abroad for the 2007-08 academic year. This is UK's largest class of Fulbright scholars for an academic year. The five are Vanessa M. Dimayuga, a graduating senior majoring in biology, who will travel to the Netherlands to do research;

Cynthia Kline Isenhour, a doctoral student studying anthropology, who will do research in Sweden; Daniel Joseph Murphy, a doctoral student studying anthropology, who will do research in Mongolia; Mary Alice Scott, a doctoral student studying anthropology, who will do her research in Mexico; and J. Michael Tilley, a doctoral student in philosophy, who will do research in Denmark.

5. UK Wind Ensemble Is Invited to Tour China in Summer 2008

The UK Wind Ensemble, under the direction of John Cody Birdwell, has received an invitation from the United States-China Cultural and Educational Foundation to perform in the People's Republic of China during summer 2008. The UK Wind Ensemble is the only American collegiate music ensemble to receive such an invitation from the foundation. The ensemble will spend two weeks in China performing at a variety of venues throughout the country, including the acclaimed Beijing National Conservatory. A number of the UK Wind Ensemble performances will be part of cultural and musical showcase festivals related to the 2008 Beijing Summer Olympics.

6. Brain Structure Changes Years Before Memory Loss Begins

Some people could be destined to have memory problems, according to significant Alzheimer's research by UK neurologist Dr. Charles Smith. His findings show that people who develop dementia or Alzheimer's disease experience brain structure changes years before any signs of memory loss begin. His work was published in the April 17, 2007, issue of *Neurology*, the scientific journal of the American Academy of Neurology. Smith said these findings are important and may help identify people at risk of developing mild cognitive impairment, which leads to Alzheimer's disease. Smith is a neurologist at the UK HealthCare Kentucky Neuroscience Institute, where he serves as director of the Memory Disorders Clinic, and is an active faculty member at the UK Sanders-Brown Center on Aging, one of the country's original 10 Alzheimer's disease research centers.

7. College of Education Recognizes 100 Teachers Who Made a Difference

One hundred teachers from across the Commonwealth were recognized by the UK College of Education's "Teachers Who Made a Difference" program in late April. The program gives Kentuckians an opportunity to thank the teachers, principals, college professors, or other educators in the state for the way they have inspired and motivated students to succeed. Since the program's inception, more than 1,000 teachers have been honored.

8. President's Awards for Diversity Presented

UK President Lee T. Todd Jr., accompanied by Jaime Nebbitt, interim chair of the President's Commission on Diversity, recently presented the fifth annual President's Awards for Diversity in honor and appreciation of those who have demonstrated outstanding efforts toward advancing UK's mission to embrace diversity while

maintaining academic excellence. The winners of the individual categories are department/unit, UK Art Museum; student, Mehmet Saracoglu; administrators, Joseph L. Fink III, College of Pharmacy, and Lori Stewart Gonzalez, College of Health Sciences; faculty, Roberta M. Harding, College of Law; staff, Chester S. Grundy, Office of Multicultural and Student Affairs; and individual in Kentucky, Gloria B. Rie.

9. Indian Medicine Compound May Hold Clues to Prostate Cancer Prevention

A UK researcher has received $1.1 million to investigate an herbal compound used in Indian medicine that may have anti-prostate cancer mechanisms. The National Institutes of Health (NIH) provided the grant to Damodaran Chendil, assistant professor at the UK College of Health Sciences Division of Clinical and Reproductive Sciences, to investigate the compound, Rasagenthi Lehyam (RL), an herbal formulation used in Indian medicine and an effective treatment for prostate cancer in an animal model. The study may lead to the identification of biomarkers for prostate cancer and the development of chemotherapeutic and/or chemopreventive strategies for prostate cancer.

10. Five Are Inducted into Kentucky Journalism Hall of Fame

Five outstanding Kentucky journalists joined the Kentucky Journalism Hall of Fame, housed in the UK School of Journalism and Telecommunications. The inductees were the late Elizabethtown radio newsman Ron Boone; newspaper executive Nancy Green; longtime Henderson *Gleaner* newspaper editor Ron Jenkins; journalism educator Glen Kleine; and broadcast news director Ken Kurtz. Journalist, photographer, and filmmaker Molly Bingham gave the 30th annual Joe Creason Lecture, "Perspective, Journalism, and New Media."

11. KySat Announces Second Mission to Develop Working Satellite

The Kentucky Satellite Design and Build Team, a partnership involving UK and other Kentucky universities and organizations, has completed assembly of its first engineering model and has begun its second. The projects, dubbed KySat-1 and KySat-2, involve developing working satellites that will be launched into earth's orbit. The team leader is UK electrical engineering graduate student Garrett Chandler. The design/build team for KySat-2 includes UK College of Engineering students Thomas Dodson, Tyler Doering, Michael Gailey, Samuel Hishmeh, and Prasanna Padmanabhan. Once in orbit, the satellites will be made available at no cost to Kentucky students, teachers, schools, and universities for educational and research uses. KySat-1 is scheduled to be launched in 2008. James Lumpp, associate professor in the Department of Electrical and Computer Engineering, is the engineering lead for KySat. Others in the partnership are Morehead State University, Murray State University, University of Louisville, Western Kentucky University, Kentucky Space Grant Consortium, Council on Postsecondary Education, Kentucky Science and Engineering Foundation, and the Kentucky Science and Technology Corporation, which is the managing partner.

12. Society of Professional Journalists Recognizes *Kernel* as Nation's Third-best

In the Society of Professional Journalists' 2006 Region 5 Mark of Excellence Awards, *Kentucky Kernel* staffers won seven first-place awards, two second-place awards, and one third-place award in writing and photography categories. The *Kernel* was named the third-best daily student newspaper, finishing behind the much larger *Indiana Daily Student* and *The Daily Illini*.

13. Two UK Researchers Develop New Class of Nontoxic Cancer Treatment

A new class of compounds developed by two UK researchers shows promise as a nontoxic treatment of some cancers previously treated with toxic chemotherapy. In a study published in the April 30 issue of the academic journal *Chemistry & Biology*, UK pharmaceutical sciences assistant professor Kyung-Bo Kim and ophthalmology and visual sciences assistant professor Royce Mohan describe a compound that acts directly on LMP2, a component of the immune proteasome variant that has been identified in certain types of tumors, including some prostate cancers. The compound, dubbed UK-101, inhibits LMP2 while not attacking normal cells, indicating that it could be an effective cancer treatment that does not produce the kinds of unpleasant side effects reported by many patients currently treated with broadly acting proteasome inhibitors and chemotherapeutics.

14. UK Pathologist Assists in Preparation of Cervical Cancer Vaccine Guidelines

UK HealthCare pathologist Dr. Diane D. Davey was part of a team that recently published a set of groundbreaking cervical cancer vaccine guidelines in *CA: A Cancer Journal for Clinicians*. Their work, "American Cancer Society Guideline for Human Papillomavirus (HPV) Vaccine Use to Prevent Cervical Cancer and Its Precursors," will help healthcare providers make recommendations on cervical cancer vaccine use to their patients based on clinical evidence. It addresses the use of prophylactic HPV vaccines, including who should be vaccinated and at what age, and it offers a summary of policy and implementation issues and implications for cervical cancer screening.

15. UK Jazz Ensemble Is Invited to Perform at International Music Clinic

The UK Jazz Ensemble, under the direction of Miles Osland, has been invited to perform at the 61st annual Midwest International Band and Orchestra Clinic to be held December 18-22 in Chicago. The UK Jazz Ensemble is among only seven jazz ensembles chosen internationally to perform at the historic conference and the only college jazz ensemble selected.

16. College of Social Work Inducts Hospice Leader into Hall of Fame

The UK College of Social Work inducted Gretchen Marcum Brown, president and chief executive officer of Hospice of the Bluegrass, into the College of Social Work

Hall of Fame at a ceremony held May 9 at UK's Main Building. Brown has served as the president and CEO of Hospice of the Bluegrass since 1982.

17. UK Team Is Finalist in International Sustainability Design Competition

A design proposal for reclaiming an abandoned strip mining site near Whitesburg by a team with UK School of Architecture connections has been selected as one of 12 finalists in an international sustainability design competition. The proposal, "Sustainable Reclamation: An Urban Model for Coal Country," was presented at a symposium in Los Angeles recently. The proposal by the Center for Sustainable Cities Design Studio, a Lexington-based design firm specializing in green residential architecture and sustainable urban design, is one of 12 finalists from seven countries around the globe. The idea is the extension of an undergraduate thesis project from the UK School of Architecture.

18. Study Indicates Prison, Jail Substance Abuse Treatment Is Effective

Treatment of substance abuse in jail or prison can increase the rate of abstinence from drug use 12 months following release, a study by a UK researcher indicates. The study by Michele Staton-Tindall, assistant professor in the UK College of Social Work with an appointment in the UK Center on Drug and Alcohol Research, also found that participants engaged in self-help groups after release from incarceration. In addition, most of the participants were not reincarcerated at the time of their follow-up interview.

19. UK Art Professor and Alumnus Are Recognized for Frankfort Public Art

Garry Bibbs, Art, and UK alumnus Tony Higdon were recognized for two public art pieces they constructed at a dedication held May 11 outside the Kentucky Transportation Cabinet Office Building in Frankfort. The artists also participated in the free panel discussion "Public Art in Public Places: A New Frankfort Streetscape" at the Frankfort Convention Center. The metallic sculpture *Now get!* by Bibbs is his 20th public sculpture. The *Nexus* sculpture was created by a collaborative effort between Higdon and Erika Strecker, Higdon's wife and business partner.

20. University Press of Kentucky Author Wins Regional History Awards

University Press of Kentucky author Walter Conser, Jr. was awarded the Clarendon Cup and the North Carolina Presbyterian Historical Society (NCPHS) 2007 Book Award. The book *A Coat of Many Colors* explores religious and racial diversity in the Cape Fear region of North Carolina which includes the city of Wilmington. On May 6, the Lower Cape Fear Historical Society formally presented the author with the Clarendon Cup for the best book in regional history. The book also received the NCPHS 2007 Book Award in April. The NCPHS awards recognize outstanding books on church history.

21. Student Awards and Achievements

Romulo Albuquerque, Medicine, received the Tear Film & Ocular Surface Society ARVO Travel Award for his presentation "Topical Gene Ablation of sflt-1 Abolishes Corneal Avascularity." The award is given to postdoctoral fellows, graduate students, or young investigators who demonstrate significant achievements in the field of tear film, ocular surface, or Sjögren's syndrome research. The award was presented May 7 in Fort Lauderdale. In addition, Albuquerque is one of only four students in the nation to receive the Research to Prevent Blindness Medical Student Fellowship.

ReShanta Beatty-Hazelbaker, Educational and Counseling Psychology doctoral student, was awarded a $21,820 grant from the Department of Public Health to conduct her HIV/AIDS Family Life Education Program.

Two students received the Carol S. Adelstein Outstanding Student Award this year – Kathryn "Katie" Braun, Psychology, and Patrick Conlon, Linguistics and Political Science. Named for the wife of former UK English professor Michael Adelstein, the award is presented annually to the student with a disability who best serves as an inspiration to the university community.

Melissa Harris, Communication, has won the International Communication Association/National Communication Association Health Communication Dissertation of the Year Award. Her dissertation, "The Role of Emotion in Anti-drug PSAs: Investigating the Impact of Guilt Arousal on Perceived Message Effectiveness and Behavioral Intentions to Use Drugs," was judged by a panel of six reviewers from the ICA and NCA leadership. She was recognized at the ICA Conference in San Francisco.

Jennifer Hawkins, Social Work master's program located at Northern Kentucky University, has been selected for the Ohio River Valley Clinical Social Work Society Rising Star Award. This award recognizes a student in a master's of social work program who has shown a strong commitment to clinical practice and has had to overcome significant obstacles to enter and remain in graduate school.

Mark King, Dentistry, was one of 25 dental students in the United States to receive the prestigious American Association of Dental Research award for the advancement of his research efforts. The award was presented at the 85th general session and exhibition of the International Association of Dental Research in New Orleans in March.

Brandon McGarrell, Dentistry, received second place honors in the Clinical Sciences category of the American Association of Dental Research Caulk/Dentsply competition. Of more than 100 student submissions nationwide, McGarrell was chosen as one of 20 students to compete at the International Association of Dental Research in New Orleans in March.

Jennifer Olges, Medicine, has been elected chair of the Association of American Medical Colleges Organization of Student Representatives, Southern Region. The OSR, the student branch AAMC, represents the undergraduate medical student body to the academic medicine community.

22. Faculty and Staff Awards and Achievements

Sylvia Baber and Mary Landrum, Library and Information Science, received a We the People "Pursuit of Happiness" Bookshelf Grant to be used for the James Lane Allen Elementary School and Cardinal Valley Elementary School libraries. Both schools are in Lexington. More than 3,150 libraries throughout the U.S. applied for the 2,000 grants. A collection of 15 books for young readers will be given to each of the libraries.

Aaron Beighle, Kinesiology and Health Promotion, co-authored a textbook titled *Pedometer Power-2nd Edition - Using Pedometers in School and Community*. It is slated for June 2007 publication.

Dibakar Bhattacharyya, Center of Membrane Sciences, was recognized with a symposium in his honor at the recent North American Membrane Society National Meeting in Orlando, Florida. The event recognized Bhattacharyya's extraordinary record of scholarship and teaching in the field of membrane sciences.

Terry Birdwhistell, UK Libraries, has been appointed to the Advisory Committee on the Records of Congress. Birdwhistell was nominated for the appointment by Kentucky Senator Mitch McConnell. The advisory committee advises Congress and the Archivist of the United States on the management and preservation of the records of Congress. The committee is comprised of congressional officials responsible for its records, the archivist of the United States, and House- and Senate-appointed public members of the committee. Public members represent historians, political scientists, congressional archivists, and other users/caretakers of legislative records.

Tricia Browne-Ferrigno, assistant professor of educational leadership studies, began a three-year term as chair of the Learning and Teaching in Education Special Interest Group of the American Educational Research Association.

Dan Carey, Kentucky Geological Survey, was named the 2007 "Geologist of the Year" by the Kentucky chapter of the American Institute of Professional Geologists. His recent work includes overseeing the creation of county geologic land-use planning maps. Over 90 of these maps have been created with the intent of helping local governments, developers, and average citizens understand the strengths and weaknesses of their local geology for various kinds of development.

James Cibulka, dean, Education, was named chair of the Organization of Institutional Affiliates executive committee of the American Educational Research Association. He will serve a three-year term.

Maelor Davies, Kentucky Tobacco Research and Development Center, received $352,000 from the USDA Cooperative State Research, Education, and Extension Service for field evaluation of containment strategies for plant-made pharmaceutical applications in tobacco.

John H. Eichhorn, Anesthesiology, has been appointed the American representative among the five international anesthesiologists on an elite Safe Anesthesia Technical Working Group within the World Health Organization (WHO). The WHO campaign is the first to approach safety of surgery and anesthesia as a public health problem.

Joseph L. Fink III, Pharmacy, received the UK William E. Lyons Award for Outstanding Service. The award is presented to a person associated with UK who has

contributed significantly to the university, the community, or the Commonwealth of Kentucky.

Patricia Rippetoe Freeman, Pharmacy Practice and Science, was selected as the 2007 recipient of the College of Pharmacy's William T. Miles Award for her work and dedication to helping the deaf and hard-of-hearing community. The award was established to encourage and recognize faculty members who share their expertise with community groups and volunteer agencies.

Thomas R. Guskey, Educational Policy Studies and Evaluation, Lee Ann Jung, Early Childhood Education, and Shannon Sampson, Educational Policy Studies and Evaluation, presented a symposium titled "Practical Solutions for Serious Problems in Standards-Based Grading" at the 2007 American Educational Research Association National Conference in Chicago.

Douglass Kalika, Chemical Engineering, received the College of Engineering's Henry Mason Lutes Award for Excellence in Teaching.

Jamie Matthews, Animal and Food Sciences, received $900,000 from Alltech Inc. for the Alltech-UK Animal Nutrigenomics Alliance. The grant will foster collaboration between Alltech and UK to advance research in nutrigenomics, which is a new field studying the effects of nutrition on gene expression in animals.

Jeffrey L. Osborn, Biology and Appalachian Math Science Partnership, has been named the 2007 Arthur C. Guyton Teacher of the Year by the American Physiological Society.

Nicole Pilarski, Center for Drug and Alcohol Research, received Collaborative Partner of the Year Award from the Collaborative Partners Advisory Counsel in Henderson.

Erik Reece, English writer-in-residence, was featured in the opinion section of *The New York Times* on May 5. Reece's op-ed piece discussed the Appalachian Regional Reforestation Initiative and the need for federal legislation to protect and rehabilitate the forests and mountains of Appalachia.

Michael Reed, Agricultural Economics, received $1 million from the U.S. Agency for International Development for the UK Partnership Project in Indonesia. This award, which will fund faculty exchanges between three Indonesian universities and UK, is a multi-college partnership involving the College of Engineering, the Gatton College of Business and Economics, the College of Education, and the Martin School for Public Policy and Administration.

Ellen Rosenman, English, won the American Council of Learned Societies Fellowship. The $60,000 grant will allow Rosenman to work on her proposed book *Fictions of Belonging: Penny Dreadfuls and the Victorian Working Class Imagination, 1840-1870.*

Melody Ryan, Pharmacy Practice and Science, has been selected as the 2007 recipient of the College of Pharmacy's Michael J. Lach Faculty Award for Innovative Teaching Practices. The award is named in memory of Michael J. Lach, who lost his battle with cancer in 1998.

Rosetta Sandidge, Education, received the 2007 Distinguished Service to Educator Preparation in Kentucky Award from the Kentucky Association for Colleges of Teacher Education.

Kelly Smith, Pharmacy Practice and Science, has been selected to participate in the 2007-08 American Association of Colleges of Pharmacy's Academic Leadership Fellows Program. The program is an intensive leadership and management program designed to develop the nation's most promising individuals to become future leaders in pharmacy and in higher education.

John Thelin, Educational Policy Studies and Evaluation, received the 2007 Exemplary Research Award for Division J (Postsecondary and Higher Education) during the 2007 American Educational Research Association National Conference in Chicago.

Lisa Vaillancourt, Plant Pathology, received $951,000 from the USDA Cooperative State Research, Education, and Extension Service to conduct research on a genome sequence for an important fungal plant pathogen.

Jane Gentry Vance, English, was inducted as Poet Laureate of Kentucky April 24.

Richard Warner and Carmen Agouridis, Biosystems and Agricultural Engineering, and Don Graves and Chris Barton, Forestry, are UK College of Agriculture team members of the Appalachian Regional Reforestation Initiative who earned the U.S. Department of Interior's Cooperative Conservation Award.

Bruce Webb, Entomology, received $374,000 from the USDA Cooperative State Research, Education, and Extension Service to research regulation of innate immune responses to endoparasites in insect larvae.

Jeff Worley, Research Publications, received the Kentucky Literary Award for Poetry from the Southern Kentucky Book Fest in Bowling Green for his collection *Happy Hour at the Two Keys Tavern.* His book also won the Society of Midland Authors Award for Poetry, which gives yearly awards in several categories to authors who reside in, were born in, or have strong ties to a 12-state Midwestern region. The book also has been nominated for a Pulitzer.

Ernie Yanarella, Political Science, has been re-elected as faculty representative to the UK Board of Trustees. Yanarella's three-year term expires June 30, 2010.

Kwan Yi and Lois Chan, Library and Information Science, received a $15,593 research support grant from the Office of the Vice President for Research for their proposal, "A Model for Mapping the Library of Congress Classification and Dewey Decimal Classification Schemes."

Matthew Zook and Stan Brunn, Geography, and Glenn Blomquist, Economics, each received a Fulbright fellowship for the 2007-08 academic year. Anna Brzyski, Art History, was awarded a Fulbright-Luce fellowship to teach Western art history and help develop an art history curriculum for a university in China.

PR 2

Office of the President
June 12, 2007

Members, Board of Trustees:

PERSONNEL ACTIONS

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

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

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

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

PRESIDENT
AND
EXECUTIVE VICE PRESIDENT
FOR
FINANCE AND ADMINISTRATION

I. BOARD ACTION

A. RETIREMENTS

Executive Vice President for Finance and Administration

Berryman, Susan, Dietitian Clinical II, Employee Benefits, after 21 years and 2 months of consecutive service, and 22 years and 1 month of total service, under AR II-1.6-1, Section III.B, effective 5/31/07.

Bostrom, Karin, Social Worker, Sr., Employee Benefits, after 16 years and 2 months of consecutive service, under AR II-1.6-1, Section III.B, effective 5/31/07.

Clevidence, Kenneth F., Associate Vice President Campus Services, after 23 years and 2 months of consecutive service, and 24 years and 7 months of total service, under AR II-1.6-1, Section III.B, effective 7/2/07.

B. EARLY RETIREMENTS

Executive Vice President for Finance and Administration

Pennilu, Gerard, Staff Support Associate II, Employee Benefits, after 29 years and 9 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 3/31/07.

Vice President for Facilities Management

Eades, Charles R., Plumber Supervisor, Physical Plant Division-Plumbing Services, after 32 years and 2 months of consecutive service, and 36 years and 3 months of total service, under AR II-1.6-1, Section III.A.2, effective 4/27/07.

Haynes, Billy G., Refrigeration Supervisor, Physical Plant Division-AC/Refrigeration, after 32 years and 7 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 4/16/07.

C. POST RETIREMENT APPOINTMENT

Blanton, Jack C., Special Assistant to the President, effective 7/1/07 through 6/30/08.

II. ADMINISTRATIVE ACTIONS

A. ADMINISTRATIVE APPOINTMENTS

Vice President for Information Technology

Holmes, Peter E., IT/University Computing Systems Programming, Programmer Systems Lead, effective 5/8/07.

B. CHANGES

Office of the Treasurer

Bonilla, Jose Fraire from Sponsored Projects Accounting Financial Administrator III, Sponsored Projects Accounting to Accounting Manager II, Treasury Services, effective 6/1/07.

*Special Title Series

PROVOST

I. BOARD ACTION

A. ACADEMIC APPOINTMENTS

Alegria, Jorge R., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.

Badagliacco, Joanna, College of Arts and Sciences, Associate Professor* (with tenure), Sociology, appointed to the Chellgren Endowed Professorship, 7/1/07 through 6/30/10.

Boral, Leonard I., College of Medicine, Clinical Professor, Pathology and Laboratory Medicine, 5/9/07 through 6/30/07.

Brown, Emma J., College of Nursing, Associate Professor (with tenure), effective 7/1/07.

Chen, Zhi, College of Engineering, Associate Professor (with tenure), Electrical and Computer Engineering, appointed to the Kentucky Utilities Professorship in Electrical and Computer Engineering, 7/1/07 through 6/30/10.

Gedney, Stephen D., College of Engineering, Professor (with tenure), Electrical and Computer Engineering, reappointed to the Reese S. Terry Professorship in Electrical Engineering, 7/1/07 through 6/30/12.

Geuze, Adriaan, College of Design, Professor (visiting), Architecture, and appointed to the Brown-Forman Visiting Chair in Urban Design, 8/16/06 through 6/30/07.

Harik, Issam E., College of Engineering, Professor (with tenure), Civil Engineering, reappointed to the Raymond-Blythe Professorship in Civil Engineering, 7/1/06 through 6/30/09.

Harling, Philip, College of Arts and Sciences, Associate Professor (with tenure), History, appointed to the Chellgren Endowed Chair, 8/15/07 through 6/30/12.

Harned, Kevin C., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.

Hassebrook, Laurence G., College of Engineering, Associate Professor (with tenure), Electrical and Computer Engineering, appointed to the Blazie Family Professorship in Electrical and Computer Engineering, 7/1/07 through 6/30/10.

Hatton, Kevin W., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/07 through 6/30/08.

Hayslip, John W., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.

Hinds, Bruce J., College of Engineering, Assistant Professor, Chemical and Materials Engineering, and joint appointment as Assistant Professor, Chemistry, College of Arts and Sciences, appointed to the W. T. Bryan Professorship in Materials Engineering, 7/1/07 through 6/30/12.

Holloway, Lawrence E., College of Engineering, Professor (with tenure), Electrical and Computer Engineering, appointed to the TVA Power Engineering Endowment Fund, 7/1/07 through 6/30/12.

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*Special Title Series

Hourigan, Jon S., College of Medicine, Assistant Professor*, Surgery, 7/15/07 through 6/30/08.

Lohr, Kristine M., College of Medicine, Professor* (with tenure), Internal Medicine, effective 6/1/07.

Marcum, Miriam B., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.

McCorvey, Everett D., College of Fine Arts, Professor* (with tenure), Music, appointed to the Lexington Opera Society Chair in Opera Studies, 7/1/07 through 6/30/12.

McDaniel, Linda, College of Business and Economics, Professor (with tenure), Accountancy, reappointed to the Von Allmen Endowed Professorship in Accountancy, 7/1/07 through 6/30/12.

Melville, Sonya C., College of Medicine, Clinical Assistant Professor, Emergency Medicine, 7/1/07 through 6/30/08.

Merrick, Joav, College of Medicine, Adjunct Professor, Pediatrics, 7/1/07 through 6/30/08.

Merrick, Marnin A., College of Medicine, Clinical Assistant Professor, Radiation Medicine, 8/1/07 through 6/30/10.

Miller, Christopher M., College of Pharmacy, Clinical Assistant Professor, 2/1/07 through 6/30/07.

Mounts, Anthony W., College of Medicine, Associate Professor (voluntary), Internal Medicine, 3/1/07 through 6/30/11.

Policastri, Anne, College of Pharmacy, Clinical Assistant Professor, 2/12/07 through 6/30/07.

Presberg, Charles D., College of Arts and Sciences, Professor (temporary), Hispanic Studies, 1/1/07 through 6/30/07.

Ramsey, Christian N., College of Medicine, Assistant Professor*, Neurosurgery, 7/23/07 through 6/30/08.

Ray, Asit K., College of Engineering, Professor (with tenure), Chemical and Materials Engineering, appointed to the W. T. Bryan Professorship in Engineering, 7/1/07 through 6/30/12.

Robinson, Fonda G., College of Dentistry, Associate Professor* (with tenure), Oral Health Practice, effective 7/1/07.

Sanders, Timothy G., College of Medicine, Professor (visiting), Diagnostic Radiology, 5/15/07 through 6/30/07.

Sellnow, Deanna D., College of Communications and Information Studies, Professor* (with tenure), Communication, effective 8/1/07, and appointed to the Gifford Blyton Professorship in Oral Communication and Forensics, 8/1/07 through 7/31/10.

Sellnow, Timothy L., College of Communications and Information Studies, Professor (with tenure), Communication, effective 8/1/07.

Sorial, Ehab S., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/07 through 6/30/08.

Stamatiadis, Nikiforos, College of Engineering, Professor (with tenure), Civil Engineering, reappointed to the Raymond-Blythe Professorship in Civil Engineering, 7/1/06 through 6/30/09.

Stearley, Seth T., College of Medicine, Clinical Assistant Professor, Emergency Medicine, 7/1/07 through 6/30/08.

*Special Title Series

Strickland, James R., College of Agriculture, Associate Adjunct Professor, Animal and Food Sciences, 4/6/07 through 6/30/07.

Studts, Jamie L., College of Medicine, Associate Professor (without tenure), Behavioral Science, 4/1/07 through 6/30/07.

Tuttle, Jeffrey P., College of Medicine, Assistant Professor*, Psychiatry, 7/1/07 through 6/30/08.

van Eyck, Jerry P., College of Design, Professor (visiting), Architecture, and appointed to the Sutherland Professorship of Landscape Design, 1/1/07 through 6/30/07.

Wilson, John K., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.

Yanarella, Ernest, College of Arts and Sciences, Professor (with tenure), Political Science, appointed to the Chellgren Endowed Professorship, 7/1/07 through 6/30/10.

Zlatkin, Michael B., College of Medicine, Professor (visiting), Diagnostic Radiology, 5/15/07 through 6/30/07.

Zwischenberger, Joseph B., College of Medicine, Professor (with tenure), Surgery, and joint appointment as Professor (without tenure), Diagnostic Radiology, effective 5/1/07.

B. ADMINISTRATIVE APPOINTMENTS

Barnes, Beth E., College of Communications and Information Studies, Professor* (with tenure), Journalism and Telecommunications, reappointed Director, Journalism and Telecommunications, effective 7/1/07.

Berger, Joseph R., College of Medicine, Professor (with tenure), Neurology, and joint appointment as Professor (without tenure), Internal Medicine, appointed Chair, Neurology, 2/1/07 through 1/31/13.

Harley, Debra, College of Education, Professor (with tenure), Special Education and Rehabilitation Counseling, appointed Chair, Special Education and Rehabilitation Counseling, 7/1/07 through 6/30/11.

Harrington, Nancy G., College of Communications and Information Studies, Professor (with tenure), Communication, and joint appointment as Professor (without tenure), Health Behavior, College of Public Health, reappointed Chair, Communication, 7/1/07 through 6/30/11.

Rinehart, James S., College of Education, Associate Professor (with tenure), Educational Leadership Studies, reappointed Chair, Educational Leadership Studies, 7/1/07 through 6/30/09.

Shen, Zhongwei, College of Arts and Sciences, Professor (with tenure), Mathematics, appointed Chair, Mathematics, 7/1/07 through 6/30/11.

Singh, Vijay P., College of Engineering, Professor (with tenure), Electrical and Computer Engineering, appointed Director, Center for Nanoscale Science and Engineering, 7/1/07 through 6/30/13.

Sweigard, Richard J., College of Engineering, Professor (with tenure), Mining Engineering, reappointed Chair, Mining Engineering, 7/1/07 through 6/30/09.

Tsang, Tate T., College of Engineering, Professor (with tenure), Chemical and Materials Engineering, reappointed Chair, Chemical and Materials Engineering, 7/1/07 through 6/30/09.

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*Special Title Series

Zwischenberger, Joseph B., College of Medicine, Professor (with tenure), Surgery, appointed Chair, Surgery, 5/1/07 through 4/30/13.

C. JOINT APPOINTMENTS

Foster, Thomas S., College of Pharmacy, Professor* (with tenure), and joint appointment as Professor* (without tenure), Anesthesiology, College of Medicine, new joint appointment as Professor* (without tenure), Health Services Management, College of Public Health, effective 4/1/07.

MacLeod, James N., College of Agriculture, Professor (with tenure), Veterinary Science, joint appointment as Professor (without tenure), Orthopaedic Surgery, College of Medicine, effective 3/1/07.

Post, Steven R., College of Medicine, Associate Professor (with tenure), Molecular and Biomedical Pharmacology, and joint appointment as Associate Professor (without tenure), College of Pharmacy, new joint appointment as Associate Professor (without tenure), Pediatrics, effective 7/1/07.

Spielmann, H. P., College of Medicine, Associate Professor (with tenure), Molecular and Cellular Biochemistry, joint appointments as Associate Professor (without tenure), Graduate Center for Toxicology, effective 7/1/07 and Associate Professor (without tenure), Chemistry, College of Arts and Sciences, effective 7/1/01.

Swanson, Hollie I., College of Medicine, Associate Professor (with tenure), Molecular and Biomedical Pharmacology, joint appointment as Associate Professor (without tenure), Graduate Center for Toxicology, effective 7/1/07.

D. REAPPOINTMENTS

Aiken, Glen E., College of Agriculture, Associate Adjunct Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.

Albers, Dale, College of Arts and Sciences, Professor (visiting), Sociology, 8/16/07 through 5/15/08.

Allen, William C., College of Medicine, Associate Professor (part-time), Anesthesiology, 7/1/07 through 6/30/08.

Andersen, Anders H., College of Medicine, Associate Research Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.

Barton, John R., College of Medicine, Associate Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.

Beals, Daniel A., College of Medicine, Clinical Associate Professor, Surgery, and joint appointment as Clinical Associate Professor, Pediatrics, 7/1/07 through 6/30/08.

Bennett, Charles H., College of Medicine, Adjunct Professor, Physiology, 7/1/07 through 6/30/08.

Boral, Leonard I., College of Medicine, Clinical Professor, Pathology and Laboratory Medicine, 7/1/07 through 6/30/08.

Bueler, Hansruedi R., College of Medicine, Associate Professor (without tenure), Anatomy and Neurobiology, 7/1/07 through 6/30/08.

Casey, Baretta R., College of Medicine, Clinical Professor, Family and Community Medicine, 7/1/07 through 6/30/08.

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*Special Title Series

Chan, Jane W., College of Medicine, Clinical Associate Professor, Neurology, and joint appointment as Clinical Associate Professor, Ophthalmology and Visual Sciences, 7/1/07 through 6/30/08.

Dawson, Karl A., College of Agriculture, Adjunct Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.

deBeer, Maria C., College of Medicine, Associate Research Professor, Physiology, 7/1/07 through 6/30/08.

Doornbos, J. Fred, College of Medicine, Associate Professor (part-time), Radiation Medicine, 7/1/07 through 6/30/08.

Gagliardi, Raymond J., College of Medicine, Clinical Associate Professor, Surgery, 7/1/07 through 6/30/08.

Garman, Ray F., College of Public Health, Clinical Associate Professor, Preventive Medicine and Environmental Health, and joint appointment as Clinical Associate Professor, Family and Community Medicine, College of Medicine, 7/1/07 through 6/30/08.

Hadley, Robert D., College of Health Sciences, Associate Professor (without tenure), Clinical Sciences, 7/1/07 through 7/31/07.

Han, Kuo-Huang, College of Fine Arts, Professor (temporary), Music, 1/1/08 through 6/30/08.

Henry, Robert G., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Higgins, Howard L., College of Dentistry, Associate Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Hillebrand, Evan E., Graduate School, Clinical Associate Professor, Patterson School of Diplomacy and International Commerce, 7/1/07 through 6/30/08.

Houff, Sidney A., College of Medicine, Clinical Professor, Neurology, 7/1/07 through 6/30/08.

Kaplan, Alan L., College of Dentistry, Associate Adjunct Professor, Oral Health Science, 7/1/07 through 6/30/08.

Knight, Judson M., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Konkel, R. Steven, College of Public Health, Associate Professor (part-time), Health Services Management, 7/1/07 through 6/30/08.

Lange, Karl W., College of Dentistry, Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Lear, Teri L., College of Agriculture, Associate Research Professor, Veterinary Science, 7/1/07 through 6/30/08.

Mason, Harry E., Graduate School, Associate Adjunct Professor, Patterson School of Diplomacy and International Commerce, 7/1/07 through 6/30/08.

McConnell, Thomas A., College of Dentistry, Clinical Associate Professor, Oral Health Practice, 7/1/07 through 6/30/08.

McKeown, John W., College of Medicine, Clinical Professor, Internal Medicine, 7/1/07 through 6/30/08.

McMahon, Douglas G., College of Medicine, Adjunct Professor, Physiology, 7/1/07 through 6/30/08.

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*Special Title Series

Milligan, Douglas A., College of Medicine, Associate Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.

Moore, Gregory R., College of Medicine, Associate Adjunct Professor, Obstetrics and Gynecology, and joint appointments as Associate Adjunct Professor, Preventive Medicine and Environmental Health, College of Public Health and Associate Adjunct Professor, Health Behavior, College of Public Health, 7/1/07 through 6/30/08.

Moreno, Pedro R., College of Medicine, Associate Professor (part-time), Internal Medicine, 7/1/07 through 6/30/08.

Nath, Avindra, College of Medicine, Adjunct Professor, Neurology, 7/1/07 through 6/30/08.

O'Brien, John M., College of Medicine, Associate Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.

O'Hara, Bruce, College of Arts and Sciences, Associate Professor (without tenure), Biology, 7/1/07 through 6/30/09.

Osborne, Paul B., College of Dentistry, Associate Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Pavlik, Edward J., College of Medicine, Associate Research Professor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.

Phillips, Gordon L., College of Medicine, Professor (part-time), Internal Medicine, 7/1/07 through 6/30/08.

Pritchett, Charles E., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Puffer, James C., College of Medicine, Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.

Purcell, Marguerite, College of Medicine, Associate Professor (part-time), Diagnostic Radiology, 7/1/07 through 6/30/08.

Ray, Deborah S., College of Dentistry, Associate Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Rayens, Mary K., College of Nursing, Associate Professor* (without tenure), and joint appointment as Associate Professor* (without tenure), Biostatistics, College of Public Health, 7/1/07 through 6/30/08.

Riley, Kathryn P., College of Public Health, Associate Professor (part-time), Preventive Medicine and Environmental Health, and joint appointment as Associate Professor (part-time), Family and Community Medicine, College of Medicine, 7/1/07 through 6/30/08.

Robertson, William C., College of Medicine, Clinical Professor, Neurology, and joint appointment as Clinical Professor, Pediatrics, 7/1/07 through 6/30/08.

Roeder, Phillip, College of Medicine, Research Professor, Family and Community Medicine, and joint appointment as Research Professor, Political Science, College of Arts and Sciences, 7/1/07 through 6/30/08.

Ryan, Stephen J., College of Medicine, Clinical Associate Professor, Neurology, 7/1/07 through 6/30/08.

Sanders, Timothy G., College of Medicine, Professor (visiting), Diagnostic Radiology, 7/1/07 through 6/30/08.

Schell, Randall M., College of Medicine, Clinical Professor, Anesthesiology, 7/1/07 through 6/30/08.

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*Special Title Series

Selwitz, Ada S., College of Medicine, Associate Adjunct Professor, Behavioral Science, 7/1/07 through 6/30/08.

Selwitz, Stephen P., College of Dentistry, Associate Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Shaffer, William O., College of Medicine, Clinical Professor, Orthopaedic Surgery, 7/1/07 through 6/30/08.

Sikora, Frank J., College of Agriculture, Associate Adjunct Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.

Slevin, Barbara J., College of Medicine, Associate Adjunct Professor, Neurology, 7/1/07 through 6/30/08.

Stansbury, C. M., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Stigers, Jenny L., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Strickland, James R., College of Agriculture, Associate Adjunct Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.

Studts, Jamie L., College of Medicine, Associate Professor (without tenure), Behavioral Science, 7/1/07 through 6/30/08.

Thompson, James R., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Tucker, Tarvez, College of Medicine, Clinical Associate Professor, Neurology, 7/1/07 through 6/30/08.

Wendroth, Ole O., College of Agriculture, Associate Professor (without tenure), Plant and Soil Sciences, 7/1/07 through 6/30/08.

Williams, Loren N., College of Dentistry, Associate Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Wong, Isaac, College of Medicine, Associate Professor (without tenure), Molecular and Cellular Biochemistry, 7/1/07 through 6/30/08.

Wright, Ballard D., College of Medicine, Professor (voluntary), Anesthesiology, 7/1/06 through 6/30/11.

Xu, Fadi, College of Medicine, Associate Adjunct Professor, Physiology, 7/1/07 through 6/30/08.

Young, Elizabeth H., College of Medicine, Associate Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.

Zhang, Zhiming, College of Medicine, Associate Research Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.

Zlatkin, Michael B., College of Medicine, Professor (visiting), Diagnostic Radiology, 7/1/07 through 6/30/08.

E. TENURE

Novak, Karen F., College of Dentistry, Associate Professor (without tenure), Oral Health Practice, to Associate Professor (with tenure), Oral Health Practice, effective 7/1/07.

Saatman, Kathryn E., College of Medicine, Associate Professor (without tenure), Physiology, to Associate Professor (with tenure), Physiology, effective 7/1/07.

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*Special Title Series

Winter, Trevor A., College of Medicine, Associate Professor* (without tenure), Internal Medicine, to Associate Professor* (with tenure), Internal Medicine, effective 7/1/07.

F. PROMOTIONS

Adams, Robert J., College of Engineering, from Assistant Professor, Electrical and Computer Engineering, to Associate Professor (with tenure), Electrical and Computer Engineering, effective 7/1/07.

Birdwell, John C., College of Fine Arts, from Assistant Professor*, Music, to Associate Professor* (with tenure), Music, effective 7/1/07.

Calvert, Kenneth L., College of Engineering, from Associate Professor (with tenure), Computer Science, to Professor (with tenure), Computer Science, effective 7/1/07.

Cao, Gang, College of Arts and Sciences, from Associate Professor (with tenure), Physics and Astronomy, to Professor (with tenure), Physics and Astronomy, effective 7/1/07.

Chen, Mei, College of Engineering, from Assistant Professor, Civil Engineering, to Associate Professor (with tenure), Civil Engineering, effective 7/1/07.

Coffey, Richard D., College of Agriculture, from Associate Extension Professor (with tenure), Animal and Food Sciences, to Extension Professor (with tenure), Animal and Food Sciences, effective 7/1/07.

Cohron, Peter P., College of Pharmacy, from Assistant Professor (part-time), to Associate Professor (part-time), 7/1/07 through 6/30/08.

Conigliaro, Joseph, College of Medicine, from Associate Professor (with tenure), Internal Medicine, and joint appointment as Associate Professor (without tenure), Health Services Management, College of Public Health, to Professor (with tenure), Internal Medicine, and joint appointment as Associate Professor (without tenure), Health Services Management, College of Public Health, effective 7/1/07.

Crofcheck, Czarena, College of Agriculture, from Assistant Professor, Biosystems and Agricultural Engineering, to Associate Professor (with tenure), Biosystems and Agricultural Engineering, effective 4/1/07.

Dassow, Paul L., College of Medicine, from Assistant Professor*, Family and Community Medicine, and joint appointment as Assistant Professor*, Preventive Medicine and Environmental Health, College of Public Health, to Associate Professor* (with tenure), Family and Community Medicine, and joint appointment as Associate Professor* (without tenure), Preventive Medicine and Environmental Health, College of Public Health, effective 7/1/07.

Davison, Laura, Libraries, from Librarian III, to Librarian II (with tenure), effective 7/1/07.

Doolen, Andrew, College of Arts and Sciences, from Assistant Professor, English, to Associate Professor (with tenure), English, effective 7/1/07.

Duncan, Marilyn J., College of Medicine, from Associate Professor (with tenure), Anatomy and Neurobiology, to Professor (with tenure), Anatomy and Neurobiology, effective 7/1/07.

Edwards, Kim, College of Arts and Sciences, from Assistant Professor, English, to Associate Professor (with tenure), English, effective 7/1/07.

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*Special Title Series

Firey, Abigail, College of Arts and Sciences, from Assistant Professor, History, and joint appointment as Assistant Professor, Honors Program, to Associate Professor (with tenure), History, effective 7/1/07.

Gardner, Susan, College of Arts and Sciences, from Associate Professor (with tenure), Physics and Astronomy, to Professor (with tenure), Physics and Astronomy, effective 7/1/07.

Geraghty, Robert J., College of Medicine, from Assistant Professor, Microbiology, Immunology and Molecular Genetics, to Associate Professor (with tenure), Microbiology, Immunology and Molecular Genetics, effective 7/1/07.

Greenwell, Stacey C., Libraries, from Librarian III, to Librarian II (with tenure), effective 7/1/07.

Guttmann, Rodney, College of Public Health, from Assistant Professor, Gerontology, and joint appointment as Assistant Professor, Physiology, College of Medicine, to Associate Professor (with tenure), Gerontology, and joint appointment as Assistant Professor, Physiology, College of Medicine, effective 7/1/07.

Hardin, Albert A., College of Fine Arts, from Assistant Professor, Theatre, to Associate Professor (with tenure), Theatre, effective 7/1/07.

Harrington, Nancy G., College of Communications and Information Studies, from Associate Professor (with tenure), Communication, and joint appointment as Associate Professor (without tenure), Health Behavior, College of Public Health, to Professor (with tenure), Communication, and joint appointment as Professor (without tenure), Health Behavior, College of Public Health, effective 7/1/07.

Haubenreich, James E., College of Dentistry, from Assistant Professor*, Oral Health Practice, to Associate Professor* (with tenure), Oral Health Practice, effective 7/1/07.

Haven, Robert W., College of Fine Arts, from Assistant Professor, Theatre, to Associate Professor (with tenure), Theatre, effective 7/1/07.

Hinds, Bruce J., College of Engineering, from Assistant Professor, Chemical and Materials Engineering, and joint appointment as Assistant Professor, Chemistry, College of Arts and Sciences, to Associate Professor (with tenure), Chemical and Materials Engineering, and joint appointment as Associate Professor (without tenure), Chemistry, College of Arts and Sciences, effective 7/1/07.

Jabbour, Michel, College of Arts and Sciences, from Assistant Professor, Mathematics, to Associate Professor (with tenure), Mathematics, effective 7/1/07.

Kalika, Douglass S., College of Engineering, from Associate Professor (with tenure), Chemical and Materials Engineering, to Professor (with tenure), Chemical and Materials Engineering, effective 7/1/07.

Kalinski, Michael E., College of Engineering, from Assistant Professor, Civil Engineering, to Associate Professor (with tenure), Civil Engineering, effective 7/1/07.

Knutson, Barbara, College of Engineering, from Associate Professor (with tenure), Chemical and Materials Engineering, to Professor (with tenure), Chemical and Materials Engineering, effective 7/1/07.

Kudrimoti, Mahesh R., College of Medicine, from Assistant Professor*, Radiation Medicine, to Clinical Associate Professor, Radiation Medicine, 7/1/07 through 6/30/08.

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*Special Title Series

Lau, Daniel L., College of Engineering, from Assistant Professor, Electrical and Computer Engineering, to Associate Professor (with tenure), Electrical and Computer Engineering, effective 7/1/07.

Levenson, Nancy, College of Arts and Sciences, from Assistant Professor, Physics and Astronomy, to Associate Professor (with tenure), Physics and Astronomy, effective 7/1/07.

Maehr, David S., College of Agriculture, from Associate Professor (with tenure), Forestry, to Professor (with tenure), Forestry, effective 7/1/07.

McClanahan, Kimberly K., College of Medicine, from Clinical Assistant Professor, Pediatrics, to Clinical Associate Professor, Pediatrics, 7/1/07 through 6/30/08.

Moore, David H., College of Law, from Assistant Professor, to Associate Professor (with tenure), effective 7/1/07.

Morris, Andrew J., College of Medicine, from Associate Professor (with tenure), Internal Medicine, and joint appointment as Associate Professor (without tenure), Molecular and Cellular Biochemistry, to Professor (with tenure), Internal Medicine, and joint appointment as Professor (without tenure), Molecular and Cellular Biochemistry, effective 7/1/07.

Mullen, Michael D., College of Agriculture, from Associate Professor (with tenure), Plant and Soil Sciences, to Professor (with tenure), Plant and Soil Sciences, effective 7/1/07.

Nagy, Peter D., College of Agriculture, from Associate Professor (with tenure), Plant Pathology, to Professor (with tenure), Plant Pathology, effective 7/1/07.

Nokes, Sue E., College of Agriculture, from Associate Professor (with tenure), Biosystems and Agricultural Engineering, to Professor (with tenure), Biosystems and Agricultural Engineering, effective 7/1/07.

Rabchevsky, Alexander G., College of Medicine, from Assistant Professor, Physiology, to Associate Professor (with tenure), Physiology, effective 7/1/07.

Ramaiah, Chand, College of Medicine, from Clinical Assistant Professor, Surgery, to Clinical Associate Professor, Surgery, 7/1/07 through 6/30/08.

Rieske-Kinney, Lynne K., College of Agriculture, from Associate Professor (with tenure), Entomology, to Professor (with tenure), Entomology, effective 7/1/07.

Roseman, Mary G., College of Agriculture, from Assistant Professor, Nutrition and Food Science, to Associate Professor (with tenure), Nutrition and Food Science, effective 7/1/07.

Schoenberg, Nancy E., College of Medicine, from Associate Professor (with tenure), Behavioral Science, and joint appointments as Associate Professor (without tenure), Internal Medicine and Associate Professor (without tenure), Health Behavior, College of Public Health and Associate Professor (without tenure), Anthropology, College of Arts and Sciences, to Professor (with tenure), Behavioral Science, and joint appointments as Associate Professor (without tenure), Internal Medicine and Associate Professor (without tenure), Health Behavior, College of Public Health and Professor (without tenure), Anthropology, College of Arts and Sciences, effective 7/1/07.

Seales, William Brent, College of Engineering, from Associate Professor (with tenure), Computer Science, to Professor (with tenure), Computer Science, effective 7/1/07.

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*Special Title Series

Shaffer, William O., College of Medicine, from Associate Professor* (without tenure), Orthopaedic Surgery, to Clinical Professor, Orthopaedic Surgery, 6/1/07 through 6/30/07.

Shook, Lori A., College of Medicine, from Clinical Associate Professor, Pediatrics, to Clinical Professor, Pediatrics, 7/1/07 through 6/30/08.

Staben, Charles, College of Arts and Sciences, from Associate Professor (with tenure), Biology, to Professor (with tenure), Biology, effective 7/1/07.

Tanaka, Keiko, College of Agriculture, from Assistant Professor, Community and Leadership Development, and joint appointment as Assistant Professor, Sociology, College of Arts and Sciences, to Associate Professor (with tenure), Community and Leadership Development, effective 7/1/07, and joint appointment as Assistant Professor, Sociology, College of Arts and Sciences, 7/1/07 through 6/30/08.

Thomson, Mary B., Libraries, from Librarian III, to Librarian II (with tenure), effective 7/1/07.

Woods, Timothy A., College of Agriculture, from Associate Extension Professor (with tenure), Agricultural Economics, to Extension Professor (with tenure), Agricultural Economics, effective 7/1/07.

Woolery, Edward, College of Arts and Sciences, from Assistant Professor, Earth and Environmental Sciences, to Associate Professor (with tenure), Earth and Environmental Sciences, effective 7/1/07.

Yang, Dong-Sheng, College of Arts and Sciences, from Associate Professor (with tenure), Chemistry, to Professor (with tenure), Chemistry, effective 7/1/07.

Yang, Fuqian, College of Engineering, from Assistant Professor, Chemical and Materials Engineering, to Associate Professor (with tenure), Chemical and Materials Engineering, effective 7/1/07.

Young, William F., College of Medicine, from Clinical Assistant Professor, Emergency Medicine, to Clinical Associate Professor, Emergency Medicine, 7/1/07 through 6/30/08.

Zhai, Tongguang, College of Engineering, from Assistant Professor, Chemical and Materials Engineering, to Associate Professor (with tenure), Chemical and Materials Engineering, effective 7/1/07.

Zhao, Hong-Bo, College of Medicine, from Assistant Professor, Surgery, to Associate Professor (with tenure), Surgery, and joint appointment as Associate Professor (without tenure), Graduate Center for Toxicology, effective 7/1/07.

Zhou, Mai, College of Arts and Sciences, from Associate Professor (with tenure), Statistics, to Professor (with tenure), Statistics, effective 7/1/07.

G. CHANGES

Cassis, Lisa A., Graduate School, from Professor (with tenure), Nutritional Sciences, and joint appointments as Professor (without tenure), Internal Medicine, College of Medicine and Professor (without tenure), College of Pharmacy and Professor (without tenure), Toxicology, to Professor (with tenure), Graduate Center for Nutritional Sciences, College of Medicine, and joint appointments as Professor (without tenure), Internal Medicine and Professor (without tenure), College of

*Special Title Series

Pharmacy and Professor (without tenure), Toxicology, Graduate School, effective 7/1/07.

Cavanaugh, Carey E., Graduate School, from Professor (temporary), Patterson School of Diplomacy and International Commerce, to Professor* (with tenure), Patterson School of Diplomacy and International Commerce, effective 7/1/07.

Chow, Ching K., Graduate School, from Professor (with tenure), Nutritional Sciences, and joint appointment as Professor (without tenure), Graduate Center for Toxicology, College of Medicine, to Professor (with tenure), Graduate Center for Nutritional Sciences, College of Medicine, and joint appointment as Professor (without tenure), Graduate Center for Toxicology, effective 7/1/07.

Glauert, Howard, Graduate School, from Professor (with tenure), Nutritional Sciences, and joint appointment as Professor (without tenure), Graduate Center for Toxicology, College of Medicine, to Professor (with tenure), Graduate Center for Nutritional Sciences, College of Medicine, and joint appointment as Professor (without tenure), Graduate Center for Toxicology, effective 7/1/07.

Vail, Ann, College of Agriculture, from Professor (temporary), Family Studies, to Extension Professor (with tenure), Family Studies, effective 7/1/07.

H. TERMINAL REAPPOINTMENTS

Banyasz, Tamas, College of Medicine, Associate Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

Hadley, Robert D., College of Health Sciences, Associate Professor, Clinical Sciences, 8/1/07 through 7/31/08.

I. RETIREMENTS

Ali, Mukhtar, College of Business and Economics, Professor (with tenure), Economics, after 37 years and 10 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

Atwood, Ronald, College of Education, Professor (with tenure), Curriculum and Instruction, after 40 years and 10 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

Collins, Glenn B., College of Agriculture, Professor (with tenure), Plant and Soil Sciences, after 41 years and 6 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

Dixon, Shirley, College of Medicine, Patient Relations Assistant III, UK Health Plans, after 3 years and 11 months of consecutive service, and a total of 9 years and 3 months of service, under AR II-1.6-1, Section III.B, effective 6/22/07.

Gift, Richard, College of Business and Economics, Professor (with tenure), Economics, after 39 years and 11 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

Nordin, Virginia Davis, College of Education, Associate Professor (with tenure), Educational Policy Studies and Evaluation, after 16 years and 10 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

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*Special Title Series

Piecoro, John J., College of Pharmacy, Professor* (with tenure), and joint appointment as Professor* (without tenure), Pediatrics, College of Medicine, after 38 years and 8 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

Sheahan, Sharon L., College of Nursing, Associate Professor* (with tenure), after 28 years and 11 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

Wang, Shien T., College of Engineering, Professor (with tenure), Civil Engineering, after 37 years and 10 months of consecutive service, under AR II-1.6-1, Section III.B, effective 6/30/07.

J. EARLY RETIREMENTS

Brown, Linda L., College of Agriculture, Quality Control Manager, Livestock Disease Diagnostic Center, after 7 years and 1 month of consecutive service, and a total of 20 years and 4 months of service, under AR II-1.6-1, Section III.A.2, effective 5/1/07.

Freeman, James W., College of Business and Economics, Associate Professor (with tenure), Management, after 26 years and 10 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 6/30/07.

Haszler, Somporn, College of Agriculture, Administrative Support Associate I, International Programs, after 32 years and 1 month of consecutive service, under AR II-1.6-1, Section III.A.2, effective 4/30/07.

Jones, Juanita, College of Agriculture, Extension County Clerk, Agriculture Economics, after 12 years and 5 months of consecutive service, and a total of 19 years and 14 months of service, under AR II-1.6-1, Section III.A.2, effective 6/29/07.

McDowell, Connie E., Enrollment Management, Staff Support Associate II, Admissions and Registrar, after 34 years and 9 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 5/11/07.

Penman, James, College of Agriculture, Electronic Technician II, Biosystems and Agricultural Engineering, after 26 years and 11 months of consecutive service, under AR II-1.6-1, Section III.A.2, effective 5/1/07.

Perry, Mary Susan, College of Agriculture, Food Services Manager I, Kentucky Leadership Center, after 19 years and 1 month of consecutive service, under AR II-1.6-1, Section III.A.2, effective 4/30/07.

K. POST-RETIREMENT APPOINTMENTS

Allen, David L., College of Engineering, Engineer Associate Program Manager II (part-time), Kentucky Transportation Center, 7/1/07 through 6/30/08.

Barnhisel, Richard I., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.

Bitzer, Morris J., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.

Blanton, Jack, Graduate School, Professor (part-time), Martin School of Public Policy and Administration, 7/1/07 through 6/30/08.

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*Special Title Series

Brady, Mary, College of Agriculture, County Secretary (part-time), Cooperative Extension Service, 7/1/07 through 6/30/08.
Collins, Delwood C., College of Medicine, Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Collins, Glenn B., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Cooper, Thomas M., College of Dentistry, Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Cottrill, Carol M., College of Medicine, Professor (part-time), Pediatrics, 7/1/07 through 6/30/08.
Crist, William L., College of Agriculture, Professor (part-time), Animal and Food Sciences, 7/1/07 through 12/31/07.
Drummond, James F., College of Dentistry, Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Drury, Letha, College of Agriculture, Agricultural Research Specialist (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Dye, Naewanna, College of Agriculture, Laboratory Technician (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Fischer, Doane, College of Medicine, Professor (part-time), Pediatrics, 7/1/07 through 6/30/08.
Frazier, Donald T., College of Medicine, Professor (part-time), Physiology, 7/1/07 through 6/30/08.
Friedell, Gilbert H., College of Medicine, Professor (part-time), Behavioral Science, 7/1/07 through 6/30/08.
Hall, Bryan D., College of Medicine, Professor (part-time), Pediatrics, 7/1/07 through 6/30/08.
Haszler, Sue, College of Agriculture, Administrative Support Associate I (part-time), International Programs, 5/1/07 through 8/31/07.
Knapp, Charles F., Graduate School, Professor (part-time), Biomedical Engineering, 7/1/07 through 6/30/08.
Lacefield, Garry D., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 9/5/07 through 9/4/08.
Lester, Robert L., College of Medicine, Professor (part-time), Molecular and Cellular Biochemistry, 7/1/07 through 6/30/08.
Mabry, C. C., College of Medicine, Professor (part-time), Pediatrics, 7/1/07 through 6/30/08.
Peel, Lula Joyce, College of Agriculture, Staff Support Associate II (part-time), Biosystems and Agricultural Engineering, 8/1/07 through 6/30/08.
Powell, Andrew J., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Powell, David G., College of Agriculture, Professor (part-time), Veterinary Science, 7/1/07 through 6/30/08.
Sammon, Patrick J., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

*Special Title Series

Saxe, Stanley R., College of Dentistry, Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Stevens, Ray, College of Agriculture, Greenhouse Technician (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Taylor, Norman L., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Thom, William O., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Tutt, Charles, College of Agriculture, Agricultural Research Specialist (part-time), Plant and Soil Sciences, 7/1/07 through 6/30/08.
Webster, David B., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Wolf, Betty I., College of Medicine, Associate Professor (part-time), Pediatrics, 7/1/07 through 6/30/08.

L. PHASED RETIREMENT APPOINTMENTS

Brock, Gregory W., College of Agriculture, Professor (with tenure), Family Studies, 7/1/07 through 12/31/10.
Cathey, Jimmie J., College of Engineering, Professor (with tenure), Electrical and Computer Engineering, 7/1/07 through 6/30/12.
Chapman, Thomas, College of Arts and Sciences, Professor (with tenure), Mathematics, 7/1/07 through 6/30/12.
Rowland, Daniel, College of Arts and Sciences, Associate Professor (with tenure), History, 7/1/07 through 6/30/12.
Unrug, Konstanty F., College of Engineering, Professor (with tenure), Mining Engineering, 7/1/07 through 6/30/12.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

Adams, Jessica, College of Pharmacy, Assistant Professor (voluntary), 4/4/07 through 6/30/11.
Allen, Amber L., College of Medicine, Clinical Instructor, Surgery, 7/1/07 through 6/30/08.
Alumbaugh, Kimberly A., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 4/2/07 through 6/30/11.
Anderson, April L., College of Pharmacy, Instructor (part-time), 7/1/07 through 6/30/08.
Antonacci, Nancy J., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 4/17/07 through 6/30/11.
Armistead, Juli, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Ashby, Jason, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.

*Special Title Series

Barnhill, Suzanne, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/07 through 6/30/11.
Belhasen, Ronald K., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 2/20/07 through 6/30/11.
Bhavsar, Victoria M., College of Agriculture, Assistant Adjunct Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Bryant, Sue, College of Pharmacy, Assistant Professor (voluntary), 3/29/07 through 6/30/11.
Buhse, Charles R., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 3/13/07 through 6/30/11.
Burton, Jeffrey K., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 4/11/07 through 6/30/11.
Butterfield, Timothy A., College of Health Sciences, Assistant Professor, Rehabilitation Sciences, 7/1/07 through 6/30/08.
Carico, Gregory A., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 3/16/07 through 6/30/11.
Cole, Lee Ann, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Conrad, Paul A., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 4/2/07 through 6/30/11.
Coughenour, Jeffrey P., College of Medicine, Clinical Instructor, Surgery, 7/1/07 through 6/30/08.
Cox, Mark R., College of Pharmacy, Instructor (part-time), 7/1/07 through 6/30/08.
Crowe, Susie, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Cubit, Allison, College of Pharmacy, Assistant Professor (voluntary), 3/13/07 through 6/30/11.
Davidson, Sharon, College of Pharmacy, Assistant Professor (voluntary), 4/19/07 through 6/30/11.
Deokar, Amit M., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/16/07 through 6/30/08.
Deskins, Shelli, College of Social Work, Instructor (part-time), 1/15/07 through 6/30/07.
Dietz, Danielle M., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 3/7/07 through 6/30/11.
Domangue, Chad M., College of Medicine, Clinical Instructor, Neurology, 7/1/07 through 6/30/08.
Eken-Sander, Stephanie C., College of Medicine, Assistant Professor (voluntary), Psychiatry, 4/1/07 through 6/30/11.
Elisburg, Michelle E., College of Medicine, Assistant Professor (voluntary), Pediatrics, 3/1/07 through 6/30/11.
Endicott, Mischa R., College of Nursing, Instructor (voluntary), 7/1/07 through 6/30/11.
Ertel, Larry L., College of Medicine, Instructor (voluntary), Internal Medicine, 4/1/07 through 6/30/11.
Estes, Nancy, College of Design, Instructor (part-time), Historic Preservation, 8/16/06 through 6/30/07.

*Special Title Series

Eum, Sung Y., College of Medicine, Assistant Research Professor, Neurosurgery, 7/1/07 through 6/30/08.
Flener, Alan, College of Pharmacy, Assistant Professor (voluntary), 4/12/07 through 6/30/11.
Foster, Dana, College of Pharmacy, Assistant Professor (voluntary), 7/20/06 through 6/30/11.
Gipe, Patrick B., College of Medicine, Instructor (voluntary), Internal Medicine, 5/1/07 through 6/30/11.
Gossage, Angie, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
Graves, James B., College of Pharmacy, Instructor (voluntary), 4/4/07 through 6/30/11.
Hager, James, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 3/7/07 through 6/30/11.
Hanna, Catherine, College of Pharmacy, Assistant Professor (voluntary), 2/19/07 through 6/30/11.
Hansford, Melissa G., College of Medicine, Instructor (part-time), Pediatrics, 7/1/07 through 6/30/08.
Herald, Helen M., College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
Hester, David, College of Pharmacy, Assistant Professor (voluntary), 3/13/07 through 6/30/11.
Hippisley, Andrew, College of Arts and Sciences, Assistant Professor, English, 8/16/07 through 6/30/09.
Hurley, Jim, College of Pharmacy, Assistant Professor (voluntary), 3/13/07 through 6/30/11.
Jahangiri, Anisa, College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.
Jones, Daniel, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Jordan, Mickey, College of Arts and Sciences, Instructor, Aerospace Studies, 7/1/07 through 6/30/11.
Kevern, Mark A., College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 3/26/07 through 6/30/11.
King, Diane E., College of Arts and Sciences, Assistant Professor, Anthropology, 8/16/07 through 6/30/09.
Knudsen, Hannah K., College of Medicine, Assistant Professor, Behavioral Science, 6/1/07 through 6/30/07.
Koch, Erin, College of Arts and Sciences, Assistant Professor, Anthropology, 8/16/07 through 6/30/09.
Ledford, Sue, College of Pharmacy, Assistant Professor (voluntary), 1/22/07 through 6/30/11.
Lee, Min-Young, College of Agriculture, Assistant Professor, Merchandising, Apparel and Textiles, 8/15/07 through 6/30/08.
Lovell, Carrie, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.

*Special Title Series

Lukoji, Tshibungu, College of Health Sciences, Instructor (voluntary), Clinical Sciences, 12/1/06 through 6/30/11.
Madison, Laura, College of Pharmacy, Assistant Professor (voluntary), 3/13/07 through 6/30/11.
Mahan, Susan, College of Pharmacy, Assistant Professor (voluntary), 3/13/07 through 6/30/11.
Marion, Wesley K., College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Marti, Francesc, College of Medicine, Assistant Professor, Microbiology, Immunology and Molecular Genetics, 6/1/07 through 6/30/07.
Mastin, Amanda, College of Pharmacy, Assistant Professor (voluntary), 1/9/07 through 6/30/11.
May, Charles E., College of Engineering, Assistant Adjunct Professor, Electrical and Computer Engineering, 7/1/07 through 6/30/10.
McGlone, Linda, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
McKeon, Patrick O., College of Health Sciences, Assistant Professor, Rehabilitation Sciences, 8/1/07 through 6/30/08.
McMullen, Colleen N., College of Medicine, Assistant Adjunct Professor, Physiology, 7/1/07 through 6/30/08.
Medina, Jennifer M., College of Health Sciences, Assistant Professor, Rehabilitation Sciences, 8/1/07 through 6/30/08.
Meek, Donna K., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 1/1/07 through 6/30/07.
Mieure, Katherine D., College of Pharmacy, Instructor (part-time), 7/1/07 through 6/30/08.
Mudd, Debbie, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Nash, James, College of Pharmacy, Assistant Professor (voluntary), 1/29/07 through 6/30/11.
Newby, Willie F., College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
Nicholson, Valerie J., College of Medicine, Assistant Professor (voluntary), Health Services Management, 7/1/07 through 6/30/11.
Nisar, Amjad, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 4/1/07 through 6/30/11.
North, Jason, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
Oluwole, Adetokunbo B., Graduate School, Assistant Professor, Martin School of Public Policy and Administration, 8/16/07 through 6/30/08.
Ong, Vivian C., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 3/24/07 through 6/30/11.
Onifer, Stephen M., College of Medicine, Assistant Research Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.
Pagni, Sebastian, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 2/20/07 through 6/30/11.
Parrish, Adam, College of Pharmacy, Assistant Professor (voluntary), 3/13/07 through 6/30/11.

*Special Title Series

Pecoraro, Russell A., College of Medicine, Instructor (part-time), Ophthalmology and Visual Sciences, 7/1/07 through 6/30/08.
Pennington, Rose, College of Agriculture, Instructor (part-time), Family Studies, 1/1/07 through 6/30/07.
Pepper, Kristy A., College of Dentistry, Clinical Assistant Professor, Oral Health Practice, 7/1/07 through 6/30/08.
Phillips, Brooke E., College of Medicine, Instructor (part-time), Internal Medicine, 9/1/07 through 6/30/08.
Plummer, Chris, College of Pharmacy, Assistant Professor (voluntary), 3/13/07 through 6/30/11.
Poole, Ron, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Prabhu, Pramod V., College of Medicine, Assistant Professor (part-time), Radiation Medicine, 7/1/07 through 8/14/07.
Rawlings, Rick D., College of Pharmacy, Assistant Professor (voluntary), 4/4/07 through 6/30/11.
Reed, Mark E., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 5/1/07 through 6/30/11.
Rhodes, Jill R., College of Pharmacy, Assistant Professor (voluntary), 3/17/07 through 6/30/11.
Roberts, Ellen G., College of Medicine, Assistant Professor (visiting), Diagnostic Radiology, 5/1/07 through 6/30/07.
Rush, Robert H., College of Dentistry, Instructor (voluntary), Oral Health Science, 6/1/07 through 6/30/11.
Russell, Carabeth W., College of Medicine, Instructor (part-time), Internal Medicine, 7/1/07 through 6/30/08.
Rust, Marion L., College of Arts and Sciences, Assistant Professor, English, 8/16/07 through 6/30/09.
Sadler, William M., College of Dentistry, Assistant Professor*, Oral Health Practice, 6/13/07 through 6/30/08.
Schafer, Michael G., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 1/1/07 through 6/30/11.
Seiber, Mike, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Senft, Sandra L., College of Pharmacy, Instructor (part-time), 2/1/07 through 1/31/08.
Smith, Gilbert L., College of Pharmacy, Assistant Professor (voluntary), 4/23/07 through 6/30/11.
Sommerville, Drew N., College of Medicine, Instructor (part-time), Ophthalmology and Visual Sciences, 7/8/07 through 6/30/08.
Spaulding, Joel, College of Pharmacy, Assistant Professor (voluntary), 4/25/06 through 6/30/11.
Stacy, Jane, College of Pharmacy, Assistant Professor (voluntary), 3/17/07 through 6/30/11.
Stevens, Cheryl, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Stinson, Keith, College of Pharmacy, Assistant Professor (voluntary), 3/29/07 through 6/30/11.

*Special Title Series

Tsay, Mina, College of Communications and Information Studies, Assistant Professor, Communication, 8/1/07 through 6/30/08.
Venugopalan, Veena, College of Pharmacy, Instructor (part-time), 7/1/07 through 6/30/08.
Vice, Melissa, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
Vincent, William R., College of Pharmacy, Instructor (part-time), 7/1/07 through 6/30/08.
Wampler, Jeffrey L., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 4/11/07 through 6/30/11.
Ward, Bradley, College of Pharmacy, Assistant Professor (voluntary), 2/19/07 through 6/30/11.
Ware, Rachel A., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Watkins, Bonnie, College of Pharmacy, Assistant Professor (voluntary), 4/3/07 through 6/30/11.
Watson, Glenn, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
Watt, Sarah S., College of Arts and Sciences, Instructor (part-time), Hispanic Studies, 1/1/07 through 5/15/07.
Watts, Heather, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 3/1/07 through 6/30/11.
Webb, Angela K., College of Medicine, Instructor (part-time), Internal Medicine, 7/1/07 through 6/30/08.
White, Todd, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.
Wilson, Ronald L., College of Medicine, Instructor (voluntary), Internal Medicine, 5/1/07 through 6/30/11.
Womack, Anthony, College of Pharmacy, Assistant Professor (voluntary), 4/2/07 through 6/30/11.

B. ADMINISTRATIVE APPOINTMENTS

Ajkay, Jennifer Lynn, College of Medicine, Nurse Practitioner, Internal Medicine, effective 4/16/07.
Bingham, Jodie, College of Medicine, Development Assistant IV, Sanders-Brown Center on Aging, effective 4/16/07.
Boyd, Douglas A., College of Communications and Information Studies, Professor (with tenure), Communication, and Acting Chief of Staff, Office of the President, reappointed Acting Chief of Staff, Office of the President, 7/1/07 through 6/30/08.
Breazeale, Dan, College of Arts and Sciences, Professor (with tenure), Philosophy, appointed Acting Chair, Philosophy, 1/1/08 through 6/30/08.
Farley, Joanne, Research, Disability Program Administrator Associate, Human Development Institute, effective 6/1/07.
Hollingsworth, Randolph, Undergraduate Education, Assistant Provost, effective 5/1/07.
Millman, Richard S., College of Arts and Sciences, Professor (with tenure), Mathematics, appointed Acting Chair, Educational Leadership Studies, College of Education, 7/1/07 through 6/30/08.

*Special Title Series

Stringfellow, Vicki, College of Medicine, Nurse Practitioner Senior, Pediatrics, effective 4/9/07.

*Special Title Series

C. JOINT APPOINTMENTS

Lain, Kristine Y., College of Medicine, Assistant Professor*, Obstetrics and Gynecology, joint appointment as Assistant Professor*, Internal Medicine, 4/1/07 through 6/30/07.

Meegan, William J., College of Medicine, Assistant Professor (voluntary), Psychiatry, joint appointment as Assistant Professor (voluntary), Psychology, College of Arts and Sciences, 1/1/07 through 6/30/11.

Steinke, Douglas, College of Pharmacy, Assistant Professor, joint appointment as Assistant Professor, Epidemiology, College of Public Health, 4/1/07 through 6/30/08.

D. REAPPOINTMENTS

Abolins, Liga, College of Arts and Sciences, Lecturer, English, 7/1/07 through 6/30/08.

Adkins, Brian W., College of Medicine, Assistant Professor (part-time), Emergency Medicine, 7/1/07 through 6/30/08.

Agouridis, Carmen T., College of Agriculture, Assistant Research Professor, Biosystems and Agricultural Engineering, 7/1/07 through 6/30/08.

Akin, James W., College of Medicine, Assistant Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.

Al-Sabbagh, Mohanad, College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/07 through 6/30/08.

Alberty, John B., College of Medicine, Assistant Professor*, Pediatrics, 7/1/07 through 6/30/08.

Allaire, Gloria, College of Arts and Sciences, Lecturer, Modern and Classical Languages, Literatures, and Cultures, 7/1/07 through 6/30/08.

Arevalo, Oscar A., College of Dentistry, Assistant Professor, Oral Health Science, and joint appointment as Assistant Professor, Epidemiology, College of Public Health, 7/1/07 through 6/30/08.

Artiushin, Sergey C., College of Agriculture, Assistant Research Professor, Veterinary Science, 7/1/07 through 6/30/08.

Arvin, Rachael, College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Ashford, Kristin B., College of Nursing, Lecturer, 7/1/07 through 6/30/08.

Bailey, George, College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.

Bailey, William A., College of Agriculture, Assistant Extension Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.

Barr, Elizabeth, College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Barr, Nelle V., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Barton, Christopher D., College of Agriculture, Assistant Professor, Forestry, 7/1/07 through 6/30/08.

Bender, John D., College of Fine Arts, Assistant Professor*, Music, 7/1/07 through 6/30/08.

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*Special Title Series

Bennett, John M., College of Medicine, Assistant Professor*, Family and Community Medicine, 7/1/07 through 6/30/08.

Bensalem Owen, Meriem K., College of Medicine, Assistant Professor*, Neurology, and joint appointment as Assistant Professor*, Anatomy and Neurobiology, 7/1/07 through 6/30/08.

Bernard, Andrew C., College of Medicine, Assistant Professor*, Surgery, 7/1/07 through 6/30/08.

Beto, Louis M., College of Dentistry, Instructor (voluntary), Oral Health Science, 3/6/07 through 6/30/11.

Bitson, Troy B., College of Arts and Sciences, Lecturer, Psychology, 7/1/07 through 6/30/08.

Bohanon, Perry K., College of Nursing, Lecturer, 7/1/07 through 6/30/08.

Boney, Kristy R., College of Arts and Sciences, Lecturer, Modern and Classical Languages, Literatures, and Cultures, 7/1/07 through 6/30/08.

Botts, Sheila, College of Pharmacy, Assistant Professor*, 7/1/07 through 6/30/08.

Bowman, Mark A., College of Public Health, Assistant Professor (part-time), Health Services Management, 7/1/07 through 6/30/08.

Bradford, Kay P., College of Agriculture, Assistant Professor, Family Studies, 7/1/07 through 6/30/08.

Bradley, Luke H., College of Medicine, Assistant Professor, Anatomy and Neurobiology, and joint appointment as Assistant Professor, Molecular and Cellular Biochemistry, 7/1/07 through 6/30/08.

Bridges, Phillip J., College of Health Sciences, Assistant Research Professor, Clinical Sciences, 7/1/07 through 6/30/08.

Brown, Roger M., College of Agriculture, Lecturer, Agricultural Economics, 7/1/07 through 6/30/08.

Bryant, Uneeda K., College of Agriculture, Assistant Professor*, Veterinary Science, 7/1/07 through 6/30/08.

Brzyski, Anna W., College of Fine Arts, Assistant Professor, Art, 7/1/07 through 6/30/08.

Burt, John B., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.

Byron, Raymond J., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/07 through 6/30/08.

Campbell, F. Diane, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.

Campbell, Kenneth S., College of Medicine, Assistant Professor, Physiology, 7/1/07 through 6/30/08.

Campbell, Kim K., College of Health Sciences, Assistant Adjunct Professor, Clinical Sciences, 7/1/07 through 6/30/08.

Capilouto, Gilson J., College of Health Sciences, Assistant Professor, Rehabilitation Sciences, 7/1/07 through 6/30/08.

Carlson, Lyle W., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Carter, Michael, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.

Carver, Janette B., Libraries, Librarian IV, 7/1/07 through 6/30/08.

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*Special Title Series

Castillo, Manuel, College of Agriculture, Assistant Research Professor, Biosystems and Agricultural Engineering, 7/1/07 through 6/30/08.
Chambers, Dennis, College of Business and Economics, Assistant Professor, Accountancy, 7/1/07 through 6/30/08.
Chang, Phillip, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Chang, Phillip K., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/07 through 6/30/08.
Charnigo, Richard, College of Public Health, Assistant Professor, Biostatistics, and joint appointment as Assistant Professor, Statistics, College of Arts and Sciences, 7/1/07 through 6/30/09.
Cheeseman, Melissa M., College of Medicine, Assistant Professor (part-time), Emergency Medicine, 7/1/07 through 6/30/08.
Chen, Jinhui, College of Medicine, Assistant Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.
Chico-Wyatt, Irene O., College of Arts and Sciences, Lecturer, Hispanic Studies, 7/1/07 through 6/30/08.
Chiswell, Charles L., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Chlebowy, Diane O., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Chung, Misook L., College of Nursing, Assistant Research Professor, 7/1/07 through 6/30/08.
Cichocki, David, College of Communications and Information Studies, Assistant Professor (temporary), Communication, 7/1/07 through 6/30/08.
Clancy, Karen F., College of Public Health, Adjunct Instructor, Health Services Management, 7/1/07 through 6/30/08.
Clements, John H., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Clifford, Timothy M., College of Pharmacy, Assistant Adjunct Professor, 7/1/07 through 6/30/08.
Clodfelter, Timothy M., College of Fine Arts, Assistant Professor*, Music, 7/1/07 through 6/30/08.
Collins, Stuart, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Cook, Aaron M., College of Pharmacy, Assistant Adjunct Professor, 7/1/07 through 6/30/08.
Cook, Richard F., College of Agriculture, Assistant Research Professor, Veterinary Science, 7/1/07 through 6/30/08.
Cook-Newell, Margaret E., College of Agriculture, Lecturer, Nutrition and Food Science, 7/1/07 through 6/30/08.
Cooper, Gregory E., College of Medicine, Assistant Professor (part-time), Neurology, 7/1/07 through 6/30/08.
Cowley, Jennifer B., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Crocker, Lina, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.

*Special Title Series

Croley, Kimberly S., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Cushing, Tamara L., College of Agriculture, Assistant Professor, Forestry, 7/1/07 through 6/30/08.

Dale, Thomas A., College of Medicine, Assistant Adjunct Professor, Family and Community Medicine, 7/1/07 through 6/30/08.

Dalton, Waller L., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.

Danhauer, Jeffrey, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Danner, Deborah D., College of Public Health, Assistant Research Professor, Preventive Medicine and Environmental Health, and joint appointment as Assistant Research Professor, Family and Community Medicine, College of Medicine, 7/1/07 through 6/30/08.

Darrat, Suleiman, College of Arts and Sciences, Lecturer, Modern and Classical Languages, Literatures, and Cultures, 7/1/07 through 6/30/08.

Dasgupta, Siddhartha, College of Agriculture, Assistant Adjunct Professor, Agricultural Economics, 7/1/07 through 6/30/08.

Dawson, Dolph, College of Dentistry, Assistant Research Professor, Oral Health Practice, 7/1/07 through 6/30/08.

Dean, Melvin W., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Deaton, Kelley, College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

Dekker, Rebecca L., College of Nursing, Instructor (part-time), 7/1/07 through 6/30/08.

DeLetter, Mary C., College of Nursing, Assistant Professor (part-time), 7/1/07 through 6/30/08.

Demann, Eric T., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.

Desai, Dharmin D., College of Medicine, Clinical Assistant Professor, Radiation Medicine, 7/1/07 through 6/30/08.

DeSimone, Christopher P., College of Medicine, Assistant Professor*, Obstetrics and Gynecology, 7/1/07 through 6/30/08.

Diebold, Claudia M., College of Nursing, Lecturer, 7/1/07 through 6/30/08.

Dineen, Brian, College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.

Dinkins, Randy D., College of Agriculture, Assistant Adjunct Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.

Dishop, Megan K., College of Medicine, Assistant Professor (visiting), Pathology and Laboratory Medicine, 7/1/07 through 6/30/08.

Dunn, Steven P., College of Pharmacy, Assistant Adjunct Professor, 7/1/07 through 6/30/08.

Dyer, Marc D., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Egan, Thomas, College of Arts and Sciences, Instructor (temporary), Sociology, 1/1/07 through 5/15/07.

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*Special Title Series

Eike, Ann, College of Business and Economics, Lecturer, Economics, 7/1/07 through 6/30/08.
Ellington, Virginia H., College of Agriculture, Lecturer, Family Studies, 7/1/07 through 6/30/08.
Escalante, David A., College of Medicine, Assistant Professor (part-time), Internal Medicine, 7/1/07 through 6/30/08.
Everson, William V., College of Medicine, Assistant Research Professor, Pediatrics, and joint appointment as Assistant Research Professor, Physiology, 7/1/07 through 6/30/08.
Farley, Robert M., Graduate School, Assistant Professor, Patterson School of Diplomacy and International Commerce, 7/1/07 through 6/30/08.
Farrell, Herman D., College of Fine Arts, Assistant Professor, Theatre, 7/1/07 through 6/30/08.
Farzam, Farjam, College of Medicine, Clinical Assistant Professor, Neurology, 7/1/07 through 6/30/08.
Fee, Dominic B., College of Medicine, Clinical Assistant Professor, Neurology, 7/1/07 through 6/30/08.
Fei, Songlin, College of Agriculture, Assistant Professor, Forestry, 7/1/07 through 6/30/08.
Ferraris, Suellen P., College of Medicine, Assistant Professor (part-time), Surgery, 7/1/07 through 6/30/08.
Fields, Laurie, College of Agriculture, Assistant Professor, Landscape Architecture, 7/1/07 through 6/30/08.
Flannery, Maureen A., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.
Flynn, Jeremy, College of Pharmacy, Assistant Adjunct Professor, 7/1/07 through 6/30/08.
Fraley, Christian S., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.
Frazer, Robert Q., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/07 through 6/30/08.
Friedrich, Andrea M., College of Arts and Sciences, Lecturer, Psychology, 7/1/07 through 6/30/08.
Frolenkov, Gregory I., College of Medicine, Assistant Professor, Physiology, 7/1/07 through 6/30/08.
Garner, Kamara E., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/07 through 6/30/08.
Gianferrari, Elisa A., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Goebel, Jens, College of Medicine, Assistant Professor (part-time), Pediatrics, 7/1/07 through 6/30/08.
Gold, Brian T., College of Medicine, Assistant Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.
Goldman, Art, College of Business and Economics, Lecturer, Accountancy, 7/1/07 through 6/30/08.
Goodin, Michael M., College of Agriculture, Assistant Professor, Plant Pathology, 7/1/07 through 6/30/08.
Gordy, Carrie M., College of Nursing, Clinical Assistant Professor, 7/1/07 through 6/30/08.

*Special Title Series

Gore, David R., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Gorton, William T., College of Agriculture, Assistant Adjunct Professor, Agricultural Economics, 7/1/07 through 6/30/08.
Graves, Kathryn T., College of Agriculture, Assistant Research Professor, Veterinary Science, 7/1/07 through 6/30/08.
Grimes, William R., College of Health Sciences, Assistant Professor*, Clinical Sciences, 7/1/07 through 6/30/08.
Grise, Bill, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Grondin, Richard C., College of Medicine, Assistant Research Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.
Gu, Qihai, College of Medicine, Assistant Research Professor, Physiology, 7/1/07 through 6/30/08.
Guindon, Lynn, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.
Guo, Zhenheng, College of Medicine, Assistant Research Professor, Physiology, 7/1/07 through 6/30/08.
Gurwell, Julie A., College of Health Sciences, Assistant Professor*, Clinical Sciences, 7/1/07 through 6/30/08.
Halich, Gregory S., College of Agriculture, Assistant Extension Professor, Agricultural Economics, 7/1/07 through 6/30/08.
Hall, Julia J., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Haney, Charlotte, College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.
Hankins, Kristine W., College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Hankins, Scott, Graduate School, Assistant Professor (visiting), Martin School of Public Policy and Administration, 7/1/07 through 6/30/08.
Hans, Jason D., College of Agriculture, Assistant Professor, Family Studies, 7/1/07 through 6/30/08.
Harden, Karon K., College of Arts and Sciences, Lecturer, English, 7/1/07 through 6/30/08.
Hardin-Fanning, Frances, College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Hardin-Pierce, Melanie G., College of Nursing, Clinical Assistant Professor, 7/1/07 through 6/30/08.
Hardy, Peter A., Graduate School, Assistant Research Professor, Biomedical Engineering, and joint appointments as Assistant Research Professor, Anatomy and Neurobiology, College of Medicine and Assistant Research Professor, Diagnostic Radiology, College of Medicine, 7/1/07 through 6/30/08.
Hargan, James K., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, and joint appointment as Assistant Professor (voluntary), Surgery, College of Medicine, 2/23/07 through 6/30/11.
Harrison, Ershal, College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/07 through 6/30/08.
Harwood, James D., College of Agriculture, Instructor (temporary), Entomology, 7/1/07 through 6/30/08.
Hatcher, Jennifer, College of Nursing, Assistant Professor, 7/1/07 through 6/30/08.

*Special Title Series

Hatter, Angie, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Hays, Ray G., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/07 through 6/30/08.
Heller, Leonard, Graduate School, Instructor (part-time), Martin School of Public Policy and Administration, 7/1/07 through 6/30/08.
Hensley, Victoria R., College of Nursing, Clinical Instructor, 7/1/07 through 6/30/08.
Henton, Marty, College of Fine Arts, Lecturer, Art, 7/1/07 through 6/30/08.
High, Kathryn D., College of Medicine, Assistant Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Hill, Raymond E., College of Public Health, Assistant Professor (part-time), Health Services Management, 7/1/07 through 6/30/08.
Hoch, Eeva K., Libraries, Librarian IV, 7/1/07 through 6/30/08.
Holbein, Gordon, College of Business and Economics, Senior Lecturer, Management, 7/1/07 through 6/30/08.
Holle, Bruce, College of Arts and Sciences, Lecturer, History, 7/1/07 through 6/30/08.
Horstmeier, Robin L., College of Agriculture, Assistant Professor, Community and Leadership Development, 7/1/07 through 6/30/08.
Hu, Wuyang, College of Agriculture, Assistant Professor, Agricultural Economics, 7/1/07 through 6/30/08.
Huang, Chifu B., College of Dentistry, Assistant Research Professor, Oral Health Science, 7/1/07 through 6/30/08.
Iocono, Joseph A., College of Medicine, Assistant Professor*, Surgery, and joint appointment as Assistant Professor*, Pediatrics, 7/1/07 through 6/30/08.
Iser, Alison, College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/07 through 6/30/08.
Iyengar, Deepak, College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Jackson, Rodney A., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Jensen, Lynne A., College of Nursing, Clinical Assistant Professor, 7/1/07 through 6/30/08.
Jiang, Wei, College of Arts and Sciences, Instructor (temporary), Modern and Classical Languages, Literatures, and Cultures, 8/16/07 through 6/30/08.
Jicha, Gregory A., College of Medicine, Assistant Professor, Neurology, 7/1/07 through 6/30/08.
Jin, Ying, College of Medicine, Assistant Research Professor, Physiology, 7/1/07 through 6/30/08.
Jo, Misung, College of Medicine, Assistant Research Professor, Obstetrics and Gynecology, and joint appointment as Assistant Research Professor, Molecular and Biomedical Pharmacology, 7/1/07 through 6/30/08.
Johnson, Jeffrey T., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Jones, Jeffery A., College of Public Health, Assistant Professor, Health Behavior, and joint appointment as Assistant Professor, Geography, College of Arts and Sciences, 7/1/07 through 6/30/08.

*Special Title Series

Jones, Kenneth R., College of Agriculture, Assistant Extension Professor, Community and Leadership Development, 7/1/07 through 6/30/08.
Joshi, Preeti R., College of Agriculture, Lecturer, Merchandising, Apparel, and Textiles, 7/1/07 through 6/30/08.
Kachroo, Pradeep R., College of Agriculture, Assistant Professor, Plant Pathology, 7/1/07 through 6/30/08.
Kagan, Isabelle A., College of Agriculture, Assistant Adjunct Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Kahne, Harry, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Kelemen, Erick R., College of Arts and Sciences, Assistant Professor (visiting), English, 8/16/07 through 6/30/08.
Kelso, Lynn A., College of Nursing, Clinical Assistant Professor, 7/1/07 through 6/30/08.
Kidwell, Blair, College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Killip, Shersten, College of Medicine, Assistant Professor*, Family and Community Medicine, 7/1/07 through 6/30/08.
Kim, Hyungsoo, College of Agriculture, Assistant Professor, Family Studies, 7/1/07 through 6/30/08.
Kimbrough, Andrew M., College of Fine Arts, Assistant Professor, Theatre, 7/1/07 through 6/30/08.
King, Michael R., College of Medicine, Assistant Professor*, Family and Community Medicine, 7/1/07 through 6/30/08.
Kitchel, Tracy J., College of Agriculture, Assistant Professor, Community and Leadership Development, 7/1/07 through 6/30/08.
Knox, Tamara L., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/07 through 6/30/08.
Knudsen, Hannah K., College of Medicine, Assistant Professor, Behavioral Science, 7/1/07 through 6/30/08.
Kudrimoti, Archana M., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/07 through 6/30/08.
Lain, Kristine Y., College of Medicine, Assistant Professor*, Obstetrics and Gynecology, and joint appointment as Assistant Professor*, Internal Medicine, 7/1/07 through 6/30/08.
Lasher, Steven C., College of Medicine, Assistant Professor (part-time), Anesthesiology, 7/1/07 through 6/30/08.
Lear, Linda A., College of Medicine, Assistant Professor (part-time), Pediatrics, 7/1/07 through 6/30/08.
Lee, Brian D., College of Agriculture, Assistant Professor, Landscape Architecture, 7/1/07 through 6/30/08.
Lee, Chad D., College of Agriculture, Assistant Extension Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Lee, Hui C., College of Fine Arts, Lecturer, Art, 7/1/07 through 6/30/08.
Lee, Janet F., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.

*Special Title Series

Lemmerman, Keith J., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Lester, Harold D., College of Dentistry, Assistant Adjunct Professor, Oral Health Science, 7/1/07 through 6/30/08.
Letcher, Traci, College of Communications and Information Studies, Lecturer, Communication, 7/1/07 through 6/30/08.
Lewis, Cheryl B., College of Nursing, Clinical Instructor, 7/1/07 through 6/30/08.
Lewis, Daniel A., College of Pharmacy, Assistant Adjunct Professor, 7/1/07 through 6/30/08.
Lewis, Thomas, College of Business and Economics, Lecturer, Management, 7/1/07 through 6/30/08.
Lifshitz, Jonathan, College of Medicine, Assistant Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.
Lin, Elizabeth G., College of Pharmacy, Lecturer, 7/1/07 through 6/30/08.
Lin, Yi-Ling, College of Dentistry, Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.
Lindsay, Tedrin B., College of Fine Arts, Lecturer, Music, 7/1/07 through 6/30/08.
Liu, De, College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Liu, Mark, College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Lockhart, Dan, College of Business and Economics, Senior Lecturer, Management, 7/1/07 through 6/30/08.
Lockwood, Anna, College of Pharmacy, Instructor (part-time), 7/1/07 through 6/30/08.
Love, Margaret M., College of Medicine, Assistant Research Professor, Family and Community Medicine, and joint appointment as Assistant Research Professor, Health Behavior, College of Public Health, 7/1/07 through 6/30/08.
Lovitz, Wanda, College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Lowry, Regina C., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Lyon, Sarah M., College of Arts and Sciences, Assistant Professor, Anthropology, 7/1/07 through 6/30/09.
Maggard, Stacie K., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Manley, Daniel B., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Marti, Francesc, College of Medicine, Assistant Professor, Microbiology, Immunology, and Molecular Genetics, 7/1/07 through 6/30/08.
Masabni, Joseph G., College of Agriculture, Assistant Extension Professor, Horticulture, 7/1/07 through 6/30/08.
Massa, F. Christopher, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/07 through 6/30/08.
Mathumuju, Kavita R., College of Dentistry, Assistant Professor*, Oral Health Science, 7/1/07 through 6/30/08.
Mattingly, Michelle L., College of Medicine, Clinical Assistant Professor, Neurology, 7/1/07 through 6/30/08.

*Special Title Series

McCarthy, John J., College of Medicine, Assistant Research Professor, Physiology, 7/1/07 through 6/30/08.
McCulley, Rebecca L., College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
McDonald, John M., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
McGlone, Maury, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
McIntosh, Bruce A., College of Pharmacy, Clinical Assistant Professor, 7/1/07 through 6/30/08.
McLaughlin, Paul W., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.
McLeod, Kyle R., College of Agriculture, Assistant Professor, Animal and Food Sciences, 7/1/07 through 11/5/07.
McNear, David H., College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
McVay, Vicki S., College of Fine Arts, Lecturer, Music, 7/1/07 through 6/30/08.
Meek, Donna K., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 12/31/07.
Melahn, William L., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.
Mendiondo, Marta S., College of Public Health, Assistant Professor, Biostatistics, 7/1/07 through 6/30/08.
Mercer, Randall D., College of Agriculture, Assistant Research Professor, Entomology, 7/1/07 through 6/30/08.
Midboe-Penn, Pamela R., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Mimbs, Cheryl A., College of Agriculture, Assistant Professor, Family Studies, 7/1/07 through 6/30/08.
Moore, David H., College of Law, Assistant Professor, 7/1/06 through 6/30/07.
Moore, David J., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/07 through 6/30/08.
Mowery, Robyn L., College of Agriculture, Assistant Professor, Family Studies, 7/1/07 through 6/30/08.
Moylan, Jennifer S., College of Medicine, Assistant Research Professor, Physiology, 7/1/07 through 6/30/08.
Muha, Brett M., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.
Murphy, Michael P., College of Medicine, Assistant Professor, Molecular and Cellular Biochemistry, 7/1/07 through 6/30/08.
Murray, Janci B., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Murray, Scott, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Murray, Shona C., College of Medicine, Assistant Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.

*Special Title Series

Murrell, Diane M., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Nah, Seungahn, College of Agriculture, Assistant Professor, Community and Leadership Development, 7/1/07 through 6/30/08.
Nardolillo, John J., College of Fine Arts, Assistant Professor*, Music, 7/1/07 through 6/30/08.
Nickell, Debra F., College of Health Sciences, Lecturer, Clinical Sciences, 7/1/07 through 6/30/08.
Nobrega, Jose B., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Norikane, Joey H., College of Agriculture, Assistant Professor, Biosystems and Agricultural Engineering, 7/1/07 through 6/30/08.
Nuckolls, Karen A., Libraries, Librarian III, 7/1/07 through 6/30/08.
Oakley, Oliver R., College of Health Sciences, Assistant Professor, Clinical Sciences, 7/1/07 through 6/30/08.
Oaks, Jan, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.
Owens, Heather H., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Paige, Roger L., College of Fine Arts, Assistant Professor, Theatre, 7/1/07 through 6/30/08.
Painter, Travis A., College of Health Sciences, Assistant Professor (part-time), Clinical Sciences, 7/1/07 through 6/30/08.
Parish, Kyle D., College of Medicine, Assistant Professor*, Family and Community Medicine, and joint appointment as Assistant Professor*, Orthopaedic Surgery, 7/1/07 through 6/30/08.
Parlanti, Sherry M., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Parmley, Lloyd E., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Parrish, Betty, College of Health Sciences, Assistant Professor (voluntary), Health Services, 7/1/06 through 6/30/11.
Parrott, Mark L., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/07 through 6/30/08.
Penn, Stephen T., College of Fine Arts, Lecturer, Music, 7/1/07 through 6/30/08.
Perry, Gerald R., College of Business and Economics, Lecturer, Management, 7/1/07 through 6/30/08.
Phillips, Hayden R., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Pierce, James L., College of Agriculture, Assistant Adjunct Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.
Powdrill, Samuel G., College of Health Sciences, Assistant Professor*, Clinical Sciences, 7/1/07 through 6/30/08.
Prats, Judith, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.
Pushkarskaya, Helen N., College of Agriculture, Assistant Professor, Agricultural Economics, 7/1/07 through 6/30/08.
Ratliff, Darian, College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.

*Special Title Series

Reddy, Arundathi M., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/07 through 6/30/08.

Reece, Erik, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.

Rentfrow, Gregg K., College of Agriculture, Assistant Extension Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.

Reum, Alison D., College of Agriculture, Assistant Extension Professor, Agricultural Economics, 7/1/07 through 6/30/08.

Rice, Angela Y., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/07 through 6/30/08.

Ritchie-Dabney, Rosalind, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/07 through 6/30/08.

Roberts, Ellen G., College of Medicine, Assistant Professor (visiting), Diagnostic Radiology, 7/1/07 through 6/30/08.

Robinette, Catherine D., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Rock, Troy C., College of Medicine, Clinical Assistant Professor, Emergency Medicine, 7/1/07 through 6/30/08.

Rockich, Anna K., College of Medicine, Assistant Professor (part-time), Surgery, and joint appointment as Assistant Professor (part-time), College of Pharmacy, 7/1/07 through 6/30/08.

Rodgers, Toni G., College of Health Sciences, Assistant Adjunct Professor, Clinical Sciences, 7/1/07 through 6/30/08.

Roeding, Richard L., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Rose, Gregory L., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/07 through 6/30/08.

Roussel, Guy, College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.

Rowe, Billy W., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Roy, Zackary V., College of Medicine, Clinical Assistant Professor, Internal Medicine, and joint appointment as Clinical Assistant Professor, Pediatrics, 7/1/07 through 6/30/08.

Rutledge, Heather L., College of Medicine, Assistant Adjunct Professor, Pathology and Laboratory Medicine, 7/1/07 through 6/30/08.

Sadler, William M., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/07 through 6/30/08.

Saghaian, Sayed H., College of Agriculture, Assistant Professor, Agricultural Economics, 7/1/07 through 6/30/08.

Sajiki, Atsuko, College of Arts and Sciences, Instructor (temporary), Modern and Classical Languages, Literatures, and Cultures, 8/16/07 through 6/30/08.

Sandlin, Phillip D., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Sauer, Jeorg H., College of Arts and Sciences, Lecturer, Modern and Classical Languages, Literatures, and Cultures, 7/1/07 through 6/30/08.

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*Special Title Series

Saunders, Brook A., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Saunders, Erin J., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Saunders, Marnie M., Graduate School, Assistant Professor, Biomedical Engineering, 7/1/07 through 6/30/08.
Scaggs, Deirdre A., Libraries, Librarian IV, 7/1/07 through 6/30/08.
Schlackman, Marc S., College of Fine Arts, Lecturer, Music, 7/1/07 through 6/30/08.
Schoenfeld, Jene' L., College of Arts and Sciences, Assistant Professor, English, 7/1/07 through 6/30/09.
Schooler, Julia C., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/06 through 6/30/11.
Schwab, Gregory J., College of Agriculture, Assistant Extension Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Scott, Leslie K., College of Nursing, Clinical Assistant Professor, 7/1/07 through 6/30/08.
Scott, Ruth A., College of Agriculture, Lecturer, Family Studies, 7/1/07 through 6/30/08.
Seebold, Kenneth W., College of Agriculture, Assistant Extension Professor, Plant Pathology, 7/1/07 through 6/30/08.
Sellitti, Marguerite A., College of Medicine, Clinical Assistant Professor, Radiation Medicine, 7/1/07 through 6/30/08.
Serafin, Bethany L., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.
Shannon, Lisa M., College of Social Work, Assistant Research Professor, Behavioral Science, 7/1/07 through 6/30/08.
Shimojo, Masahito, College of Medicine, Assistant Research Professor, Molecular and Cellular Biochemistry, 7/1/07 through 6/30/08.
Short, Gwendolyn S., College of Nursing, Clinical Assistant Professor, 7/1/07 through 6/30/08.
Simmons, Leigh Ann, College of Agriculture, Assistant Professor, Family Studies, and joint appointment as Assistant Professor, Health Services Management, College of Public Health, 7/1/07 through 6/30/08.
Simms, Lynne D., College of Medicine, Assistant Professor (part-time), Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Simon, Marion F., College of Agriculture, Assistant Adjunct Professor, Agricultural Economics, 7/1/07 through 6/30/08.
Singh, Indrapal N., College of Medicine, Assistant Research Professor, Anatomy and Neurobiology, 7/1/07 through 6/30/08.
Slone, Kenneth M., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.
Smalle, Jan A., College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Smith, Jason M., College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Smith, Michael D., College of Public Health, Assistant Adjunct Professor, Health Services Management, and joint appointment as Assistant Adjunct Professor, Clinical Sciences, College of Health Sciences, 7/1/07 through 6/30/08.

*Special Title Series

Spengler, Susan E., College of Public Health, Assistant Professor (part-time), Preventive Medicine and Environmental Health, and joint appointment as Assistant Professor (part-time), Family and Community Medicine, College of Medicine, 7/1/07 through 6/30/08.

Stacey, Rodney C., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Stamatiadis, Anne Marie, College of Arts and Sciences, Senior Lecturer, English, 7/1/07 through 6/30/09.

Stava, Michael W., College of Medicine, Assistant Professor (part-time), Emergency Medicine, and joint appointment as Assistant Professor (part-time), Diagnostic Radiology, 7/1/07 through 6/30/08.

Steffen, Tim J., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Stein, Pam S., College of Medicine, Assistant Professor*, Anatomy and Neurobiology, and joint appointment as Assistant Professor*, Oral Health Practice, College of Dentistry, 7/1/07 through 6/30/08.

Steinmetz, David R., College of Fine Arts, Assistant Professor, Theatre, 7/1/07 through 6/30/08.

Stephenson, Tammy J., College of Agriculture, Lecturer, Nutrition and Food Science, 7/1/07 through 6/30/08.

Stocker, Sean D., College of Medicine, Assistant Professor, Physiology, 7/1/07 through 6/30/08.

Stone, Daria N., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/07 through 6/30/08.

Strakovsky, Dmitry, College of Fine Arts, Assistant Professor, Art, 7/1/07 through 6/30/08.

Stumpf, Elizabeth S., College of Medicine, Assistant Research Professor, Physiology, 7/1/07 through 6/30/08.

Stutz, Misty, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

Suman, Surendranath P., College of Agriculture, Assistant Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.

Sutphin, Stephanie, College of Pharmacy, Assistant Adjunct Professor, 7/1/07 through 6/30/08.

Swan, Gerry M., College of Education, Instructor (part-time), Special Education and Rehabilitation Counseling, 1/1/07 through 6/30/07.

Swanson, Mark A., College of Public Health, Assistant Professor, Health Behavior, 7/1/07 through 6/30/08.

Tang, Guiliang, College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.

Theiss, B. L., College of Dentistry, Clinical Assistant Professor, Oral Health Practice, 7/1/07 through 6/30/08.

Thomas, Eric R., College of Medicine, Instructor (part-time), Ophthalmology and Visual Sciences, 7/1/07 through 6/30/08.

Thompson, John A., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.

Thornbury, Sandra, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.

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*Special Title Series

Tidwell, James H., College of Agriculture, Assistant Adjunct Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.
Tovar, Rudolph M., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Tran, Paulo E., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Turner, Ronald T., College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Vaishnav, Anand G., College of Medicine, Assistant Professor, Neurology, 7/1/07 through 6/30/08.
Van Doren, Saratha K., College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Vanderpool, Robin C., College of Public Health, Assistant Research Professor, Health Behavior, 7/1/07 through 6/30/08.
Varnes, Kathrine L., College of Arts and Sciences, Lecturer, English, 7/1/07 through 6/30/08.
Velez-Pestana, Luis I., College of Medicine, Assistant Professor (voluntary), Anesthesiology, 7/1/06 through 6/30/11.
Vincent, Leslie H., College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Visona, Monica B., College of Fine Arts, Assistant Professor, Art, 7/1/07 through 6/30/08.
Wade, James, College of Fine Arts, Lecturer, Art, 7/1/07 through 6/30/08.
Wagner, Kathleen D., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Wahle, John P., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Walmsley, Lee A., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Wang, Changzheng, College of Agriculture, Assistant Adjunct Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.
Webster, Carl D., College of Agriculture, Assistant Adjunct Professor, Animal and Food Sciences, 7/1/07 through 6/30/08.
Wehrman, Paul T., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Wells, David L., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 3/6/07 through 6/30/11.
Wesley, Scarlett C., College of Agriculture, Assistant Professor, Merchandising, Apparel, and Textiles, 7/1/07 through 6/30/08.
Wheeler, Kathleen S., College of Fine Arts, Lecturer, Art, 7/1/07 through 6/30/08.
Wiemann, Alfred H., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/07 through 6/30/08.
Wiggs, John S., College of Public Health, Adjunct Instructor, Health Services Management, 7/1/07 through 6/30/08.
Wilkinson, Alan D., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/07 through 6/30/08.
Wilson, Jessica L., College of Nursing, Lecturer, 7/1/07 through 6/30/08.
Wilson, Melinda E., College of Medicine, Assistant Professor, Physiology, 7/1/07 through 6/30/08.

*Special Title Series

Wilson, Virginia C., Graduate School, Assistant Adjunct Professor, Martin School of Public Policy and Administration, 7/1/07 through 6/30/08.
Winchester, Kimberly S., College of Medicine, Assistant Professor (voluntary), Anesthesiology, 7/1/07 through 6/30/11.
Wolfgang-Jackson, Lesley, Libraries, Librarian III, 7/1/07 through 6/30/08.
Wong, Conrad J., College of Medicine, Assistant Professor, Behavioral Science, and joint appointment as Assistant Professor, Psychiatry, 7/1/07 through 6/30/08.
Wright, Heather R., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/07 through 6/30/08.
Wright, Scott J., College of Fine Arts, Assistant Professor*, Music, 7/1/07 through 6/30/08.
Wrightson, Alan S., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/07 through 6/30/08.
Xenos, Eleftherios S., College of Medicine, Assistant Professor*, Surgery, 7/1/07 through 6/30/08.
Xu, Dongmei, College of Agriculture, Assistant Adjunct Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Yao, Emery, College of Business and Economics, Assistant Professor, Management, 7/1/07 through 6/30/08.
Yarbrough, Stephanie, College of Pharmacy, Assistant Professor (voluntary), 7/1/07 through 6/30/11.
Yepes, Juan F., College of Dentistry, Assistant Professor, Oral Health Practice, and joint appointment as Assistant Professor, Diagnostic Radiology, College of Medicine, 7/1/07 through 6/30/08.
Yuan, Ling, College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.
Zachman, Frederick M., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/07 through 6/30/08.
Zanjani, Faika, College of Public Health, Assistant Professor, Gerontology, and joint appointment as Assistant Professor, Health Behavior, 7/1/07 through 6/30/08.
Zhang, Tongxiao, College of Business and Economics, Lecturer, Management, 7/1/07 through 6/30/08.
Zhu, Hongyan, College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.

E. PROMOTIONS WITHOUT TENURE

Chambers, Mara D., College of Medicine, from Clinical Instructor, Internal Medicine, to Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.
Tackett, Angela S., College of Medicine, from Clinical Instructor, Internal Medicine, to Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.
Deep, Kristy S., College of Medicine, from Clinical Instructor, Internal Medicine, to Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.
Hioki, Kazuko, Libraries, from Librarian IV, to Librarian III, 7/1/07 through 6/30/08.
Kee, Bryan K., College of Medicine, from Clinical Instructor, Internal Medicine, to Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.

*Special Title Series

LaGrange, Chad A., College of Medicine, from Clinical Instructor, Surgery, to Assistant Professor*, Surgery, 7/1/07 through 6/30/08.

Ramaiah, Dinesh, College of Medicine, from Clinical Instructor, Anesthesiology, to Clinical Assistant Professor, Anesthesiology, 11/1/06 through 6/30/07.

Smith, Susan K., Libraries, from Librarian IV, to Librarian III, 7/1/07 through 6/30/08.

Tri, Mary, College of Arts and Sciences, from Lecturer, English, to Senior Lecturer, English, 7/1/07 through 6/30/08.

Woodrum, Kim, College of Arts and Sciences, from Lecturer, Chemistry, to Senior Lecturer, Chemistry, 7/1/07 through 6/30/09.

F. CHANGES

Butler, Karen M., College of Nursing, from Lecturer, to Assistant Professor*, 7/1/07 through 6/30/08.

Dobbs, Michael R., College of Medicine, from Clinical Assistant Professor, Neurology, to Assistant Professor*, Neurology, 7/1/07 through 6/30/08.

Dvorak, Eduard, College of Medicine, from Assistant Professor (part-time), Radiation Medicine, to Clinical Assistant Professor, Radiation Medicine, 7/1/07 through 6/30/09.

Harman, Kathleen G., College of Arts and Sciences, from Administrative Staff Officer II, Biology, to Administrative Staff Officer III, Biology, effective 5/7/07.

Hayes, Don, College of Medicine, from Clinical Assistant Professor, Pediatrics, to Assistant Professor*, Pediatrics, 7/1/07 through 6/30/08.

Huhn, Jeniffer L., College of Medicine, from Assistant Professor*, Radiation Medicine, to Clinical Assistant Professor, Radiation Medicine, 7/1/07 through 6/30/08.

Kachroo, Aardra, College of Agriculture, from Assistant Research Professor, Plant Pathology, to Assistant Professor, Plant Pathology, 7/1/06 through 6/30/08.

Kendall, Constance L., College of Arts and Sciences, Assistant Professor, English, from 8/16/05 through 5/15/07, to 8/16/05 through 6/30/07.

Kurre, Jennifer L., from College of Nursing, Nurse Practitioner, to College of Medicine, Nurse Practitioner, Internal Medicine, effective 5/8/07.

Mao, Catherine D., Graduate School, from Assistant Professor, Nutritional Sciences, to Assistant Professor, Graduate Center for Nutritional Sciences, College of Medicine, 7/1/07 through 4/30/08.

Myers, Lindsy L., College of Arts and Sciences, from Instructor (temporary), Modern and Classical Languages, Literatures, and Cultures, to Lecturer, Modern and Classical Languages, Literatures, and Cultures, 7/1/07 through 6/30/08.

Nour, Sameh, College of Medicine, from Clinical Assistant Professor, Anesthesiology, to Assistant Professor (part-time), Anesthesiology, 7/1/07 through 6/30/08.

Pena, Elpidio D., College of Medicine, from Assistant Professor*, Pathology and Laboratory Medicine, and joint appointment as Assistant Professor*, Internal Medicine, to Clinical Assistant Professor, Pathology and Laboratory Medicine, and joint appointment as Clinical Assistant Professor, Internal Medicine, 7/1/07 through 6/30/08.

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*Special Title Series

Prabhu, Pramod V., College of Medicine, from Assistant Professor (part-time), Radiation Medicine, to Clinical Assistant Professor, Radiation Medicine, 8/15/07 through 6/30/09.

Shannon, Lisa M., College of Social Work, from Adjunct Instructor, to Assistant Research Professor, Behavioral Science, College of Medicine, 5/1/07 through 6/30/07.

Shao, Jianhua, Graduate School, from Assistant Professor, Nutritional Sciences, to Assistant Professor, Graduate Center for Nutritional Sciences, College of Medicine, 7/1/07 through 6/30/08.

Sheetz, Roy Michael, Research, from Programmer Systems Senior, Academic Computing Services, to Scientist III, Center for Computational Sciences, effective 5/1/07.

Swan, Gerry M., College of Education, from Instructor (part-time), Special Education and Rehabilitation Counseling, to Assistant Professor, Special Education and Rehabilitation Counseling, and joint appointment as Assistant Professor, Mechanical Engineering, College of Engineering, 8/16/07 through 6/30/08.

Wang, Shuxia, Graduate School, from Assistant Professor, Nutritional Sciences, to Assistant Professor, Graduate Center for Nutritional Sciences, College of Medicine, 7/1/07 through 6/30/08.

Welsh, J. Darlene, College of Nursing, from Lecturer, to Assistant Professor*, 7/1/07 through 6/30/08.

Wong, Conrad J., College of Medicine, from Assistant Research Professor, Behavioral Science, and joint appointment as Assistant Research Professor, Psychiatry, to Assistant Professor, Behavioral Science, and joint appointment as Assistant Professor, Psychiatry, 6/1/07 through 6/30/07.

G. TERMINAL REAPPOINTMENTS

Brown, Stephen A., College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

Cai, Lei, College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

Danaher, Robert J., College of Dentistry, Assistant Research Professor, Oral Health Practice, and joint appointment as Assistant Research Professor, Microbiology, Immunology and Molecular Genetics, College of Medicine, 7/1/07 through 6/30/08.

Gavalas, Vasileios G., College of Arts and Sciences, Assistant Research Professor, Chemistry, 7/1/07 through 6/30/08.

Howell, John D., College of Arts and Sciences, Lecturer, English, 7/1/07 through 6/30/08.

Ji, Xinying, College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

Li, Guohong, College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

Li, Mengtao, College of Dentistry, Assistant Research Professor, Oral Health Science, 7/1/07 through 6/30/08.

McDonald, Juliana, College of Arts and Sciences, Lecturer, Anthropology, 7/1/07 through 6/30/08.

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*Special Title Series

Schaninger, Takako S., College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

Siminszky, Balazs, College of Agriculture, Assistant Professor, Plant and Soil Sciences, 7/1/07 through 6/30/08.

Tanaka, Keiko, College of Agriculture, Assistant Professor, Community and Leadership Development, and joint appointment as Assistant Professor, Sociology, College of Arts and Sciences, 4/23/07 through 6/30/07.

Waikel, Rebekah, College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

Xun, Chang-Qing, College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/07 through 6/30/08.

H. LEAVES OF ABSENCE

Baxter, Anthony Q., College of Engineering, Associate Professor (with tenure), Computer Science, Leave without pay, 7/1/07 through 6/30/08.

Crystal, Ralph, College of Education, Professor (with tenure), Special Education and Rehabilitation Counseling, Sabbatical leave at full salary, 8/16/07 through 12/31/07.

Firey, Abigail, College of Arts and Sciences, Associate Professor (with tenure), History, Sabbatical leave at two-thirds salary, 7/1/07 through 6/30/08.

Gavalas, Vasileios G., College of Arts and Sciences, Assistant Research Professor, Chemistry, Leave without pay, 5/1/07 through 4/30/08.

Grisham-Brown, Jennifer L., College of Education, Associate Professor (with tenure), Special Education and Rehabilitation Counseling, Sabbatical leave at full salary, 1/1/08 through 5/15/08.

Jabbour, Michel, College of Arts and Sciences, Associate Professor (with tenure), Mathematics, Sabbatical leave at two-thirds salary, 7/1/07 through 6/30/08.

Little, Peter, College of Arts and Sciences, Professor (with tenure), Anthropology, to change from Sabbatical leave at full salary, 7/1/07 through 12/31/07, to Sabbatical leave at full salary, 1/1/08 through 6/30/08.

Malone, Terry R., College of Health Sciences, Professor* (with tenure), Rehabilitation Sciences, and joint appointment as Associate Professor* (without tenure), Surgery, College of Medicine, Sabbatical leave at full salary, 7/1/07 through 6/30/08.

Rosenman, Ellen, College of Arts and Sciences, Professor (with tenure), English, from Sabbatical leave at full salary, 7/1/07 through 12/31/07, to Scholarly fellowship leave, 7/1/07 through 6/30/08, and Sabbatical leave at full salary, 7/1/08 through 12/31/08.

Ruder, Cynthia, College of Arts and Sciences, Associate Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, Scholarly fellowship leave, 7/1/07 through 12/31/07.

Seybert, Andrew F., College of Engineering, Professor (with tenure), Mechanical Engineering, Leave without pay, 1/1/08 through 6/30/08.

Tunberg, Terence, College of Arts and Sciences, Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, from Sabbatical leave at full

*Special Title Series

salary, 7/1/07 through 12/31/07, to Sabbatical leave at full salary, 7/1/08 through 12/31/08.

Waechter, Charles J., College of Medicine, Professor (with tenure), Molecular and Cellular Biochemistry, Sabbatical leave at full salary, 11/15/07 through 2/15/08.

I. RESIGNATIONS

Alberty, John B., College of Medicine, Assistant Professor*, Pediatrics, effective 8/31/07.

Castaneda, Marco A., College of Business and Economics, Assistant Professor, Economics, effective 6/30/07.

Douglas, William I., College of Medicine, Clinical Assistant Professor, Surgery, effective 5/31/07.

Freling, Traci, College of Business and Economics, Assistant Professor, Management effective 6/30/07.

Fulbrook, Denise, College of Arts and Sciences, Assistant Professor, English, effective 6/30/07.

Goldberg, Sanford, College of Arts and Sciences, Associate Professor (with tenure), Philosophy, effective 6/30/07.

Heflin, Colleen, Graduate School, Assistant Professor, Martin School of Public Policy and Administration, effective 6/30/07.

Jackson, Thad R., College of Medicine, Assistant Professor*, Surgery, effective 6/30/07.

Kwon, Seok-Woo, Graduate School, Assistant Professor, Martin School of Public Policy and Administration, effective 6/30/07.

Lane, Jennifer R., College of Fine Arts, Associate Professor* (with tenure), Music, effective 6/30/07.

Marton, James, Graduate School, Assistant Professor, Martin School of Public Policy and Administration, effective 6/30/07.

Maybody, Majid, College of Medicine, Clinical Assistant Professor, Diagnostic Radiology, effective 4/30/07.

Nicholson, Valerie J., College of Medicine, Clinical Assistant Professor, Emergency Medicine, effective 6/30/07.

Pierce, Yolanda, College of Arts and Sciences, Associate Professor (with tenure), English, effective 6/30/07.

Robinson, Jeremy S., College of Agriculture, Assistant Professor, Community and Leadership Development, effective 6/30/07.

Short, Gwendolyn S., College of Nursing, Clinical Assistant Professor, effective 7/31/07.

Stapleton, Kristin, College of Arts and Sciences, Associate Professor (with tenure), History, effective 6/30/07.

Wilkerson, Erin G., College of Agriculture, Assistant Extension Professor, Biosystems and Agricultural Engineering, effective 5/1/07.

Winter, Trevor A., College of Medicine, Associate Professor* (with tenure), Internal Medicine, effective 7/16/07.

Yarbrough, Fay, College of Arts and Sciences, Assistant Professor, History, effective 6/30/07.

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*Special Title Series

EXECUTIVE VICE PRESIDENT FOR HEALTH AFFAIRS

I. BOARD ACTION

A. ADMINISTRATIVE APPOINTMENTS

Marks, Janice, University Hospital, Associate Hospital Director, Hospital Administration, effective 4/30/07.

B. CHANGES

Terrell, LeAnn, University Hospital, from Post Anesthesia Care Unit Coordinator, Perioperative Services, to Hospital Operations Administrator, Capacity Command Center, effective March 18, 2007.

C. EARLY RETIREMENTS

Feinberg, Nancy, Dietetics Technician, Support Services-Contract Dietary, after 30 years and 8 months of consecutive service, under AR II-1-6-1, Section III.A.2, effective 7/7/07.

Kelver, John, Senior System Programmer, EVPHA Information Technology, after 15 years and 4 months of consecutive service, under AR II-1-6-1, Section III.A.2, effective 7/6/07.

D. POST-RETIREMENT APPOINTMENTS

Brock, Linda, University Hospital, Obstetrics Patient Service Coordinator (on-call), 7/1/07 through 6/30/08.

Blair, Ruth, University Hospital, Obstetrics (on-call), 7/1/07 through 6/30/08.

Carter, Cynthia, University Hospital, Children's Hospital (on-call), 7/1/07 through 6/30/08.

Ferrell, Sherian, University Hospital, Children's Hospital (on-call), 7/1/07 through 6/30/08.

Harney, Mary, University Hospital, Pain Management Service (on-call), effective 5/6/07 through 6/30/08.

Kane, Mary, University Hospital, Children's Hospital Childlife Specialist (on-call), 7/1/07 through 6/30/08.

Kazee, Melody, University Hospital, Children's Hospital (on-call), 7/1/07 through 6/30/08.

Kinnaird, Sally, University Hospital, Children's Hospital (on-call), 7/1/07 through 6/30/08.

Larimore, Ree, University Hospital, Obstetrics Nursing Care Technician (on-call), 7/1/07 through 6/30/08.

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*Special Title Series

II. ADMINISTRATIVE ACTIONS

A. ADMINISTRATIVE APPOINTMENTS

Brown, Jennifer D., University Hospital, Regulatory Program Manager, Quality, and Safety, effective 3/30/07.

Brown, Melinda, University Hospital, Digestive Health Program Director, Diagnostic Services, effective 5/14/07.

Hibbitts, Gary, University Hospital, Clinical Operations Manager, Diagnostic Radiology, effective 5/17/07.

*Special Title Series

PR 3

Office of the President
June 12, 2007

Members, Board of Trustees:

APPOINTMENT OF VICE PRESIDENT FOR RESEARCH

Recommendation: that the Board of Trustees approve the appointment of Dr. James W. Tracy as vice president for research, effective October 1, 2007.

Background: Following the resignation of Dr. Wendy Baldwin, executive vice president for research, President Lee Todd began discussions about organizational changes with the provost and others. In October 2006 the Board of Trustees approved a recommendation to replace the executive vice president for research position with a vice president for research position that would have a direct reporting line to the provost in order to facilitate the alignment of research priorities across the academic enterprise.

A search committee was appointed to identify and recommend qualified persons for the position of vice president for research. Four finalists were brought to campus to meet with administrators, faculty, and staff from various organizational units. Dr. Tracy received enthusiastic support across the university and is strongly supported by the search committee.

Dr. Tracy currently serves as professor in the Department of Comparative Biosciences and associate dean for research and graduate training in the School of Veterinary Medicine at the University of Wisconsin–Madison. He received a bachelor's degree (1972) from Bowling Green State University and a Ph.D. (1976) from Purdue University.

Dr. Tracy, a biochemist whose interest has been in the study of human parasites, has an outstanding record of National Institutes of Health-funded research and of training graduate students and postdoctoral scientists. He has had broad responsibilities in sponsored research and academic administration.

The provost supports the appointment of Dr. James W. Tracy as vice president for research.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

PR 4

Office of the President
June 12, 2007

Members, Board of Trustees:

REAPPOINTMENT TO BOARD OF DIRECTORS
OF THE FUND FOR ADVANCEMENT OF EDUCATION AND RESEARCH IN THE
UNIVERSITY OF KENTUCKY MEDICAL CENTER

Recommendation: that the Board of Trustees approve the reappointment of Carol Farmer to the Board of Directors of The Fund for Advancement of Education and Research in the University of Kentucky Medical Center for a two-year term ending June 30, 2009.

Background: In accordance with the Articles of Incorporation of The Fund for Advancement of Education and Research in the University of Kentucky Medical Center, two members of the Board of Directors shall be appointed by the Board of Trustees of the University of Kentucky for two-year terms. The Board of Trustees approved the appointment of Henry Jackson at its September 12, 2006 meeting. Carol Farmer is the second proposed appointment.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

Carol Farmer Bio

Carol Farmer is a philanthropist and longtime supporter of the University of Kentucky. She is active on the Spindletop Hall Board of Directors, the Board of the Kentucky Children's Hospital and co-chair of the Art Committee for the new Chandler Hospital. She has been active in the local community by serving on boards of the Headley-Whitney Museum, Lexington Hearing and Speech Center, Bluegrass Trust for Historic Preservation, and the Center on Aging Foundation. Nationally, Carol serves on the Boards of the National Thoroughbred Retirement Foundation and the J. F. Kennedy Center for Performing Arts.

PR 5

Office of the President
June 12, 2007

Members, Board of Trustees:

APPOINTMENT/REAPPOINTMENT OF BOARD OF DIRECTORS
UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION

Recommendation: that the Board of Trustees approve the appointment of Martha L. Peterson (faculty member) for a three-year term ending June 30, 2010 and the reappointment of Phillip R. Patton (trustee member) for a three-year term ending June 30, 2010 to the Board of Directors of the University of Kentucky Research Foundation (UKRF).

Background: In accordance with the UKRF Articles of Incorporation, members of the Board of Directors of the University of Kentucky Research Foundation are appointed by the Board of Trustees to serve three-year terms. The Nominating Committee of the UKRF Board has recommended and the UKRF Board of Directors has endorsed the appointment of Martha L. Peterson and reappointment of Phillip R. Patton.

In accordance with the guidelines of the Nominating Committee of the Board of Trustees, the committee approves and recommends the reappointment of trustee member Phillip Patton to the UKRF Board.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

Martha L. Peterson, Ph.D.

Dr. Peterson is a professor in the Department of Microbiology, Immunology and Molecular Genetics. She received her Ph.D. in biochemistry from the University of Wisconsin-Madison and was a postdoctoral fellow at the Fox Chase Cancer Center in Philadelphia before coming to the University of Kentucky College of Medicine in 1989. She has active research funding from the National Science Foundation, National Institutes of Health and the KY Lung Cancer Grant Program.

Dr. Peterson's research focuses on understanding gene regulation at the RNA level. The human genome project has discovered that there are many fewer genes than originally expected. However, because of a number of regulatory reactions that occur at the RNA level of gene expression, this limited number of genes can lead to production of a much greater diversity of protein products. Understanding how these reactions are regulated is essential to being able to identify and correct defects in these processes that may occur in human diseases. Several model systems are studied in the lab, including genes that are regulated during B lymphocyte or liver development and in cancers of these tissues.

In addition to teaching and mentoring both graduate and undergraduate students at UK, Dr. Peterson has mentored high school students and teachers. She is on the editorial board of *The Journal of Biological Chemistry* and has served on the Biochemistry of Gene Expression Grant Review Panel for the National Science Foundation. She is a member of the Association for the Advancement of Science, the RNA Society, the American Society for Biochemistry and Molecular Biology and the American Association for Microbiology. From December 2006 – June 2007, she has been a part time Special Assistant in the Office of the Vice President for Research, coordinating some of the internal faculty support programs administered by the office.

PR 6

Office of the President
June 12, 2007

Members, Board of Trustees:

PROPOSED REVISION TO ADMINISTRATIVE
REGULATION: POLICY ON DEADLY WEAPONS

Recommendation: that the Board of Trustees approve the attached revisions to Administrative Regulation (AR) II-1.2-7, Policy on Deadly Weapons. The proposed revisions consist of updating the definition of deadly weapons to conform to KRS 500.080 and formatting changes to make the regulation consistent with other university regulations.

Background: Kentucky Revised Statute 237.115 permits postsecondary education institutions to limit, restrict, or prohibit deadly weapons on any property owned or controlled by the institution. In 1996, the Board of Trustees approved AR II-1.2-7 to prohibit deadly weapons on university property, provide disciplinary action for violations, and provide for appropriate exceptions. The attached revisions are necessary to:

- Update the definition of deadly weapon to conform to KRS 500.080;
- Clarify the language; and,
- Update the formatting to make the AR consistent with other university regulations.

A revised copy of AR II-1.2-7 is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

UNIVERSITY OF KENTUCKY **ADMINISTRATIVE REGULATIONS**	IDENTIFICATION AR II-1.2-7	PAGE 1
	DATE EFFECTIVE ~~6/11/96~~07	SUPERSEDES REGULATION DATED 6/11/96

~~UNIVERSITY OF KENTUCKY~~ POLICY ON DEADLY WEAPONS
(Approved by the Board of Trustees)

I. Policy ~~PURPOSE~~

The Kentucky General Assembly ~~has~~ explicitly recognize~~sed~~ the authority of the University to regulate the possession of deadly weapons on any property owned, leased or controlled by the University, including the right to prohibit possession of such weapons by any person or entity using ~~or enjoying~~ University property or premises. ~~This policy applies to all property and premises owned or controlled by the University, including off-campus facilities used for athletic or other events controlled, sponsored, or managed by the University.~~

Except as provided in Subsection IV of this policy, deadly weapons are not permitted on any property owned, leased, or controlled by the University, including but not limited to the following: ~~—~~ classrooms, laboratories, residence halls, hospitals and clinics, office buildings, performance halls, museums, athletics and recreation facilities, farms and forests, parking lots and structures, and all outdoor areas of the campus of any unit of the University. This prohibition is applicable to persons who possess and persons who do not possess lawfully issued licenses ~~(~~or permits~~)~~ to carry deadly weapons.

II. Violations
~~PROHIBITION~~

~~A. Except as provided in Subsection III of this policy, deadly weapons are not permitted on any property owned, leased, or controlled by the University, including but not limited to the following -- classrooms, laboratories, residence halls, hospitals and clinics, office buildings, performance halls, museums, athletics and recreation facilities, farms and forests, parking lots and structures, and all outdoor areas of the campus of any unit of the University. This prohibition is applicable to persons who possess and persons who do not possess lawfully issued licenses (or permits) to carry deadly weapons.~~

A.~~B.~~ Students who possess deadly weapons in violation of this prohibition are guilty of violations of the Code of Student Conduct and are subject to disciplinary action under that Code, including expulsion from the University, and all other appropriate legal actions.

B. Faculty and staff ~~E~~employees ~~(faculty or staff)~~ who possess deadly weapons in violation of this prohibition are guilty of misconduct and subject to ~~disciplinary~~

corrective action under Governing and Administrative Regulations, including termination of employment and all other appropriate legal actions.~~.~~

C. Others who possess deadly weapons in violation of this prohibition ~~will~~ shall be directed to remove their weapons or themselves from the University's property or premises and shall be subject to all other appropriate legal actions.~~, with all appropriate legal actions (including arrest) being taken upon failure to comply.~~

III.~~C~~E~~.~~ Definition

For purposes of this policy, "deadly weapon" means:

~~(~~A.~~1)~~ ~~a~~A weapon of mass destruction~~,~~;

~~(~~B.~~1)~~ ~~a~~Any weapon~~s~~ from which a shot, readily capable of producing death or other serious physical injury, may be discharged~~,~~;

~~(~~C. 2)~~ A~~a~~ny knife other than an ordinary pocket knife or hunting knife~~,~~;

~~(~~D.3~~)~~ ~~billy~~Billy, nightstick, or club~~,~~;

~~(~~E.4~~)~~ ~~blackjack~~ Blackjack or slapjack~~,~~;

~~(~~F.5~~)~~ ~~nunchaku~~ Nunchaku karate sticks~~,~~;

~~(~~G.6~~)~~ ~~shuriken~~ Shuriken or death star~~,~~; ~~or~~ and,

~~(~~H.7~~)~~ ~~artificial~~ Artificial knuckles made from metal, plastic, or other similar hard material.

~~III~~IV. Exceptions ~~XCEPTIONS~~

The following actions or activities ~~do not violate~~shall be exceptions to this policy:

A. Possession of deadly weapons by peace officers acting in the course of official duties~~.~~;

B. Possession of deadly weapons as a part of legitimate academic, athletic, or work-related activities (e.g., historical preservation, law enforcement training, ROTC activities, 4-H marksmanship training, rifle t~~r~~eam, etc.)~~.~~;

~~C. Possession of deadly weapons as a part of a sanctioned UK Athletic Association team sport practice or competition (e.g. Rifle Team).~~

~~C~~D.C. Possession of deadly weapons by persons holding valid permits issued by the Kentucky Department of Fish and Wildlife Resources for use in the Robinson Forest Wildlife Management Area~~.~~; and,

~~D~~E.D. Possession of deadly weapons by a person specifically authorized to have such possession by the President, or his or~~/~~ her designee, but only if such person fully complies with any and all restrictions imposed upon such possession by the President, or his~~/~~ or her designee.

References:

KRS 237.115(1)
KRS 500.080

~~AR II 1.2-7~~

PART I

THE UNIVERSITY OF KENTUCKY (DEFINITION)

A. Statutory Definition

1. The term University of Kentucky refers to the institution described in the Kentucky Revised Statutes (KRS) in Chapter 164. KRS 164.100 states that the University of Kentucky is hereby recognized as established and maintained. The legislation states that the University of Kentucky is the institution that was founded under the land grant of 1862 by the United States Congress under the corporate designation and title of "Agricultural and Mechanical College of Kentucky." Further, KRS 164.100 provides that the University shall be maintained by the state with such endowment, incomes, buildings, and equipment as will enable it to do work such as is done in other institutions of corresponding rank, both undergraduate and postgraduate, while embracing instruction as well as research.

2. Legislation in KRS 164.120[*] states that that the colleges, schools, divisions, department, bureaus and offices that are now established and maintained or that in the future may be established by the Board of Trustees shall constitute the University of Kentucky. The legislation also notes that the branches of learning required by the Land Grant Act of Congress approved July 2, 1862, shall be integral and indispensable courses of instruction at the University.

3. Through KRS 164.125, the legislation provides that the University of Kentucky shall be the principal state institution for the conduct of statewide research and statewide service programs and shall be the primary institution authorized to expend State General Fund appropriations on research and service programs of a statewide nature financed principally by state funds. Further, this legislation states that (a) the University's

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[*] The dates of establishment of the colleges listed in the statute are: ***Arts and Sciences*** (1908), ***Agriculture*** (1908), ***Law*** (1908), ***Education*** (1925), ***Graduate*** (1912), ***Engineering*** (1918, as the merger of the College of Civil Engineering, the College of Mechanical Engineering, and the College of Mines and Metals), and Commerce (1925, renamed the College of Business and Economics February 18, 1966; renamed the ***Gatton College of Business and Economics,*** 1996). In accordance with this statute, the following colleges have been subsequently established by the Board of Trustees: ***Pharmacy*** (July 1, 1947), ***Medicine*** (June 1, 1954), ***Dentistry*** (May 28, 1956), ***Nursing*** (May 28, 1956), Architecture (separated from Engineering as a School July 1, 1964; raised to a college May 5, 1970; renamed ***Design,*** October 29, 2002), Allied Health Personnel (as a separate school January 1, 1966; raised to a college, May 5, 1970, renamed Allied Health Professions, January 20, 1967; renamed ***Health Sciences,*** April 30, 2002), Home Economics (separated from the College of Agriculture, 1916; merged back into College of Agriculture, 1917; separated from Agriculture as a school July 1, 1967; raised to a college May 5, 1970; renamed Human Environmental Sciences, January 22, 1991; merged into the College of Agriculture July 1, 2003 as a ***School of Human Environmental Sciences***), Library Science (separated from Arts and Sciences as a school April 2, 1968; raised to a college May 5, 1970; renamed Library and Information Science, April 6, 1982; merged with Communications and renamed ***Communications and Information Studies,*** June 22, 1993), Social Professions (separated from Arts and Sciences as a school June 24, 1968; raised to a college May 5, 1970; renamed ***Social Work,*** May 6, 1980), Communications (May 4, 1976; renamed ***Communications and Information Studies,*** June 22, 1993), and ***Fine Arts*** (separated from Arts and Sciences May 4, 1976).

research and service programs of a statewide nature, as noted in KRS 164.125, shall be programs requiring the establishment and operation of facilities or centers outside of the primary service area of the institution; (b) in carrying out its statewide mission, the University of Kentucky shall conduct statewide research and provide statewide services including, but not limited to, agricultural research and extension services, industrial and scientific research, industrial technology extension services to Kentucky employers, and research related to the doctoral, professional, and post-doctoral programs offered within the University; (c) the University may establish and operate centers and utilize state appropriations and other resources to carry out the necessary research and service activities throughout the state; and (d) the University may enter into joint research and service activities with other universities in order to accomplish its statewide mission. The legislation specifically notes that nothing contained in KRS 164.125(2) shall limit the authority of the Council on Postsecondary Education to establish instructional programs that are consistent with the strategic agenda.

B. University Programs and Requirements

1. The University of Kentucky shall provide:

(a) Upon approval of the Council on Postsecondary Education, baccalaureate programs of instruction;

(b) Upon approval of the Council on Postsecondary Education, master degree programs, specialist degree programs above the master's degree level, and joint doctoral programs in cooperation with other public postsecondary educational institutions in the state;

(c) Upon approval of the Council on Postsecondary Education, doctoral and post-doctoral programs and professional instruction including law, medicine, dentistry, education, architecture, engineering and social professions. (KRS 164.125)

2. The Board of Trustees is an independent agency and an instrumentality of the Commonwealth of Kentucky with exclusive jurisdiction, power over and control of appointments and terminations, qualifications, salaries and compensation, as well as promotions, relations and retirement benefits of all employees of the University.

C. Vision, Mission and Values

The University of Kentucky Board of Trustees adopted the following amended Vision, Mission and Values Statement on January 23, 2007.

1. Vision

The University of Kentucky will be one of the nation's 20 best public research universities, an institution recognized world-wide for excellence in teaching, research, and service and a catalyst for intellectual, social, cultural, and economic development.

2. Mission

The University of Kentucky is a public, research-extensive, land grant university dedicated to improving people's lives through excellence in teaching, research, health care, cultural enrichment, and economic development.

The University of Kentucky:

- facilitates learning, informed by scholarship and research;
- expands knowledge through research, scholarship and creative activity; and
- serves a global community by disseminating, sharing and applying knowledge.

The University, as the flagship institution, plays a critical leadership role for the Commonwealth by contributing to the economic development and quality of life within Kentucky's borders and beyond. The University nurtures a diverse community characterized by fairness and equal opportunity.

3. Values

The values of the University guide its decisions and the behavior of its community. Its core values are:

- integrity;
- academic excellence and academic freedom;
- mutual respect and human dignity;
- embracing diversity
- personal and institutional responsibility and accountability;
- shared governance;
- a sense of community;
- sensitivity to work-life concerns;
- civic responsibility; and
- service to society

D. Ethical Principles and Code of Conduct

The Board of Trustees adopted the document, Ethical Principles and Code of Conduct, on January 27, 2004.

1. Ethical Principles

(a) The University of Kentucky Ethical Principles and Code of Conduct are intended to document expectations of responsibility and integrity. Exemplary ethical conduct is critically important in our relationships with colleagues, trustees, students, volunteers, contractors, and the

public. This statement reflects the values of the University approved by the Board of Trustees on January 27, 2004.

(b) The following core values guide our decisions and behavior:

- integrity
- academic excellence and freedom
- mutual respect and human dignity
- diversity of thought, culture, gender, and ethnicity
- personal and institutional responsibility and accountability
- shared governance
- a sense of community
- sensitivity to work-life concerns
- civic responsibility

(c) Each member of the University must endeavor to:

- promote the best interests of the University of Kentucky
- foster the Vision, Mission, and Values of the University
- preserve the public's respect and confidence in the University of Kentucky
- exhibit personal integrity, honesty, and responsibility in all actions
- provide an environment of mutual respect, impartiality, and collaboration
- maintain confidentiality in all matters deemed confidential
- assure independence of judgment free from conflicting interests
- ensure that relationships that constitute or could be perceived as conflicts of interest are fully and properly disclosed and University guidelines are followed
- comply with the policies and procedures of the University of Kentucky and applicable state and federal laws and regulations
- demonstrate stewardship of University property and resources

2. Code of Conduct

Those acting on behalf of the University of Kentucky have a duty to conduct themselves in a manner that will maintain the public's trust in the integrity of the University and to act compatibly with their obligation to the University. The Code of Conduct establishes guidelines for professional conduct for University members, including trustees, executive officers, faculty, staff, and other individuals employed by the University, those using University resources or facilities, and volunteers and representatives acting as agents of the University (collectively "University members"). The conduct of students is addressed in the *Student Rights and Responsibilities.*

The Code of Conduct is intended as a general guide to determine what conduct is expected and to help individuals to determine behaviors that should be avoided. Employees are strongly urged to consult with their supervisor to review and evaluate specific situations. In addition to the Code, University members are generally subject to all University codes, regulations, and policies and state and federal law. Violations of this code will be subject to appropriate penalties.

While this Code of Conduct provides overall guidance and in some instances interpretation, additional guidance is found in other official University policy documents, such as the *Governing Regulations, Administrative Regulations, Human Resources Policies, University Senate Rules,* and *Business Procedures Manual.*

(a) Nondiscrimination Policy

Equal opportunities shall be provided for all persons throughout the University in recruitment, appointment, promotion, payment, training, and other employment and education practices without regard for economic or social status and will not discriminate on the basis of race, color, ethnic origin, national origin, creed, religion, political belief, sex, sexual orientation, marital status, or age. The University does not discriminate on the basis of uniform service, veteran status, or physical or mental disability when an individual otherwise meets the minimum qualifications for application or participation. All University members are expected to comply with the institution's nondiscrimination policy. The President is responsible for the development of an affirmative action plan by which full implementation of this policy shall be effected in the University. (See *Human Resources Policy and Procedures Number 2.0*)

(b) Confidentiality of Information

University members are entrusted with personal and institutional information that should be treated with confidentiality and used only for conducting University business. Respect for individual and institutional privacy requires the exercise of care and judgment. Unless required or permitted by law or University regulations, personal and official information provided by and about faculty, staff and students must not be given to third parties without the consent of the individuals concerned. When doubt exists regarding the confidentiality of information, University members should presume information is confidential until determined otherwise.

(c) Use of the University's Name

University members have a public association with the University, but are also private citizens, thus care must be taken to appropriately differentiate between the two roles. University members may not use or allow the use of the name of the University or identify themselves as employees of the University of Kentucky in the public promotion or advertising of commercial products without prior written approval. Individuals writing or speaking publicly in a professional or expert capacity may identify themselves by their relationship with the University, but if so identified then in all instances where the individual might give even the appearance of speaking on behalf of the University, care must be taken to emphasize that any views expressed are their own and are not representative of the University of Kentucky. University members are

encouraged to contribute to public debate as citizens. In instances where University members comment publicly as part of their official University duties, they should do so using University stationery and e-mail accounts; when commenting as citizens, University members must use personal stationery and personal e-mail accounts.

(d) University Resources

University members should be responsible stewards of University resources. University members are entrusted with protecting the property, equipment, and other assets of the University and exercising responsible, ethical behavior when using the University's resources. University assets are intended for University activities. Limited personal use of fixed University resources, such as computers and telephones, which does not result in a charge to the University is permitted as long as the use does not interfere with assigned job duties. In some instances, a University member may use University equipment outside of the realm of his or her professional duties when the goals of the individual and the University coincide. Any such use must have the prior, written approval from the dean or appropriate administrator where the resources are located, and must provide that the University will be reimbursed for the full cost of the use of the equipment. Such use must not interfere with the University of Kentucky's uses, and must occur outside of the University member's regular employment assignment. The Office of the University Legal Counsel can provide an appropriate form of agreement.

(e) Sexual Harassment

To foster an environment of respect for the dignity and worth of all members of the University community, the University is committed to maintain a work-learning environment free of sexual harassment. The policy of the University of Kentucky, approved by the Board of Trustees, prohibits sexual harassment of or by students, faculty, and staff and assures that complaints of sexual harassment will be treated and investigated with full regard for the University's due process requirements. The University policy and procedures on sexual harassment can be found in *Administrative Regulation II-1.1-9*.

(f) Personal Relationships

The quality of decisions may be affected when those making decisions have personal relationships with those who are the subjects and possible beneficiaries of these decisions. The critical concern is that personal relationships, whether positive or negative, should not inappropriately or unfairly affect decisions. Conflicts of interest may arise when people are involved in making decisions affecting any members of their families, relatives, or those with whom they have or have had intimate relationships. Decisions affecting present or former business partners should also be avoided. Individuals with personal relationships should excuse themselves from such decision-making. In many cases, potential conflicts can be managed by candid but discreet disclosure of those relationships.

The University strongly urges those individuals in positions of authority not to engage in conduct of an amorous or sexual nature with a person they are, or are likely in the future to be, in a position of evaluating. The existence of a power differential may restrict the less powerful individual's freedom to participate willingly in the relationship. If one of the parties in an apparently welcomed amorous or sexual relationship has the responsibility for evaluating the performance of the other person, the relationship must be reported to the dean, department chair or supervisor so that suitable arrangements can be made for an objective evaluation of the student or employee (*Administrative Regulation II-1.1-9*).

(g) Employment of Relatives

In order to assure independence of judgment that is free from conflicting interest and to avoid relationships that could be perceived as conflicts of interest, no relative of the President shall be employed in a position at the University. Similarly, no relative of the Provost, or any executive vice president, vice president, or any associate provost or associate vice president shall be employed in a position in that officer's administrative area. The Board of Trustees on a stated temporary basis may permit waiver of the above regulation, not to exceed two years, when it is otherwise impractical to fill a position with another fully qualified person. The same individual shall not be eligible for reappointment under the terms of this exception unless approval is given by the Board of Trustees. No relative of any employee of the University may be appointed to any position in the University over which the related employee exercises supervisory or line authority. Employment of relatives within the same department or division shall be approved specifically by the Provost or executive vice president, as appropriate (*Governing Regulation X-1*). The University shall employ no relative of a member of the Board of Trustees. Members of the Board of Trustees, except those elected to the Board as faculty, staff, or student representatives, and relatives of any member of the Board of Trustees are ineligible for employment at the University.

(h) Intellectual Property

University members should be responsible stewards of University resources. All intellectual property conceived, first reduced to practice, written, or otherwise produced by faculty, staff, or students of the University of Kentucky using University funds, facilities, or other resources shall be owned and controlled by the University. Any member of the faculty or staff of the University who produces such intellectual property using University funds, facilities, or other resources shall assign personal rights to the property to the University, or its designate. The traditional products of scholarly activity which have customarily been considered the unrestricted property of the originator, such as journal articles, textbooks, reviews and monographs, and which have been created without involving a material use of University resources, shall be the unrestricted property of the author (*Administrative Regulation II-1.1-3*).

(i) Conflict of Commitment

Decisions and the judgment upon which the decisions are based must be independent from conflicting interests and must hold the best interest of the University of Kentucky foremost.

Conflicts of commitment relate to an individual's distribution of effort between University appointment and outside activities. The University of Kentucky permits external employment or self-employment in an employee's profession or specialty (with the exception of employees participating in a practice plan) where there is not a conflict of interest or commitment. Faculty and professional administrative employees are expected to devote their primary professional loyalty, time, and energy to University of Kentucky teaching, research and service endeavors; activities outside the University must be conducted without detracting from these primary commitments. A conflict of commitment generally occurs when the pursuit of outside activities interferes with obligations to students, to colleagues and to the missions of the University. These conflicts may become apparent in regular performance reviews, in connection with annual salary decisions and scheduled reviews incident to promotion, reappointment or tenure decisions and should be addressed by the appropriate department head. The University policy and procedures on outside consulting can be found in *Administrative Regulation II-1.1-1*.

A staff employee may be employed outside the University when the employment does not constitute a conflict with University interests and when the hours of outside employment do not coincide or conflict with hours of scheduled work or affect the employee's ability to perform satisfactorily. A staff employee may also perform outside employment while on vacation, holiday, or special leave as long as the outside employment does not constitute a conflict of interest. Adherence with this policy is the responsibility of the staff employee who seeks outside employment; however, it is recommended the employee advise his or her department head of the outside employment.

(j) Conflict of Interest

The public's respect and confidence in the University of Kentucky must be preserved. Confidence in the University of Kentucky is put at risk when the conduct of University members does, or may reasonably appear to, involve a conflict between private interests and obligations to the University. All University members shall avoid conduct that might in any way lead members of the general public to conclude that he or she is using an official position to further professional or private interests or the interests of any members of his or her family. In conducting or participating in any transaction, full disclosure of any real or perceived conflict with personal interests and removal from further participation in such matters is required.

Administrative Regulation II-4.0-4 Conflict of Interest and Financial Disclosure Policy – Research sets forth specific relationships and activities that pose a potential conflict of interest for faculty, staff, and students involved in research and related activities. The University recognizes that actual or potential conflicts of interest may occur in the normal conduct of research and other activities. A conflict of interest can also arise if an employee's professional judgment is or may appear to be influenced by personal interests. It is essential that potential conflicts be disclosed and reviewed by the University. After disclosure, the University can make an informed judgment about a particular activity and require appropriate oversight, limitations, or prohibitions in accord with this policy. It is important to remember that each relationship is different, and many factors often will need to be considered to determine whether a conflict of interest exists.

(k) Auditing Services

To effectively discharge their fiduciary and administrative responsibilities, the University's administration and the Board of Trustees are assisted by internal and external (independent) auditing services. These services provide independent, objective assurances and consulting services with respect to evaluating risk management, control, and governance processes. It is a violation of University policy to mislead or give false information to or intentionally omit material facts from internal or external (independent) auditor(s).

(l) Financial Advantage

Members of the University community must exhibit personal integrity, honesty and responsibility in all actions. Official position or office shall not be used to obtain financial gain or benefits for oneself or members of one's family or business associates. Any action that creates the appearance of impropriety should be avoided. Except as specifically approved by the Board, purchases and contracts shall not be made with an employee of the University of Kentucky for any item of supply, equipment, or service, nor may an employee have any interest, directly or indirectly, in any purchase made by the University of Kentucky (*Business Procedures Manual B.2.C*). An indirect interest may be defined as a real or perceived use of a university position or office with respect to a purchase or contract, leading to financial or other benefits to the individual or a member of his or her family. An indirect interest includes situations where a business owned or controlled by a family member does business with the University area where the employee is assigned.

An employee seeking approval under this section shall first make an application to the University Ethics Committee by submitting in writing a full disclosure of all aspects of his or her relationship with the contracting company or business. The Ethics Committee shall make a recommendation to the President, who shall forward to the Board the Committee's recommendation together with his or her recommendation. In recommending approval of a contractual relationship, the Committee shall determine that:

(i) the contractual relationship is in the best interest of the University;

(ii) the employee has taken whatever actions are necessary to avoid any conflict of interest or any appearance of a conflict of interest;

(iii) if the conflict is subject to the provision of KRS Chapter 45A, the employee's contract shall be the lowest price bid or otherwise provides the best value to the University;

(iv) the employee's interest in the contract does not present a conflict with the employee performing his or her job; and,

(v) the nature of the contract and the nature of the employee's interest in the contract or business shall be fully disclosed to the University community by as broad communications as feasibly possible.

Action taken by the Board shall be in open session, by affirmative vote. The action item shall fully disclose the nature of the conflict, and the reasons for the action.

(m) Acceptance of Gifts or Benefits

University members' decisions and actions should be based on the best interest of the University. No member should accept any type of reward, monetary or non-monetary, if there is an explicit or implicit assumption that influence has been exchanged for the favor. When no favor is asked for or gained, gifts of nominal value or moderate acts of hospitality, such as meals, in relation to one's position with the University may be accepted. The following guidelines should be observed:

- Gifts or acts of hospitality valued up to $50 annually from any one source need not be reported.
- Gifts or acts of hospitality valued between $50 to $200 should be reported to the supervisor prior to acceptance.
- Acts of professionally related hospitality above $200 must be specifically justified and reported through the chain of command. Written approval for acceptance must be provided by the Provost or executive vice president, in advance.
- Individuals may not accept gifts valued above $200. These gifts or benefits acknowledged and accepted on behalf of the University should be directed to the Executive Vice President for Finance and Administration, where they can be acknowledged and accepted on behalf of the University.

(n) Clarifications and Reporting Violations

Like all policies, this policy could not possibly cover all possible situations. When any doubt about the propriety of an action exists, the University's policy requires a full and frank disclosure to an appropriate individual with sufficient authority to address the matter. For interpretation, counsel or advice regarding this policy, contact the Office of Legal Counsel.

3. University members are expected to report violations of this policy to an appropriate individual. The University will not tolerate any retaliation against a University member who makes a good faith report of a violation.

E. Kentucky Ethics Statutes

1. Unless specifically approved by the Board, no employee of the University shall be directly or indirectly interested in any contract with the University for the sale of property, materials, supplies, equipment, or services, with the exception of compensation to the two (2)

faculty members and the one (1) staff employee who are members of the Board of Trustees. (KRS 164.131)

2. No member of a board of trustees shall have an interest in any contract with a state university unless such contract shall have been subjected to competitive bidding in compliance with KRS Chapter 45A, unless such trustee shall have been the lowest bidder and unless such trustee shall have first notified in writing the remaining members of the board, and to the newspaper having the largest circulation in the county in which the state university is located, of his intention to bid on such contract. (KRS 45A.340 (7))

F. Diversity

The University is committed to diversity as a vital characteristic of an optimal education and workplace. The University maintains a firm conviction that it must strengthen the diversity of its communities, support free expression, reasoned discourse and diversity of ideas; and take into account a wide range of considerations, including but not limited to, ethnicity, race, disability, and sex, when making personnel and policy decisions. The University is committed to periodically evaluating progress made toward diversity and to communicating the results of such evaluations. Based upon these assessments, the University will give diversity factors consideration to ensure achievement of its mission of instruction, research and service and gain the broadest benefits for the University community.

G. Shared Governance

The diverse expertise collectively available to the University in its faculty, administration, staff employees, and students is a valuable resource. The University as a whole will be able to function at maximum effectiveness where there is an environment in which the sharing of this expertise is valued and promoted. If this expertise is shared, it will enable policy-makers at every level of the organization to make better decisions. To achieve this objective in an environment of shared governance, faculty bodies and administrators will reciprocally solicit and utilize the expertise of the other as each makes decisions in their respective areas of policy-making authority. Through these empowering processes of shared governance, the administration, faculty members, staff employees and students all share the responsibility of attainment of the University's goals.

H. Civic Responsibility of the Individual

In their roles as citizens, staff employees and faculty members have the same freedoms as other citizens, without institutional censorship or discipline, although they should be mindful that accuracy, forthrightness, and dignity befit their association with the University. (Also see D., above.) When staff employees or faculty members speak or write as citizens, they should indicate that they are not speaking for the University.

I. Order of Communication and Reports

All University faculty members and staff employees shall have full rights of communication with administrative officers of the University and the Board of Trustees through established administrative channels. Official recommendations and communications from any faculty member or staff employee shall be sent by the individual to the individual's immediate supervisor. When requested, the supervisor shall transmit such recommendations or communications, with the supervisor's own comments and recommendations to that supervisor's own immediate supervisor.

All faculty members and staff employees shall be entitled to appeal any decision affecting terms of their employment by the University through regularly established channels.

When a supervisory decision or reporting relationship involves a conflict of interest, the next higher-level administrative officer shall designate an alternative officer for the purpose of the decision or reporting.

This regulation shall in no way limit the President in communicating with faculty members or staff employees, nor shall it prevent communication between faculty members, staff employees, or administrative officers, and the Board of Trustees for purposes other than the submission of official recommendations and communications.

J. Use of University Facilities

Kentucky Revised Statutes 164.160 and 164.200, respectively, grant to the Board of Trustees the power to receive, hold, and administer on behalf of the University, all types of property and to establish proper regulations for the government of same.

By virtue of the above, University of Kentucky facilities shall be used only for educational, cultural or charitable purposes, or other purposes as determined by the President or by the administrative officer to whom the President has delegated this responsibility in accordance with these *Governing Regulations, Administrative Regulations,* and *University Senate Rules.*

K. Political Activity

The University cannot endorse, support or promote any political candidate or any partisan political activity. Therefore, University facilities shall not be used for conventions, rallies, or any campaign activities that would further the interests of a political party* or of a candidate or candidates for public office. The facilities of the University may be used for public forums to which all legally qualified candidates for a public office are invited to speak provided that all such candidates are given equal access and opportunity to speak.

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*"Political party" is defined as a voluntary association of persons formed and organized for the purpose of nominating or electing candidates for public office. This definition includes, but is not limited to, the meaning of "political party" as defined in KRS 119.010.

University facilities may be used by registered student organizations for meetings with a candidate or candidates for public office when meetings are open in attendance to students, faculty members, and staff employees of the University.

In accordance with the Constitution of the Commonwealth of Kentucky, the decisions of the United States Supreme Court, and the opinions of the Office of the Attorney General to the Commonwealth of Kentucky, University facilities shall not be used to advance or inhibit religion.

L. Smoke-Free Policy

Kentucky Revised Statute 61.165 requires the Board of Trustees to adopt a written policy related to smoking in buildings owned, operated, or under the jurisdiction of the University. Smoking is generally prohibited in all University owned, operated, leased or controlled buildings, and enclosed walkways or bridges. Smoking is also prohibited within a reasonable distance from building entrances, exits, air intake ducts, and windows. The President is delegated authority to promulgate an appropriate *Administrative Regulation.*

M. Solicitation of Funds

Various charitable organizations desire, from time to time, to conduct on-campus solicitations of contributions from faculty and staff. These charitable solicitations are generally carried out: (1) through use of University mail service; (2) through use of University email systems; and, (3) through access to the payroll deduction system. The University does not intend to convert its mail service, its email systems, or its payroll process into either a limited or unlimited public forum, but prefers to maintain its systems as a non-public forum.

The following criteria will be applied by the President in determining which, if any, charitable organizations will be permitted to engage in the on-campus solicitation of faculty and staff:

1. Whether the charity maintains an affirmative action plan;

2. In cases where access to the payroll deduction is involved, whether the charity can demonstrate that at least 30 percent of the on-campus, University employees have given to the charity in four out of five years or that 30 percent of the on-campus, University employees intend to give to the charity in the current year;

3. In cases of federated or "umbrella" charities, whether the charity provides a health or human service in Fayette County or the University and the extent of such service in the local area;

4. Whether the charity maintains a local office or service center;

5. Whether the charity maintains a reasonable ratio (not more than 15 percent for administration and fund raising) of administrative expenses to program expenses;

6. In the case of federated or "umbrella" charities, whether the charity makes it a practice to submit to an annual review by local citizens of financial and program activity;

7. Whether the charity maintains, from year to year, an active board of local volunteers;

8. In the case of federated or "umbrella" charities, whether the federated charity requires its recipient agencies to maintain operational standards in order to maintain their status as recipients;

9. Require an annual audit and that the charity receives an unqualified audit opinion;

10. Whether the charity is a non-profit organization; and,

11. Whether the charity provides services on an annual basis to employees and students of the University.

N. Campus Sales

Solicitations for subscriptions, sales of merchandise of any kind whatsoever, publications, or services upon University property other than by the regularly authorized stores, food service places, departments, or divisions of the University are prohibited except upon written permission of the Dean of Students.

Any person violating these provisions shall be subject, upon proper notice, to eviction from the University property.

PR 8

Office of the President
June 12, 2007

Members, Board of Trustees:

RESOLUTION OF THE UNIVERSITY OF KENTUCKY ALUMNI ASSOCIATION AMENDING THE ALUMNI TRUSTEES ELECTION RESOLUTION

Recommendation: that approval be given to the attached resolution by the University of Kentucky Alumni Association which amends the rules and regulations for the election of the alumni trustee members of the Board of Trustees.

Background: Kentucky Revised Statute Section 164.140 authorizes the Board of Trustees of the University of Kentucky to prescribe the method by which the alumni may nominate alumni trustee members to be appointed to the Board of Trustees. Since 1935 the University of Kentucky Alumni Association Board of Directors has recommended the rules and regulations for nominating alumni trustees to the Board of Trustees for their approval. These rules and regulations were last amended on May 6, 2003.

On April 21, 2007, the University of Kentucky Alumni Association Board of Directors passed the attached resolution recommending amendments to the rules and regulations that would:

1. Change the method of distribution of the election ballot. Instead of being an insert in the *Kentucky Alumni* magazine, the ballot would be delivered in an email dedicated to the election, as well as be included in the association's monthly eAlumWise electronic newsletter. The fall *Kentucky Alumni* magazine would announce that the ballot for the upcoming Alumni Trustee Election will be distributed by e-mail only. Graduates would be encouraged to go to www.ukalumni.net or to call 1-800-269-ALUM to confirm or update their e-mail address for receipt of a ballot. Graduates will also be informed that if they do not have an e-mail address, they may call 1-800-269-ALUM to request that a printed ballot be mailed to them.

2. Possibly increase voter participation. While the number of graduates receiving the ballot would decline from approximately 136,000 to 60,000, it is projected that a higher percentage of graduates will participate in the election due to the ease of Online voting at the time of receiving the email.

3. Reduce the cost to the university in conducting the election from $15,000 to $0.

Proposed additions are underlined; proposed deletions are lined through.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

RESOLUTION
ALUMNI TRUSTEES ELECTION

Presented to the Board of Trustees by the University of Kentucky Alumni Association ~~May 6, 2003~~ June 12, 2007 outlining method of election for the alumni trustee members of Board of Trustees.

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WHEREAS, Kentucky Revised Statutes Section 164.140, as stated below, authorizes the Board of Trustees of the University of Kentucky to prescribe rules and regulations for the nomination of alumni trustee members to be appointed to the Board of Trustees, and

> 164.140 . Selection of alumni trustees.
> The Board of Trustees of the university shall prescribe the method by which the alumni may, at their annual meeting or at a special meeting called for that purpose, nominate to the Governor three (3) persons from whom the alumni members shall be appointed. No alumnus shall be permitted to vote for the nomination of alumni trustees in the year in which he secures his degree. If the alumni fail to make nominations to the Governor for any year in which nominations are to be made, the Governor shall for that year appoint the alumni trustees from the entire alumni, a list of which shall be provided by the secretary of the alumni association. (4527-13.)

WHEREAS, the use of a simplified ballot with which the biographical sketches of nominees can be consolidated utilizing the most effective and efficient distribution method in order to reduce expenses in mailing ballots, and

WHEREAS, it is desirable for these rules related to alumni trustee election to be revised in order to clarify election and balloting procedures, and

NOW, therefore be it resolved that the following rules and regulations, as revised, shall govern the nomination and election of graduates of the University of Kentucky to be appointed to the Board of Trustees:

1. ~~At a regular called meeting held not later than June 30,~~ Within one year prior to the beginning of the next elected Trustee's term, the ~~Nominating for Alumni Trustee~~ Executive Committee of the University of Kentucky Alumni Association shall nominate, from the graduates of the University, six persons who are qualified for appointment to the University Board of Trustees.

   (a) Alumni Trustee incumbents will not be permitted to succeed themselves in the following election but will be eligible for any future alumni trustee election.

   (b) Any alumni association district is limited to no more than two candidates.

   ~~(c) Each candidate may request one, and only one, list (name, mail address, home telephone, e-mail address) in either printed or electronic format of eligible voting graduates who are active members of the UK Alumni Association from the secretary of the UK Alumni Association.~~

2. When the names of these six nominees have been certified by the Secretary of the Alumni Association and approved by the UK Alumni Association Board of Directors, they shall be arranged alphabetically and placed on a ballot for each eligible voting graduate to record his or her vote.

3. The following election steps and timeline will be ~~adhered to by the alumni office~~ followed during the year prior to the year when the next elected Trustee's term begins:

   ~~(a) The election may take place any time between July 1 and May 31 of the 12 months prior to the beginning of the next elected Trustees term and appointment by the Governor.~~

   ~~(b) The election will be completed by May 31.~~

   (c) Moved to #5.

   (d) Moved to #6.

   August 31 – Announcement of election in *Kentucky Alumni* magazine

   August 31 – Executive Committee of UK Alumni Association selects six nominees

   September 30 – UK Alumni Association Board of Directors approve six nominees

   November 30 – Ballot distributed by e-mail or other available electronic method

   December 31 – Ballot deadline

   January 31 – Three nominees with most votes submitted to UK Board of Trustees

   February 28 – Three nominees with most votes submitted to Governor of Kentucky

   June 30 – Governor of Kentucky appoints Alumni Trustee

   July 1 – Six-year term begins

4. The ballots, so prepared, shall be ~~mailed~~ e-mailed to those entitled to vote (see Kentucky Revised Statute Section 164.140) as their addresses appear in the files of the ~~Alumni Office~~ UK Alumni Association. Any eligible voting graduate who does not have an e-mail address may request a printed ballot to cast his or her vote. With each ballot there shall be sent:

   (a) A short biography of each candidate, which may contain among other things, the date of the candidate's graduation, their present and past occupation, and any public service which has been rendered.

   (b) Necessary instructions for voting, including the number of persons to be voted for, and the method of marking and ~~mailing~~ submitting the ballot.

   (c) There also may be included other information or material of general interest to the alumni.

5. Any ballot, to be counted, must be in the office of the Secretary of the UK Alumni Association not later than noon Lexington time of the deadline date appearing on the ballot and no ballot received after that time shall be counted.

6. Ballots will be counted within five (5) business days following the deadline for voting, and the three nominees receiving the most votes sent to the Secretary of the University Board of Trustees within ~~ten (10)~~ thirty (30) business days following the deadline for voting.

7. In the event that a ballot has been lost or otherwise destroyed, no person shall receive a duplicate ballot unless authorized by the Secretary of the Association. No person shall be permitted to vote other than by official ballot or through an electronic voting procedure using the World Wide Web.

8. ~~Each graduate may vote for any of the persons listed on the ballot.~~ In order for a ballot to be valid no more than three persons can be voted for on any ballot.

9. The vote shall be cast by mail, ~~delivery,~~ Online or any other method considered appropriate by the Association to the Secretary of the UK Alumni Association.

10. The ballots shall be counted by an election committee consisting of the Secretary of the Board of Trustees or their representative, the Secretary of the Alumni Association and other persons agreed on by them.

11. The Secretary of the Board of Trustees shall certify to the Governor the names of the three (3) persons receiving the largest number of votes, from which the Governor shall make the appointment in accordance with the law.

12. Any details of the election not covered in the Kentucky Statutes or in these regulations shall be decided upon by the Secretary of the Board of Trustees.

AACR 1

Office of the President
June 12, 2007

Members, Board of Trustees:

CANDIDATES FOR DEGREES – UNIVERSITY SYSTEM

Recommendation: that the president be authorized to confer upon each individual whose name appears on the attached list the degree to which he or she is entitled, upon certification by the university registrar that the individual has satisfactorily completed all requirements for the degree for which application has been made and as approved by the elected faculty of the University Senate and the Academic Affairs Committee of the Board of Trustees.

Background: The Kentucky Department of Education requires that the degree be posted to the transcript of education students in August in order for the students to be certified and eligible for jobs or promotions prior to the beginning of the school year. Each individual whose name appears on the attached list is scheduled to complete the work leading toward the degree for which application is being made at the close of the 2007 Summer Session.

For details on degree candidate listings, please contact

Jacquie Hager
Registrar's Office
Room 10 Funkhouser Building
University of Kentucky
Lexington, KY 40506-0057
859-257-7157

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

AACR 2

Office of the President
June 12, 2007

Members, Board of Trustees:

CHANGE OF ORGANIZATIONAL STRUCTURE OF THE GRADUATE CENTER FOR NUTRITIONAL SCIENCES

Recommendation: that the Board of Trustees approve the transfer of administrative oversight for the Graduate Center for Nutritional Sciences from the Graduate School to the College of Medicine, effective July 1, 2007.

Background: The Graduate Center for Nutritional Sciences was officially established by the Board of Trustees in April 2000 as a multidisciplinary, degree-granting graduate center to augment the University of Kentucky's research and graduate education missions in the area of nutrition. While continuing to foster research and graduate training in all aspects of nutritional sciences, research within the center combats nutritionally relevant problems facing the constituents of the Commonwealth in the areas of obesity and the related diseases of diabetes and cardiovascular disease.

The Graduate Center for Nutritional Sciences seeks to preserve and expand its collaboration with units in the College of Medicine, including the Clinical Enterprise. The close alignment of research interests between core faculty in the Graduate Center for Nutritional Sciences and basic and clinical researchers in the College of Medicine is a primary rationale for locating the Graduate Center for Nutritional Sciences in the College of Medicine.

Part of the charge to the Futures Task Force was to make recommendations concerning the administrative reporting relationships for the graduate program centers reporting to the Dean of the Graduate School. In 2002 the task force responded to this charge and recommended assignment of the administrative responsibility of the Graduate Center for Nutritional Sciences to the College of Medicine.

The proposal has been reviewed and recommended for approval by the Senate Committee on Academic Organization and Structure, the Senate Council, and the University Senate. The provost of the university supports this recommendation.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

AACR 3

Office of the President
June 12, 2007

Members, Board of Trustees:

ESTABLISHMENT OF THE
INSTITUTE OF RESEARCH FOR TECHNOLOGY DEVELOPMENT

Recommendation: that the Board of Trustees approve the establishment of the Institute of Research for Technology Development in the College of Engineering.

Background: The Institute of Research for Technology Development will address industry problems by conducting multidisciplinary research, drawing on a wide array of technical and scientific fields. The institute will directly and effectively respond to ever-increasing requests from industry for immediate and long-term solutions to process problems and challenges. It is an outgrowth of more than a decade of industrial support for Dr. Kozo Saito and his research team in the area of coatings technology through the Painting Technology Consortium. The new institute will facilitate expanded opportunities for faculty, research and technical support staff, and students beyond the fields of vehicle and coating equipment manufactures, which have historically provided the bulk of the support.

The proposal has been reviewed and recommended for approval by the Senate Committee on Academic Organization and Structure, the Senate Council, and the University Senate. The provost of the university supports this recommendation.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

AACR 4

Office of the President
June 12, 2007

Members, Board of Trustees:

ACADEMIC DEGREE RECOMMENDATION

Recommendation: that the Board of Trustees approve the establishment of a Bachelor of Arts degree with a major in International Studies (CIP Code 30.2001, ATTR = (IN)ternational (ST)udies (INST) in the College of Arts and Sciences, effective in the fall 2007 semester.

Background: The proposed new degree is designed to imbue students with the knowledge and the ability to interact in a variety of international economic, political, and social settings so that they are prepared for careers in globally oriented institutions (whether in business, government, international development agencies, non-governmental organizations, philanthropic agencies, or the arts). Majors also will be prepared academically to continue their education in graduate or professional programs oriented toward international topics (including programs in the humanities, social sciences, and arts as well as law, business, and communications). In short, International Studies majors will learn to think critically and act appropriately in diverse environments.

Preparing a generation of Kentucky citizens and workers for the new global environment is particularly important to the Commonwealth and the nation. The proposed new program will allow the University of Kentucky to bring together its international curricular strengths into a coherent and well-developed program of study.

This program has the approval of the appropriate Councils and University Senate and has completed the 45-day review by the Council on Postsecondary Education. The provost of the university supports this recommendation.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

AACR 5

Office of the President
June 12, 2007

Members, Board of Trustees:

PROPOSED REVISION TO GOVERNING REGULATION: AUTOMATIC EXTENSION OF PROBATIONARY PERIODS

Recommendation: that the Board of Trustees receive the attached revision of Governing Regulation X (GR X) relating to employment for the first reading. The revision implements an automatic one-year extension of the probationary period for regular, special, extension, and librarian title series faculty who become the parent of a child or children by birth, adoption, or guardianship, or who assume significant responsibilities for the care of a relative or domestic partner.

Background: In fall 2005 the Sloan Foundation published a report on family-friendly policies in higher education. The report found that 86 percent of Research I institutions offer a formal policy extending the probationary period upon the birth or adoption of a child. During summer 2005 Princeton University announced that it was implementing a new policy which would automatically extend the probationary period for faculty upon the birth or adoption of a child. Princeton's prior policy had functioned as most policies do: on a request-only basis. An institutional study revealed that most faculty members do not take advantage of the policy, fearing that the extension of time will be held against them during their tenure and promotion review. Other internal studies performed by Research I institutions (University of California System, University of Michigan) revealed similar findings. Thus, Princeton concluded that to make the policy as effective and universal as possible it must be granted automatically. Furthermore, the American Association of University Professors (AAUP) recommends that the extension policy should be in the form of a clear entitlement under institutional policies, rather than in the form of an individually negotiated agreement or informal practice.

Presently, the University of Kentucky does not offer a policy to automatically extend the probationary period upon the birth or adoption of a child, yet both the university's Top 20 Business Plan and the Strategic Plan state that the university must recruit and retain the most talented faculty. Providing competitive benefits to faculty is a key to accomplishing the university's goals. Implementing a policy to automatically extend the probationary period, for not only the birth or adoption of a child, but also for assuming significant care responsibilities for a relative or domestic partner, will provide the university with a competitive advantage among Research I institutions. The implementation costs are relatively low, and the potential benefits are significant: more competitive recruiting, higher faculty morale, and stronger tenure/promotion dossiers.

The attached revision adds a new subsection, GR X.B.1(c), entitled "Automatic Extension of Probationary Periods," and revises subsection GR X.B.1(b) to include an automatic extension of the probationary period as one of the factors that permit a faculty member' s probationary period to exceed seven (7) years.

The addition of an automatic extension of the probationary period has been endorsed by the University Senate, faculty, and the deans of the colleges. The revision is intended to become effective for the academic year 2007-2008.

A revised copy of GR X is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

PART X

REGULATIONS AFFECTING EMPLOYMENT

A. General

1. Merit as the Basis for Appointment

All appointments shall be made strictly on the basis of merit. An applicant for a position shall not be discriminated against because of sex, race, ethnic origin, national origin, sexual orientation, color, creed, religion, age, or political belief. Additionally, the University shall not discriminate against any applicant for employment because of Vietnam-era veteran status, disabled veteran status, or physical or mental disability in regard to any position for which the applicant for employment is qualified.

Members of the Board of Trustees, except those elected to the Board of Trustees as faculty, staff, or student representatives, and relatives of any member of the Board of Trustees are ineligible for employment at the University. "Relatives", as used above, include parents and children, husbands and wives, brothers and sisters, brothers- and sisters-in-law, mothers- and fathers-in-law, uncles, aunts, nieces and nephews, sons- and daughters-in-law, and step-relatives in the same relationships. Employment includes regular and temporary full- and part-time employment, including student work-study and graduate assistant programs.

No relative of the President shall be employed in a position at the University. Similarly, no relative of the Provost, or any associate provost, executive vice president, vice president, or associate vice president shall be employed in a position in that officer's administrative area. Waiver of the above regulation may be permitted by the Board of Trustees. All changes in position and/or rank related to this waiver shall be approved by the Board of Trustees. No relative of any administrative officer of the University, or of any member of the University Faculty, may be appointed to any position in the University over which the related officer or staff employee exercises supervisory or line authority. Employment of relatives within the same department or division shall be approved specifically by the Provost or appropriate executive vice president or vice president. "Relatives," as used above, include parents and children, husbands and wives, brothers and sisters, brothers- and sisters-in-law, mothers- and fathers-in-law, uncles, aunts, nieces and nephews, sons- and daughters-in-law, and step-relatives in the same relationships. The employment of relatives of University employees, as described in this paragraph, whose relationship was not a violation of this section of these *Governing Regulations* prior to its amendment on April 10, 1984, does not constitute a violation of the amended policy provided the relatives are regular employees of the University and remain in the University employment positions which they held on April 10, 1984. However, the transfer of any such employees described in this paragraph (whose employment relationship was not a violation of

policy prior to its amendment on April 10, 1984) to any other regular University position shall require approval of the President.

2. Intellectual Property

As a general policy, all intellectual property conceived, first reduced to practice, written, or otherwise produced by faculty members, staff employees, or students of the University using University funds, facilities, or other resources shall be owned and controlled by the University. Any faculty member, staff employee, or student who produces such intellectual property using University funds, facilities, or other resources shall assign personal rights to the property to the University, or it's designate, but shall have an interest in and a right to share in any financial returns from the commercialization of the property. Notwithstanding, it is a specific policy of the University that the traditional products of scholarly activity, such as journal articles, textbooks, reviews, monographs, works of art, sculpture, music, and course materials, shall be the unrestricted property of the author. The University shall exert no ownership claim of such works. A Standing Committee on Intellectual Property appointed by the President shall administer the policy and oversee implementation of the procedures, both as detailed in the *Administrative Regulation* on intellectual property (AR II-1.1-3).

3. Representation and Attendance at Meetings

In order that the University may be properly represented at the various gatherings or functions to which it is invited from time to time to participate, the President selects faculty members or staff employees to represent the institution.

In addition, employees are urged to become members and to participate in meetings of international, national, regional, and state and local organizations and associations related to their University employment.

Funds may be available to defray the expenses in whole or in part of those who are authorized to attend meetings by the President or other appropriate administrative officers.

4. Retirement

The University of Kentucky Retirement Plan represents a consolidation of the original Retirement Resolution (April 7, 1964) and its numerous subsequent amendments into a unified statement of University policy and guidelines on retirement of employees in Groups I, II, III, IV, and V. The University of Kentucky Retirement Plan, which has been adopted by the Board of Trustees and may be amended only by that body, is presented in its entirety in the *Administrative Regulations* (AR II-1.6-1).

5. Social Security

All employees except those in Civil Service are covered by the Old-Age and Survivors Insurance of the National Social Security Program and are thus eligible for benefits in accordance with the

governing legislation. Each eligible employee of the University must, if the employee has not previously done so, secure a Social Security card and supply to the Office of the Treasurer a completed Treasury Form W-4 with the employee's social security number and other information necessary for withholding appropriate contributions.

6. Group Insurance

Regular full-time faculty members and staff employees who are employed by the University are insured under the Basic Life Insurance Program. This insurance may be increased optionally to a total of one (1), two (2), or three (3) times the employee's basic annual salary, up to the maximum amount contained in the University's contract with the insurer. The premium for the basic insurance is paid by the University, whereas that for the optional increase in insurance is paid by the employee.

In addition, all regular full-time faculty members and staff employees are encouraged to participate in the University's basic health and other insurance programs that also may include coverage for dependents.

7. Workers' Compensation

A University employee sustaining an on-the-job injury to developing a job-related illness is covered by provisions of the Kentucky Workers' Compensation Act.

8. Employee Disability Program

Regular full-time faculty members and staff employees, other than those covered by Civil Service or the Federal Employee Retirement System, are covered by the Long Term Disability Program. Coverage commences after the completion of one (1) year of employment unless the eligible employee, at the time of hire, satisfies the exception condition as outlined in the plan document in which case there is immediate coverage. This program provides income protection through a Long Term Disability Plan. Supplemental Long Term Disability coverage may be offered at the employee's expense.

B. Employment of Faculty

1. Appointment of Faculty

(a) Types of Faculty Appointments

Faculty appointments are with educational units and shall be of three basic types: (1) non-tenured appointments; (2) tenured appointments; and (3) post-retirement appointments.

(i) There are two types of non-tenured appointments.

a. One type of non-tenured appointment is that in which a faculty member is

ineligible for tenure as a consequence of having been appointed (1) in the lecturer, research, clinical, adjunct, visiting, or voluntary title series or (2) on a part-time or temporary basis in a title series. An appointment on a temporary basis involves an individual who has assigned duties and responsibilities that shall be completed within one (1) year or less.

b. A second type of non-tenured appointment is that in which a faculty member is appointed on a full-time, year-to-year basis in the regular, special, extension, or librarian title series. In such an appointment, the faculty member does not have tenure but may be considered for tenure if recommended for such by the appropriate University administrators.

(ii) A tenured appointment is one in which a faculty member is on full-time continuous appointment.

The term "joint appointment" shall apply in any case in which an individual holds two (2) or more intra-University faculty appointments. In such an instance, one of the appointments shall be designated as the primary appointment by the dean of the college if the individual's appointments are associated with educational units in the same college or by the Provost if the appointments are with educational units in different colleges. The constituent appointments relating to a joint appointment may be processed simultaneously or at different times; however, each appointment, reappointment or promotion, shall be processed independently and considered on its own merits. An individual's academic rank, though usually the same, may differ in the constituent appointments. The possibility of tenure applies only to the primary appointment. In case of termination of the non-primary appointment(s) leaving only the primary appointment for a full-time faculty member, the individual's assignment associated with the primary appointment shall become full-time. When an individual under consideration for appointment to an administrative position is also to be considered for a faculty appointment, recommendations of committees on the two respective appoints shall be developed independently on their respective merits, in accordance with the respective established appointment procedures.

(iii) Post-retirement appointments are of two (2) types.

a. One type is that in which retired faculty members may be appointed to perform duties for which fee schedules have been established and approved by the Provost.

b. A second type of post-retirement appointment may be used in a very limited number of cases, when it is essential to a University program or office or when it is otherwise impossible practicably to fill a position with a fully qualified person. Such a part-time or full-time appointment is restricted to former employees who have elected to retire, requires specific prior approval by the Board of Trustees, and is made for a period not to exceed one (1) year.

More detailed information on the various types of appointments is provided in the *Administrative Regulations* (AR II-1.0-1, AR II-5.0-2, and AR II-1.6-1).

(b) Probationary Periods

Probationary periods are applicable to non-tenured appointments of faculty members on a full-time year-to-year basis in the regular, special title, extension, or librarian title series. Such non-tenured appointments may be for one (1) year or for other stated periods, subject to renewal. The total non-tenure period, however, shall not exceed seven (7) years unless one of the following provisions applies: AR II-1.1-12 (Family Medical Leave); ~~GR X.C.7.~~ GR X.B.3(b) (Leave for Duration of an Election or Term of Office); ~~GR X.C.5.d.~~ GR X.B.2(d)(v) (Educational Leave); GR X.B.1(c) (Automatic Delay of Probationary Periods); or for other leaves of absence where the University, in granting the leave, and the individual, in accepting it, agree that time spent on the leave of absence shall not count as probationary period service. ~~Except as provided in PartX.C.5.d. and X.C.7., time spent on leave of absence shall count as probationary period service unless the University in granting the leave and the individual in accepting it agree to the contrary.~~ An individual initially appointed to the rank of full professor may be given non-tenure status for a period not to exceed one (1) year. An individual shall not remain at the rank of instructor in the University for more than three (3) years. If after that period, promotion to a higher rank cannot be justified, the individual's appointment with the University shall not be renewed.

Following appropriate probationary periods not exceeding in duration those described above, all persons of associate professor (or librarian II) or higher rank shall be given tenure or their appointments shall not be renewed; all persons of assistant professor rank (or librarian III) shall be promoted to associate professor (or librarian II) with tenure or their appointments shall not be renewed. Established appointment, promotion, and review procedures shall be followed in making these decisions.

Probationary periods (or maximum non-tenure periods) are not applicable in cases where faculty members are appointed (1) in the lecturer, research, clinical, adjunct, visiting, or voluntary series of academic ranks and titles, or (2) on a part-time or temporary basis. In all such appointments, faculty members are ineligible for tenure.

(c) Automatic Delay of Probationary Periods

A probationary regular, special, extension, or librarian title series faculty member who becomes the parent of a child or children by birth, adoption, or guardianship, or who assumes significant responsibilities for the care of a relative (see GR X.A.1) or domestic partner shall automatically be granted a one-year delay of the probationary period by the dean of the respective college. The event or circumstances providing the basis for a delay related to significant care responsibilities must be clearly beyond those experienced by most probationary faculty. This provision is available to all probationary non-tenured faculty upon their official start date and up until the anniversary of their official start date in the year in which their tenure review is scheduled to occur.

A faculty member who qualifies for an automatic delay of the probationary period, shall submit to his or her department chair a signed and completed Faculty Tenure Delay Form (TDF) and supporting documentation, if required. A faculty member may waive the automatic delay only by completing the waiver section of the TDF. Upon receipt of the TDF, the chair shall prepare and submit to the dean and the Provost a revised Notice of Academic Appointment reflecting the change

in probationary dates, along with the completed TDF and supporting documentation. Notifications of all delays shall be made by the faculty member to his or her department chair as soon as possible after the qualifying event or circumstances (i.e., birth, adoption, guardianship, or assumption of significant care responsibilities), but in no case later than six (6) months from the time of the qualifying event or circumstances or no later than the last day of the fifth year of the probationary period; whichever comes first. The chair, dean, or Provost may require the faculty member to provide documentation supporting the qualifying event or circumstances.

The automatic delay shall not be granted more than two (2) times within the probationary period of a faculty member. The faculty member shall be reviewed for tenure under the same academic standards as a candidate who has not extended the probationary period and shall not be penalized or adversely affected by the delay of the probationary period. A delay of the probationary period in no way limits the right of the University to terminate a probationary appointment prior to the time of the mandatory review for probation and tenure, should circumstances warrant such action.

(de) Appointment Record

The precise terms and conditions, excepting salary, covering each appointment shall be stated in writing on an official appointment record. Notice of reappointment shall be in the possession of the appropriate administrative officers and the appointee at least three (3) months before the renewed appointment begins, when possible, or at the earliest date feasible in view of budget considerations. It shall be the responsibility of the Provost to ensure compliance with this regulation.

(ed) Notification of Non-Renewal of Appointment: Non-Tenured Appointments

Part-time, visiting, or temporary faculty appointments have explicit one (1) year or less terminal dates that terminate at the expiration of the term without notice.

For those employed year-to-year on a fiscal or academic year basis, notification of non-renewal of appointment at the end of the first year of service shall be given not later than March 1 if the appointment expires at the end of that year or three (3) months in advance if the one-year appointment terminates during the academic year. Notification of non-renewal of appointment at the end of the second year of service shall be given no later than December 15 if the appointment expires at the end of the year or six (6) months in advance if the appointment expires during the year. Notification of non-renewal of appointment after more than two (2) years of service shall be given at least twelve (12) months before expiration of appointment. Non-renewal decisions concerning regular, full-time faculty members shall be reported to the Board of Trustees.

Any related appeal(s) to the Provost concerning procedural matters or privilege and/or to the University Senate Advisory Committee on Privilege and Tenure concerning procedural matters, privilege, or allegations of violation of academic freedom must be initiated in writing by the concerned faculty member within sixty (60) days after being notified in writing by the dean about non-renewal of appointment.

(fe) Termination of Appointment

(i) Reasons for Termination

Except in cases of financial emergency, the termination of a tenured appointment or the dismissal of a person prior to the expiration of a non-tenured appointment shall be, in accordance with KRS 164.230, only for reasons of incompetence, neglect of or refusal to perform duties, or for immoral conduct.

In a case of termination because of a financial emergency, the faculty member may have the issues reviewed by the University Senate Advisory Committee on Privilege and Tenure with the right of appeal to the President and the Board of Trustees for the University faculty member. The faculty member shall be given notice as soon as possible and never less than twelve (12) months notice. The released faculty member's position shall not be filled by a replacement within a period of two (2) years unless the released faculty member has been offered reappointment and given a reasonable time within which to accept or decline it.

(ii) Procedure

Dismissal of a faculty member with tenure or of a non-tenured faculty member before the end of a specified term of appointment shall be preceded by discussions between the faculty member and the appropriate administrative officer or officers looking toward a mutual settlement. In the event of failure to agree upon settlement, the Provost shall be responsible for the preparation of a reasonably detailed statement of charges which shall be furnished to the faculty member and the University Senate Advisory Committee on Privilege and Tenure. The committee shall make an informal investigation for the purpose of attempting to affect a resolution and, in the case of failure, shall recommend to the President whether, in its opinion, dismissal proceedings should be undertaken. Its opinion shall not be binding upon the President.

If the President initiates dismissal proceedings, the concerned individual shall have the right to be heard initially by the University Senate Hearing Panel (Privilege and Tenure).

The faculty member shall be informed in writing by the President regarding specific charges at least twenty (20) days prior to the hearing. At least seven (7) days prior to the hearing, the faculty member shall answer the charges in writing. The faculty member may waive the hearing. If the faculty member waives the hearing but denies the charges or asserts that the charges do not support a finding of adequate cause, the Hearing Panel shall evaluate all available evidence and base its recommendation upon the evidence in the record.

The Hearing Panel, in consultation with the President and the faculty member, shall exercise its judgment as to whether the hearing shall be public or private. During the proceedings the faculty member shall be permitted to have an academic advisor and a counsel of personal choice. At the request of either party or the Hearing Panel, a representative of a responsible educational association shall be permitted to attend the proceedings as an observer. A full stenographic record of the hearing or hearings shall be taken and made available to the parties concerned. The

burden of proof that adequate cause for dismissal shall rest with the institution and shall be satisfied only by clear and convincing evidence in the record considered as a whole. If the faculty member's competence is in question, the testimony should include that of qualified faculty members from this and/or other institutions of higher education.

Upon the conclusion of the hearing, the Hearing Panel shall report to the President that adequate cause for dismissal has or has not been established by the evidence in the record. It may, in addition, recommend that, although adequate cause for dismissal has been established, an academic penalty less than dismissal would be more appropriate, giving supporting reasons for the recommendation. If the President accepts a report with a decision adverse to the faculty member, the President shall provide an opportunity for response by the faculty member before transmitting the case to the Board of Trustees and provide reasons in writing to the Hearing Panel and to the faculty member.

A decision adverse to the faculty member may be made only after an opportunity has been given for an additional hearing before the Board of Trustees as required by KRS 164.230. The Board of Trustees shall either sustain the recommendations of the Hearing Panel and the President or return the proceedings to the President and the committee with specific objections. The Hearing Panel then shall reconsider, taking into account the stated objections and receiving new evidence if necessary. The Board of Trustees shall make the final decision after a study of the Hearing Panel's reconsideration.

(iii) Suspension

Until the final decision on termination of an appointment has been reached, the faculty member shall be suspended, or assigned to other duties in lieu of suspension, only if immediate harm to the faculty member or others is threatened by the faculty member's continuance. Before suspending a faculty member, pending an ultimate determination of the individual's status through the hearing procedure, the President shall consult with the University Senate Advisory Committee on Privilege and Tenure. Salary shall be continued during the period of suspension.

(g~~f~~) Academic Freedom of Non-Tenured Faculty

If faculty members on non-tenured appointments or faculty members on post-retirement appointments allege that decisions not to reappoint them were caused by considerations violating academic freedom, or that they were given less advance notice than required in these *Governing Regulations*, they must present their allegations in writing to the University Senate Advisory Committee on Privilege and Tenure within sixty (60) days after being notified in writing by their respective deans of the decisions not to reappoint. Allegations so presented shall be given preliminary consideration by the University Senate Advisory Committee on Privilege and Tenure, which shall attempt to settle the matter by informal methods. The allegations shall be accompanied by statements that aggrieved faculty members agree to the presentation, for the consideration of the committee, of such reasons and evidence as the University may allege in support of its decisions. If the difficulty is unresolved at this stage and if the committee so

recommends, the procedures set forth in *GR X.B.e.ii* shall be applied, except that the faculty members making the complaints are responsible for stating the grounds upon which they base their allegations and the burden of proof shall rest upon them. If *prima facie* cases are established via these procedures in favor of the faculty members, it becomes incumbent upon the persons who made the decisions not to reappoint, or who provided insufficient notice, to present evidence in support of those decisions.

(hg) Resignation

Notice of resignation should be given early enough to reduce serious inconvenience to the University. If faculty members desire to terminate existing appointments or to decline renewals in the absence of notices of non-renewal, they shall give written notice of no less than three (3) months if their rank is instructor or assistant professor, and no less than four (4) months if their rank is higher, before the end of their duties during the academic year (exclusive of a summer session) or thirty (30) days after receiving notification of the terms of their appointments for the coming year, whichever date occurs later. However, they may request in writing a waiver of this requirement in cases of hardship or in situations where they would otherwise be denied substantial professional advancement. Resignations of regular, full-time faculty members shall be reported to the Board of Trustees.

(ih) Administrative Personnel

Administrative personnel who hold academic rank are subject to the foregoing regulations in their capacity as faculty members. Those administrative personnel (holding academic rank) who allege that considerations violative of academic freedom significantly contributed to decisions to terminate their appointments to administrative posts or not to reappoint them shall be entitled to the same procedures as those for non-tenured faculty who have alleged violation of academic freedom.

(ji) Change of Assignment

When it is in the best interests of the institution, and if the professional status of a faculty member is not seriously jeopardized thereby, a change in the duties assigned to an individual may be made without such a change of assignment being regarded as a violation of the individual's tenure rights.

2. Conditions of Employment

(a) Terms of Assignment

Academic assignments are made on academic year (nine-month), ten-month, eleven-month, and twelve-month bases.

(b) Vacation Leave

All full-time faculty members on a ten-month, eleven-month, or twelve-month assignment basis shall be entitled to twenty-two (22) working days of vacation leave with pay per assignment period. With prior administrative approval, faculty members may take vacation leave at appropriate times during the period in which they are eligible to take such leave; however, each faculty member shall be in actual attendance at least until after Commencement and until all reports have been made, and at least three (3) days prior to the first day of registration for the fall semester, unless for special reason leave is approved. Vacation leave normally cannot be accumulated from one assignment period to another, except that a faculty member on a twelve-month assignment basis may take vacation leave either during the assignment period in which the vacation leave is earned or during the subsequent assignment period. Under unusual circumstances, provided it is in the best interest of the University and has advance approval by the Provost, a faculty member on a ten-month or an eleven-month assignment basis also may take unused vacation leave during the assignment period following that in which the vacation leave was earned. Pay for unused vacation leave shall be limited to a maximum of twenty-two (22) days at the end of employment.

(c) Professional Practices

(i) General Policies

During their annual assignment period (whether academic year, ten months, eleven months, or twelve months) faculty members are expected to serve the University full-time. It is expected that they will be interested primarily in the work of their particular educational unit, giving their chief effort to the promotion of its needs.

A faculty member shall, under certain conditions, be permitted to engage, as an expert, in professional employment (consulting or professional practice) outside the University for pay. In general, any outside employment demanding more than purely spare-time effort must be substantially justified in terms of the contribution its performance can bring to the faculty member's pursuit of instruction, research, and service. Conditions under which such employment may be undertaken are as follows:

a. Such employment shall not interfere with the fundamental responsibility of the faculty member to meet regularly assigned duties and inherent obligations to instruction, research, and service, including being regularly available to students and colleagues, which are normally expected of a full-time faculty member and for which the faculty member receives compensation from the University.

b. Such employment requires prior approval in writing by the appropriate University official.

c. All proposals to undertake outside employment shall be made in writing to the chairs whose recommendations shall be forwarded to the respective deans and thence, unless specified otherwise in the *Administrative Regulations* (AR II-1.1-1), to the Provost for final

action. Such proposals shall indicate the nature of the work to be performed, the estimated amount of time involved, the duration of the employment, and the scale of compensation. These proposals shall become a matter of record by the Provost who shall transmit quarterly to the President full information about those that have received approval and those that have been denied. The President, in turn, shall report periodically to the Board of Trustees.

Whenever a proposal by a faculty member is disapproved by an official of the University, it is the obligation of that official to provide the faculty member, upon request, with an oral statement of the reasons for the decision.

Requests shall be specific. Approvals shall not be granted for blanket authorizations to consult or to engage in professional practice.

d. Such employment shall be governed by time limitations stated in the *Administrative Regulations* (AR II-1.1-1) and the provisions of Ethical Principles and Code of Conduct (GR I-D).

e. Such employment must avoid creating a conflict of interest. Each faculty member shall be expected to exercise sound judgment in requesting approval of outside employment, keeping in mind with utmost care the matter of conflict of interest.

While it is not possible to anticipate every factual situation which might give rise to a conflict of interest, such a conflict of interest does arise within the meaning of this regulation when a faculty member represents the legal interests of another party against the University or when a faculty member engages in litigation on behalf of another party against the University. Interpretations as to conflicts of interest in particular factual situations are to be made by the President with the proviso that an adverse decision can be appealed to the Executive Committee of the Board of Trustees.

(ii) Service Plans (AR II-7)

Documents detailing the administration Services Plans approved by the Board of Trustees appear as a part of the *Administrative Regulations* II-.7.0.

(d) Leaves of Absence

(i) Sabbatical Leave

The purpose of sabbatical leave is to provide opportunities for study, research, creative effort, improvement of instructional or public service capabilities and methods, and related travel in order that the quality of each recipient's service to the University may be enhanced.

Faculty members who have full-time non-tenured or tenured appointments in the regular, special title, extension, or librarian series with the rank of assistant professor (or librarian III) or higher, are eligible for sabbatical leaves after six (6) years of continuous service in the rank of instructor

(or librarian III) or higher at the University, or for sabbatical leaves under a different option after three (3) years of continuous service. All such sabbatical leaves shall be approved by the President or the President's designee.

After six (6) years of continuous eligible service, a faculty member may apply for one (1) year's sabbatical leave (academic year for appointees on academic year, ten-month, or eleven-month assignments) at one-half salary or six (6) months' sabbatical leave (academic semester for appointees on academic year, ten-month, or eleven-month assignments) at full salary. After three (3) years of continuous eligible service, an appointee may apply for six (6) months' sabbatical leave (academic semester for appointees on academic year, ten-month, or eleven-month assignments) at one-half salary. Normally "continuous service" is interrupted by a sabbatical leave; that is, no service prior to a sabbatical leave may be credited toward eligibility for future sabbatical leave. However, in the event that it becomes necessary for an individual to postpone a sabbatical leave at the request of and/or for the benefit of the University or one of its educational units, the period of postponement shall be counted as part of the six (6) years of service necessary for the individual to again become eligible for sabbatical leave. The request for and/or agreement that the sabbatical leave be postponed shall be made in writing by the dean, and be approved by the Provost. The request or agreement shall specify the period of postponement and the reason for it. In no case shall cumulative sabbatical leave be granted for a single period longer than one (1) full year at full salary.

Sabbatical leave shall not be used as a means of augmenting personal income. A recipient may not accept gainful employment during a sabbatical leave (for an individual on an academic year assignment basis, this does not include the period of May 16 through August 15; for an individual on a ten-month or eleven-month assignment basis, this does not include the period of vacation and the one (1) or two (2) months outside the assignment period each fiscal year; for an individual on a twelve-month assignment basis, this does not include the one-month vacation period) except as follows:

A fellowship, grant-in-aid, or government-sponsored exchange lectureship may be accepted for the period of the leave if acceptance shall promote the purpose of the leave and is approved by the President or the President's designee.

For those on one-year sabbatical leave, additional salary not to exceed one-half of the regular academic salary may be accepted for (1) work performed during the sabbatical leave on research projects administered by the University with funds from government or private grants or contracts when the terms of the grant or contract authorize the usage of such funds, and when the work to be performed is significantly related to the studies planned for the leave; (2) work on a research grant at another university; (3) research work in a government laboratory; or (4) work as a research professor or associate in another university. Any such arrangements pursuant to this paragraph must be approved by the President or the President's designee.

In neither of the above instances shall a recipient's total income attributable to a sabbatical leave project exceed the individual's regular academic salary. Sabbatical leave shall be granted with

the understanding that the recipient, following the sabbatical leave, will continue service at the University for at least one (1) academic year.

(ii) Temporary Disability Leave

Temporary Disability Leave (TDL) may be granted to faculty members by the Provost. Eligible faculty members who are totally disabled are entitled to six (6) months' TDL with pay. TDL with pay for more than six (6) months requires approval by the Board of Trustees.

(iii) Leaves With Pay

Upon the recommendation of the appropriate administrative officers and approval of the Provost, a faculty member may be granted leave of absence with pay for a period not to exceed thirty (30) days for the purpose of permitting an appointee to attend a professional meeting, serve temporarily with an outside agency, serve in the military forces of the United States, or for other good cause. Such leaves of absence with pay for more than thirty (30) days require approval of the Board of Trustees.

(iv) Leaves Without Pay

Upon the recommendation of the appropriate administrative officers and approval of the Provost, a member of the faculty may be given a leave of absence without pay. Ordinarily such leave shall not be granted for a period in excess of one year (12 months). However, such leave may be extended on application and approval by the appropriate administrative officers. The best interests of the University shall be a major consideration in granting an extension of any such leave. Leaves of absence without pay are not normally credited toward eligibility for sabbatical leave. However, exception may be made when the leave enhances the value of the individual to the University, e.g., a leave to accept a fellowship or a grant, service for professional organizations, etc. In no case shall the leave of absence without pay be considered as an interruption of continuous service.

(v) Educational Leave

To pursue an advanced degree at the University of Kentucky in accordance with these *Governing Regulations,* Part X.C.6, faculty members may request half-time or more leave, with proportional reduction in salary. If such educational leave for faculty development is recommended by the dean and approved by the Provost, the faculty members shall be entitled to normal faculty benefits and privileges during the period of temporary change in status. Although a period of educational leave shall not be credited toward eligibility for sabbatical leave, it shall not be considered as an interruption of continuous service. Also, for non-tenured faculty members, such a period of educational leave shall not be counted as probationary period service.

(vi) Scholarly Fellowship Leave

To accept a scholarly fellowship which allows a faculty member to pursue a program of

research, and which the funding agency will not process through the University, faculty members may request leave with partial pay. If such leave is recommended by the dean and approved by the Provost, the faculty member shall be entitled to normal faculty benefits and privileges during the period of temporary change in status. Time spent on scholarly fellowship leave shall apply toward eligibility for sabbatical leave and count as probationary period service unless the University in granting the leave and the individual accepting it agree to the contrary.

3. Miscellaneous

(a) Faculty Members as Candidates for Degrees

Faculty members having a rank higher than that of instructor may not be considered as candidates for degrees in the discipline in which they are employed and hold academic rank. Faculty members pursuing degrees above the master's degree at the University of Kentucky may not hold more than a half-time work assignment either during the two (2) full-time, consecutive resident semesters preceding the qualifying examination or during the two semesters of full-time dissertation study immediately following the qualifying examination.

(b) Faculty Members as Scholars and Citizens

It is the policy of the University to maintain and encourage, within the law, full freedom of inquiry, discourse, instruction, research, service, and publication and to protect members of the faculty against influences, from inside or outside the University, which would restrict them in the exercise of these freedoms in their areas of scholarly interest. Faculty members shall be permitted and encouraged to investigate any theory, challenge any premise, engage in political and social debate, and to express their dissent, without jeopardy to their academic careers, provided their behavior is not in violation of the law and does not interfere with the normal operation of the educational programs of the University.

Like other citizens, faculty members are free to engage in political activities so far as they are able to do so within the law consistent with their obligations as teachers and scholars. When necessary, leaves of absence without pay may be given for the duration of an election campaign or a term of office, provided that there has been timely application for leave and that the requested leave is limited to a reasonable period of time. The terms of a leave of absence for this purpose shall be set forth in writing. The leave shall not affect unfavorably the tenure status of a faculty member, except that the time spent on such leave from academic duties shall not count as probationary service unless agreed to otherwise.

Elective and appointive part-time services on boards and commissions to which faculty members are prepared to provide exceptional amounts of time shall be governed by policies on professional practice (GR X.C.3).

C. Employment of Staff Employees

1. The *Human Resources Policy and Procedures Administrative Regulations* are

applicable to staff employees. The *Human Resources Policy and Procedures Administrative Regulations* are promulgated by the President pursuant to delegation of the Board of Trustees.

2. Post-Retirement Employment

(a) A post-retirement appointment may be used in a very limited number of cases, when it is essential to a University program or office or when it is otherwise impossible practicably to fill a position with a fully qualified person. Such a part-time or full-time appointment is restricted to former staff employees who have elected to retire, requires specific prior approval by the Board of Trustees, and is made for a period not to exceed one (1) year.

(b) A retiree may be employed as a temporary employee to perform duties for which fee schedules have been established and approved by the Provost or the Executive Vice President for Finance and Administration.

3. Emeritus ranks for retired staff employees and the rights of holders of emeritus titles are established by the President after consultation with the Staff Senate Executive Committee.

D. Opportunity for Hearing

In no case shall an appointment of a postdoctoral scholar, postdoctoral fellow, resident, clinical fellow, teaching assistant, or research assistant be terminated before the end of the period of appointment without the individual being provided an opportunity to be heard before the University Senate Advisory Committee on Privilege and Tenure. Such employees who have established a *prima facie* case to the satisfaction of the committee that a consideration violating academic freedom significantly contributed to the individual's termination, shall be given a written statement of reasons by those responsible for the termination and an opportunity to be heard by the University Senate Hearing Panel of the Privilege and Tenure Committee.

E. Matters A~~E~~ffecting Faculty and Staff

The *Human Resources Policy and Procedures Administrative Regulations* on Benefits are applicable to faculty members and staff employees. All other *Human Resources Policy and Procedures Administrative Regulations* are applicable to faculty members to the extent that there are no other applicable policies for faculty members on the subject matter.

AACR 6

Office of the President
June 12, 2007

Members, Board of Trustees:

PROPOSED REVISION TO ADMINISTRATIVE REGULATION: CLINICAL TITLE SERIES

Recommendation: that the Board of Trustees approve the attached revision of Administrative Regulation (AR) II-1.0-1, Page IX, Appointment and Promotion in the Clinical Title Series. The proposed revision consists of clarifying the procedure, criteria, and conditions for the Clinical Title Series and a general reformatting of the regulation.

Background: The university's mission involves three primary functions: instruction, research, and service. In some areas, the educational experience is enhanced by having faculty members who are qualified to provide care or counseling to clients and training to students in clinical and experiential settings. To fulfill this need a Clinical Title Series for appointments, reappointments, and promotions without tenure was established by the Board of Trustees in 1986 for the health care colleges within the medical center and was extended in 1995 to other colleges with clinical and experiential training. The revision is intended to:

- Clarify that no college shall have more than 25 percent of its faculty in the Clinical Title Series, except upon approval of the provost;
- Allow funding for Clinical Title Series faculty who are not engaged in standard fee-based clinics (e.g., social work, law);
- Require faculty in the Clinical Title Series to hold a terminal degree or other professional certification relevant to the professional area;
- Update the regulation to align with professional accrediting bodies that require a more substantive portion of experiential training within various professions;
- Update the language to conform to the current university administrative organization (i.e., provost model); and
- Update the general formatting to make the regulation consistent with other university regulations.

A revised copy of AR II-1.0-1, Page IX, is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

UNIVERSITY OF KENTUCKY **ADMINISTRATIVE REGULATIONS**	IDENTIFICATION AR II 1.0-1	PAGE IX
	DATE EFFECTIVE mo/dd/07	SUPERSEDES REGULATION DATED AR number 4/8/02

APPOINTMENT, REAPPOINTMENT, AND PROMOTION IN THE CLINICAL TITLE SERIES

I. Introduction

The University's ~~has a role and~~ mission ~~which~~ involves three primary functions: instruction~~education~~, research and service.~~, and research.~~ In some areas, ~~these three functions are interrelated to a great extent. T~~the educational experience ~~program~~ is enhanced by having clinically competent faculty employees who are qualified to personally provide care ~~and~~/or counseling to clients and training to students in clinical settings.~~in locations where students have clinical experiences. Further, these areas have a continuinged need to expand clinical offerings to meet the educational requirements necessary to prepare students in various health professions so that they can meet the needs of citizens in the Commonwealth of Kentucky.Clinically competent professionals who are highly qualified to meet responsibilities in providing care and/or counseling to clients and training to students in clinical settings are essential if the education and research programs of these areas are to remain adequate and competitive.~~ To fulfill this ~~e need indicated above more effectively and to attract and retain faculty professional personnel,~~ need a Celinical Ttitle Sseries for appointments, reappointments, and promotions without tenure was established by the Board of Trustees in 1986 for ~~is established for~~ the health care colleges~~Colleges of Medicine, Dentistry, Pharmacy, Allied Health Professions, Nursing,~~ and was extended in 1995 to other colleges that have clinical~~ly relevant~~ disciplines. The ratio of the number of faculty appointments in the Clinical Title Series to the total number in the tenure-track title series (i.e., Regular, Special, Extension, Librarian) in a college shall not exceed 25 percent unless a specific higher ratio is approved by the Provost and the dean after a consultative vote is taken of the faculty council in the college.

~~Some clinical title series faculty appointed in the College of Medicine may be appointed to a department, and some may not, on the recommendation of the Dean and with the approval of the Senior Vice President and Chancellor of the Medical Center. The Associate Dean for Clinical Affairs will assume responsibility for the faculty not appointed to a department and will function in a manner equivalent to a department chair for this group of faculty. To carry out the functions of establishing a position, appointing and/or promoting these faculty the Dean would consult with a Clinical Program Review Committee made up of at least three clinically oriented faculty members.~~

II. Definition

The Celinical Ttitle Sseries is a series of tenure-ineligible academic ranks and titles for appointment and promotion of ~~appropriately~~ qualified individuals, who participate in the University's academic programs ~~albeit with~~and whose ~~but who have~~ duties and responsibilities ~~which that~~ are essentially related to clinical practice, ~~and~~ service to clients or ~~/~~patients, and experiential training of students of the profession. ~~They are individuals who have elected to practice within a setting that specifically contributes to the academic program of the University, particularly in the clinical area.~~ For those faculty employees appointed to Clinical Title Series positions in health care programs, ~~The~~ the primary responsibilities ~~of the non-tenured faculty member appointed in this series in the Medical Center~~ are to provide patient care services, to expose students to their professional expertise, and to direct students' educational experience in the clinical settings where the faculty ~~member~~ employee practices.

III. Establishment of a Position

To establish a position in the Celinical Ttitle Sseries, the chair~~person~~ of the initiating educational unit shall~~:~~ ~~(1) after consultation with the faculty,~~ prepare, in consultation with the unit faculty ~~members~~employees, a request~~statement~~ demonstrating the need for such a position and indicate~~ing~~ the source, amount, and term of funding for the position, and ~~(~~then ~~2)~~ obtain approvals of the request~~statement~~ from~~by~~ the dean of the college and the Provost ~~or Senior Vice President and Chancellor of the Medical Center~~.

IV. Areas of Activity

A. Four areas of activity are important in the evaluation of individuals for appointment, reappointment, performance review, and promotion in the Celinical Ttitle Sseries: ~~for the Medical Center:~~

~~(~~1.~~)~~ practice or practice-relevant activities;

~~(~~2.~~)~~ effective clinical instruction~~teaching~~;

~~(~~3.~~)~~ professional status and activity; and

~~(~~4.~~)~~ ability to generate practice funds, if applicable for the position and as established in the position request.

B. No University general funds shall be used to support fully or partially the workload of a faculty employee in a Clinical Title Series position, except that the Provost may approve an exception on a position-by-position basis in cases where:

1. the job assignment is inappropriate for the Regular Title Series; and

2. fees or practice funds are not collected in relation to the job activities.

~~EvidencesGuidelines for professional status and activity are described under the Rregular Ttitle Sseries (AR II-1.0-1.V.A.3Section V.A.3 of this Administrative Regulation). In the generation of practice funds,Guidelines are well-established in that the source of funds generated should cover salaries and costs of benefits for the faculty members who are appointed in this role.~~

V. Academic Ranks, Titles, and Criteria

A. The academic ranks and related titles in the Celinical Ttitle Sseries shall be:

~~(1.)~~ ____Celinical Iinstructor;

~~(2.)~~ ____Aassistant Celinical Pprofessor;

~~(3.)~~ ____Aassociate Celinical Pprofessor; and

~~(4.)~~ ____Celinical Pprofessor. ~~This series is established for the purpose of being able to recruit and retain fully-affiliated and full-salaried faculty in the clinical disciplines. It is intended to accommodate those faculty who wish to practice in an academic setting. Appointees in the Celinical Ttitle Sseries shall be subject to annual performance review. as is customary for other faculty.~~

~~All appointments will recognize the individual's potential to attain or generate practice funds, or who will be associated with a unit able to provide funds for practice.~~

B. Appointees in the Clinical Title Series shall be subject to annual performance review. All appointments, reappointments, and promotions shall be decided on the basis of merit and as . ~~and academic service o the University~~evidenced in the above areas in which activity shall be regularly assigned. Evidence of Pprofessional qualifications consists of educational attainment and professional accomplishment. ~~clinical recognition.~~ Evidence in the second area of activity ~~Academic service~~ consists primarily of effective clinical instruction~~teaching~~. Evidence of professional status and activity emphasizes clinical recognition. Evidences for professional status and activity are described under the Regular Title Series (AR II-1.0-1.V.A.3). Although it is not feasible to specify exact criteria for evaluating the credentials of an individual for appointment, reappointment, or promotion to any one particular rank in the Celinical Ttitle Sseries, the following criteria provide guidance for evaluators:.~~elines for appointment and promotion:~~

1. Clinical Instructor

In order to qualify for appointment or reappointment to Clinical Instructor, a candidate shall:

(a) hold the terminal ~~final earned~~ degree or other professional certification relevant to the clinical area (the latter shall be expressly identified in the ~~-~~position description request);~~,~~

(b) ~~who has~~ demonstrate~~d~~ clinical competence;~~,~~ ~~and~~

(c) hold~~as~~ a license to practice in the discipline;~~,~~ and

(d~~e~~) ~~who~~ have~~s~~ the potential for significant professional growth in the clinical area, and contribution in the areas of clinical and experiential practice and instruction in an experiential setting~~academic service~~.

2. Clinical Assistant Professor

In order to qualify for appointment, reappointment, or promotion to Clinical Assistant Professor, a candidate shall ~~Appointment or promotion to the rank of clinical assistant professor is extended to an individual who~~ meet~~s~~ the qualifications of C~~c~~linical I~~i~~nstructor, and in addition must both have a terminal degree (as determined by the profession) and ~~who has~~ provide~~d~~ evidence appropriate to the ~~of~~ professiona~~l~~ of recognition at least at the local level. The requirement for a terminal degree at the rank of Clinical Assistant Professor, for exceptional professionals with national reputations as being among the best in their fields, may be waived upon:

(a) the positive majority vote of the tenured and tenure-eligible faculty in the educational unit who are at or above the rank of Assistant Professor;

(b) the positive recommendations of the educational administrator and the dean; and,

(c) the positive recommendation of the appropriate Academic Area Advisory Committee and the approval of the Provost.

3. Clinical Associate Professor

In order to qualify for appointment, reappointment, or promotion to Clinical Associate Professor, a candidate shall ~~Appointment or promotion to the rank of clinical associate professor is extended to an individual who has~~ meet the qualifications of Clinical Assistant Professor and have exercised substantial ~~clinical and academic service~~ commitments in practice and clinical instruction. The individual appointed or promoted to this rank shall have demonstrated creative contributions to the instructional ~~academic~~ and clinical service programs of the University or comparable institution, documented with evidences appropriate to the field of assignment. The individual also shall have earned regional recognition as a clinician.

4. Clinical Professor

In order to qualify for appointment, reappointment, or promotion to Clinical Professor, a candidate shall meet the qualifications of Clinical Associate Professor and ~~Appointment or promotion to the rank of clinical professor is an indication that,~~ provide evidence to demonstrate that in the opinion of colleagues and administrators the individual is an outstanding practitioner and that regional, and perhaps national, recognition has been accorded the individual and beyond that, excellence in areas of emphasis has been achieved and appropriately documented with evidences appropriate to these areas.

VI. Procedures for Appointment, Reappointment, and Promotion

A. Procedures for appointment, reappointment, and promotion to academic ranks related to approved positions in the Celinical Ttitle Sseries are the same as those for the tenure-eligible title series (AR II-1.0-1), ~~regular and special title series (refer to Sections II, III, IV, XIII, and XIV,~~ except that faculty employees~~members~~ of the Celinical Ttitle Sseries shall be consulted on a departmental or divisional basis as appropriate about appointment, reappointment, and promotion to academic ranks equal to or below their own.

B. The procedure by which an appointee in the Celinical Ttitle Sseries may be proposed, recommended, and approved for associate membership in the Graduate Faculty is the same as that for an appointee of the tenure-eligible ~~regular~~ title series [GRVII.A.3(a)]. C~~C~~linical Ttitle Sseries members shall not direct graduate theses and dissertations, but they may serve on thesis and dissertation committees and such other committees as appointed by the Dean of the Graduate School.

C. If the appointment of a faculty employee~~member~~ is changed from the Celinical Ttitle Sseries to one of the tenure-eligible title series ~~the Rregular or Sspecial Ttitle Sseries~~ through proper administrative channels and after following the established procedures for the tenure-eligible title series, years of service while on appointment in the Celinical Ttitle Sseries shall not be ~~eliminated from consideration~~ considered in the determination of the probationary period related to the appointment of the faculty ~~member~~ employee in the tenure-eligible title series ~~Rregular or Sspecial Ttitle Sseries~~.

VII. Terms of Appointment

A Celinical I~~i~~nstructor shall be appointed for a specific term, not to exceed three years or, if for a lesser period of time, the period of funding from clinical practice, contracts, grants, or other sources as approved above (section IV). A Celinical A~~a~~ssistant P~~p~~rofessor, a Celinical A~~a~~ssociate P~~p~~rofessor, or a Celinical P~~p~~rofessor shall be appointed for a term not to exceed five years or, if for a lesser period of time, the period of funding from clinical practice, contracts, grants, or other approved sources. A faculty employee~~member~~ may be reappointed in the

Celinical Ttitle Sseries for one or more additional terms, contingent upon continuity of approved funding and the individual's performance and accomplishments.

VIII. Conditions of Employment

A. A faculty employeemember on appointment in the Celinical Ttitle Sseries is eligible for all benefits of the Rregular Ttitle Sseries, except tenure and sabbatical leave. University contributions toward retirement, social security, and insurance benefits for the faculty employeemember shall be funded through clinical practice, contracts, grants, or other approved sources which provide support for the individual's position.

B. Faculty membership, with or without voting privileges, may be extended to an appointee in this series by the faculty membersemployees of the educational unit to which the individual is assigned (GRVII.A.6). However, a faculty employeemember on appointment in the Celinical Ttitle Sseries shall not be consulted about nor be eligible to vote on matters relating to regular or special title series faculty appointment, retention, and promotion, or tenure, in the tenure-eligible title series.

C. Faculty employees appointed in the Clinical Title Series shall not have regularly assigned duties in University service (see "Areas of Activity" above). However, faculty employees appointed in this title series who have been extended the privilege of membership in the college faculty body (GR VII.A.4) may be elected to serve in the University Senate. Individuals appointed in the Clinical Title Series shall not occupy more than 25 percent of the University Senate seats allocated to a college, nor be calculated as more than 25 percent of the faculty employees of a college in the apportionment of University Senate seats among the colleges.

IX. Reporting

The Office of the Provost shall maintain a record of the number of faculty employees on appointment in the Clinical Title Series for each college, including any exemptions granted pursuant to this Administrative Regulation. The Provost shall provide to the University Senate Council an annual report regarding the status (i.e., total number and exemptions per college) of faculty employees appointed in the Clinical Title Series.

FCR 1

Office of the President
June 12, 2007

Members, Board of Trustees:

ASHLAND INC. DIRECTOR'S CHARITABLE AWARD PROGRAM GIFT IN MEMORY OF WILLIAM L. ROUSE, JR.

Recommendation: that the Board of Trustees accept a gift of $500,000 from the Ashland Inc. Director's Charitable Award Program of Covington, Kentucky to create the William Rouse Scholarship Fund in the Athletics Association.

Background: The Ashland Inc. Director's Charitable Award Program has given this gift in memory of William L. Rouse, Jr., former member of the Ashland Inc. Board of Directors. The program allows each Ashland Inc. director to direct an Ashland donation to his selected charitable organization or educational institution. Mr. Rouse retired as Chairman of the Board and Chief Executive Officer of First Security National Bank and Trust Company in May, 1992. He received his degree in business administration from UK in 1954 and was a member of the UK Fellows Society. Mr. Rouse passed away on March 22, 2007.

Action taken: ☑ Approved ❑ Disapproved ❑ Other_____

FCR 2

Office of the President
June 12, 2007

Members, Board of Trustees:

C. MICHAEL GARVER GIFT

Recommendation: that the Board of Trustees accept a gift of $809,050 from C. Michael Garver of Houston, Texas for the Donn E. Hancher - C. Michael Garver Scholarship in the College of Engineering.

Background: Mr. Garver, a 1960 mechanical engineering graduate, is internationally known for the development of micro-tunneling and trenchless technology. He is a member of the College of Engineering Hall of Distinction and has been a generous donor to graduate fellowships and undergraduate scholarships in the College of Engineering. Mr. Garver wishes to honor the work of Dr. Donn Hancher, Terrell McDowell Chair in Construction Management, who is the associate dean for administration and academic affairs in the College of Engineering and former chair of the Department of Civil Engineering.

Action taken: ☑ Approved ❑ Disapproved ❑ Other_____

FCR 3

Office of the President
June 12, 2007

Members, Board of Trustees:

JAMES F. HARDYMON PLEDGE

Recommendation: that the Board of Trustees accept a pledge of $2 million from James F. Hardymon of Lexington, Kentucky to support the construction of a Computer Engineering building within the Digital Village of the College of Engineering.

Background: James F. Hardymon, retired chairman and chief executive officer of Textron Corporation, is the chairman of the UK Board of Trustees. Mr. Hardymon, a member of the College of Engineering Hall of Distinction, received a B.S. in civil engineering in 1956 and a master of civil engineering in 1958. He also is a member of the "Dream, Challenge, Succeed" Capital Campaign Steering Committee, a member of the Development Council, and a Presidential Fellow. The James F. Hardymon Building, which houses networking and information technology offices and laboratories, bears his name in recognition of his generous support. The Digital Village will be a new building or buildings that would house the Department of Electrical and Computer Engineering, the Department of Computer Science, the Center for Visualization and Virtual Environments, the UK Center for Computational Sciences, and possibly other technology-related projects and programs.

Action taken: ☑ Approved ❑ Disapproved ❑ Other_____

FCR 4

Office of the President
June 12, 2007

Members, Board of Trustees:

OWENSBORO MEDICAL HEALTH SYSTEM PLEDGE AND GIFTS IN KIND

Recommendation: that the Board of Trustees accept a pledge of $1,092,500 and gifts in kind of $236,500 from the Owensboro Medical Health System of Owensboro, Kentucky to create and endow the UK College of Pharmacy Clinical Education Center in Owensboro, Kentucky.

Background: The College of Pharmacy has expanded its education program to Louisville and will expand into western Kentucky in 2008 with the Owensboro Medical Health System as its educational partner. The Owensboro Medical Health System is a regional center of excellence and is interested in leadership in healthcare education for western Kentucky. This pledge and gifts in kind will support the initial development and implementation of the College of Pharmacy's Clinical Education program in western Kentucky.

Action taken: ☑ Approved ❑ Disapproved ❑ Other_____

FCR 5

Office of the President
June 12, 2007

Members, Board of Trustees:

ESTATE OF JAMES I. STEPHENS GIFT AND ESTABLISHMENT OF THE JAMES I. STEPHENS MEMORIAL SCHOLASHIP QUASI-ENDOWMENT FUND

Recommendation: that the Board of Trustees accept a gift of $525,720 from the Estate of James I. Stephens and approve the establishment of the James I. Stephens Memorial Scholarship Quasi-Endowment in the College of Agriculture.

Background: James I. Stephens, a 1937 graduate of the College of Agriculture, named the University of Kentucky as the remainder beneficiary of a trust that was established at his death. According to correspondence dated May 29, 1983, Mr. Stephens directed through his last will and testament that upon the death of two named life-time beneficiaries the university would receive the remainder of the estate. Stephens directed that the undistributed income be distributed to the University of Kentucky and "at the discretion of the Board of Trustees may be merged and commingled with and become a part of the General Endowment Funds of the University." Additionally, Stephens' will stated that "this gift shall be known as the James I. Stephens Memorial fund and shall be used to establish scholarships for deserving students engaged in the study of ornamental horticulture in the Department of Horticulture."

Action taken: ☑ Approved ❑ Disapproved ❑ Other_____

FCR 6

Office of the President
June 12, 2007

Members, Board of Trustees:

REQUEST TO MERGE THE LUCILLE CAUDILL LITTLE ENDOWED RESEARCH FUND IN OPERA STUDIES AND THE ENDOWED ENRICHMENT FUND FOR RESEARCH IN VOCAL STUDIES

Recommendation: that the Board of Trustees approve a request from Dean Robert Shay of the College of Fine Arts to merge the Lucille Caudill Little Endowed Research Fund in Opera Studies and the Endowed Enrichment Fund for Research in Vocal Studies.

Background: Lucille Caudill Little and the Lucille Caudill Little Trust were the main donors to both of the endowment funds. A trust officer for the Lucille Caudill Little Trust has approved the merger of the two endowments with the combined endowment titled the Lucille Caudill Little Endowed Research Fund in Opera Studies. The Board of Trustees accepted a pledge of $500,000 from Lucille C. Little on January 22, 2002 with $300,000 pledged to the Endowed Enrichment Fund for Research in Vocal Studies and $200,000 to the Lucille Caudill Little Research Fund in Opera Studies. The Board of Trustees accepted a gift of $500,000 from the Lucille Caudill Little Trust on December 14, 2004 for the Lucille Caudill Little Research Fund in Opera Studies. All of the funds were matched by the state's Endowment Match Program.

Action taken: ☑ Approved ❑ Disapproved ❑ Other_____

FCR 7

Office of the President
June 12, 2007

Members, Board of Trustees:

2007-2008 OPERATING AND CAPITAL BUDGET

Recommendation: that the Board of Trustees

- approve the 2007-2008 Operating and Capital Budget including the authorization set forth in the letter of transmittal;
- order that the operating budget be recorded as an integral part of the university's financial system with the necessary fiscal control being exercised for the collection and appropriation of income and for the expenditure of departmental appropriations in accordance with authorized fiscal policies and procedures; and
- accept the operating budget as the basis of maximum expenditures for Fiscal Year 2007-08, subject to Board approved revisions.

Background: The 2007-2008 Operating and Capital Budget of the University of Kentucky, including its affiliated corporations, is presented in detail as a separately bound document.

NOTE: Copy available at www.uky.edu\opbpa\ after June 12, 2007.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

FCR 8

Office of the President
June 12, 2007

Members, Board of Trustees:

CAPITAL PROJECTS

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

	Project Title	Fund Source	Authorized Scope
1.	Fit-up Education Space in Health Sciences Building	Agency Funds	$1,000,000
2.	Renovate M. I. King Library	Agency Funds	$2,830,000
3.	Renovate Chemistry-Physics Building	Agency Funds	$5,000,000

Background:

The university continues to improve operational efficiencies and enhance the quality of instructional space by renovating and assigning space more effectively. The anticipated cost of the following three projects is $5,750,000, which is within the scope authorized by the Kentucky General Assembly. These projects will be paid for with available fund balances.

Fit-up Education Space in Health Sciences Building: Authorized by the 2006 General Assembly, this $1,000,000 project will fit-up approximately 4,000 square feet of shelled space to create an additional lecture hall that will accommodate approximately 165 students.

Renovate M. I. King Library: The project includes renovating space to accommodate the relocation of the Chemistry and Physics libraries and a student computer lab from the Chemistry-Physics Building. The vacated space in the Chemistry-Physics Building will provide much-needed faculty offices and research labs as well as an additional teaching lab (see below). The second floor of the library will be renovated to provide improved customer service near the entrance, expand student computer areas, and provide additional seating, reading, and group study areas. The renovations also will include modernizing elevators, improving lighting, and upgrading ceiling and floor coverings.

This renovation project is estimated to cost approximately $2.25 million. The 2006 General Assembly authorized two separate projects at M. I. King Library with a combined scope of $2.83 million: $1.7 million to renovate M. I. King Library South - 1962 Section and $1.13 million to replace elevators. Contingent upon approval by the Board of Trustees, the university will request the Council on Postsecondary Education and the Capital Projects and Bond Oversight Committee at their July meetings to allow the University to consolidate the two projects bringing the aggregate authorized scope to $2.83 million.

Renovate Chemistry-Physics Building: The 2006 Kentucky General Assembly authorized the university to expend up to $5 million to initiate the design phase of an expansion of the Chemistry-Physics Building. A recently completed utilization study of the building recommends immediate renovations to provide additional research and teaching labs. Contingent upon approval by the Board of Trustees, the university will request that the Council on Postsecondary Education and the Capital Projects and Bond Oversight Committee allow the university to use existing design authority for renovation.

The project will include renovating 2,300 square feet on the third floor into a teaching lab with 20 student work areas (each area can accommodate two students). The project also includes necessary infrastructure such as hot and cold water faucets at each station, fume hoods, plumbing, electrical, heating, ventilation and air cooling, and improved ingress and egress from the rooms. Two safety stations with drench shower and eye wash will be installed for student safety. This project is currently estimated to cost approximately $2.5 million, which is within the authorized design scope of $5 million.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

FCR 9

Office of the President
June 12, 2007

Members, Board of Trustees:

RENOVATE HOSPITAL NURSING UNIT

Recommendation: that the Board of Trustees approve initiation of the renovation of the hospital's nursing unit in the Nursery and Special Care Neonatal Nursery.

Background: This project, authorized by the 2006 General Assembly, will renovate the hospital's nursing unit in the Nursery and Special Care Neonatal Nursery in anticipation of providing expanded patient services. Approximately 1,310 square feet in the surgery suite adjacent to the existing nursery (located on the third floor of the Critical Care Center) will be renovated to create a larger, unified space for relocation of the newborn nursery. The renovation also will include construction of a hallway to provide improved secured access points to the nursery suite.

An additional 2,500 square feet of the existing nursery will be renovated to create separate Level II and Level III special care neonatal nurseries, each with eight beds. The new nursery suite also will contain work areas to facilitate patient care and improve monitoring and response time.

The renovation is expected to cost approximately $1.4 million, within the $2 million scope authorized by the General Assembly. The project will be paid for by the University Hospital.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

FCR 10

Office of the President
June 12, 2007

Members, Board of Trustees:

APPROVAL OF LEASE

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

A new operating lease between the University of Kentucky (Information Technology and UK HealthCare) and Lexington Holdings, LLC, 1500 Bull Lea Road, Suite 110, Lexington, Kentucky for space located within the Coldstream Research Campus, in the Lexhold International Center for Technological Innovation, Building B for the use of approximately 70,500 square feet of data center space, at an annual rate not to exceed $2,000,000.

Background: At its June 14, 2005 meeting the Board of Trustees amended the Governing Regulations (SCGR 1) to require that all leases in excess of $100,000 be approved by the Board of Trustees. The president or his designated representative is authorized to enter into leases and easements not exceeding $100,000 in value.

The new data center located off-campus at the Coldstream Research Park would house the campus data center located in McVey Hall and the data center at the Chandler Medical Center. Relocating the campus data center will allow the university to reassign approximately 33,000 square feet of space in the core of campus for classrooms and faculty offices.

A comprehensive data center - - supporting research, administrative, and health care functions - - would be capable of offering substantial technological services. The computational research facilities also could support infrastructure needs for new economy businesses locating at Coldstream.

The lease would be funded by the university and the University Hospital.

Action taken: ❑ Approved ❑ Disapproved ☑ Other Withdrawn

FCR 11

Office of the President
June 12, 2007

Members, Board of Trustees:

REPORT ON THE 2008-2014 CAPITAL PLAN
AND 2008-2010 CAPITAL REQUEST

Recommendation: that the Board of Trustees accept the attached Report on the 2008-2014 Capital Plan, approve the 2008-2010 Capital Request, and authorize the president to adjust the capital request, as needed, in response to the Council on Postsecondary Education's capital recommendation to the 2008 General Assembly.

Background: The University of Kentucky 2008-2014 Capital Plan (attached) is the result of a comprehensive capital planning process guided by the university's Top 20 Business Plan. The Capital Plan has been prepared pursuant to KRS Chapter 7A, which requires each state agency and public postsecondary institution to prepare and submit a plan to the Capital Planning Advisory Board (CPAB) outlining its capital needs on or before April 15 of each odd-numbered year. The CPAB is a state board comprised of representatives of all three branches of Kentucky state government. Individual capital plans are used by the CPAB to develop a comprehensive statewide capital improvements plan, encompassing all state agencies and postsecondary education institutions.

By statute, the Capital Plan includes capital construction, renovation, and information technology projects estimated to cost $600,000 or more; equipment estimated to cost $200,000 or more; and annual leases valued at $200,000 or more. The Plan lists 269 capital projects and equipment at an estimated cost of over $4 billion. Refinements to the Capital Plan can be made over the next several months.

The 2008-2010 Capital Request (incorporated in the attachment) is based on the first biennium of the Capital Plan and will be submitted to the Council on Postsecondary Education. The Council will establish the postsecondary education systemwide capital request using the VFA Statewide Facilities Study and the Council's prioritization model.

The Council will submit postsecondary education's capital request to the Governor in November as part of the process of developing the Governor's budget recommendation for the 2008 legislative session.

Pursuant to AR II-1.4-1, the Board of Trustees must approve the initiation of capital projects in a separate action item.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

University of Kentucky
2008-2014 Capital Plan

			Proposed Fund Source				
Priority	**Title**	**Scope**	**State Bonds**	**Agency Funds**	**Agency Bonds**	**Federal Funds**	**Other Funds (Private)**
2008-2010							
1	Construct Science Research Building 2	$130,000,000	$130,000,000	-	-	-	-
2	Construct Gatton Building Complex	100,000,000	75,000,000	-	-	-	$25,000,000
3	Research Equipment Replacement Program	30,000,000	30,000,000	-	-	-	-
4	Improve Life Safety Project Pool	12,760,000	12,760,000	-	-	-	-
5	Expand Patient Care Facility-Hospital Phase 3	250,000,000	-	$250,000,000	-	-	-
6	Lease Purchase Data Center	40,000,000	-	40,000,000	-	-	-
7	Repair, Upgrade, Improve Electrical Infrastructure	25,000,000	25,000,000	-	-	-	-
8	Repair, Upgrade, Improve Mechanical Infrastructure	22,800,000	22,800,000	-	-	-	-
9	Expand and Upgrade LDDC, Phase 2	16,500,000	16,500,000	-	-	-	-
10	Expand/Renovate Ambulatory Care Facilities - Hospital	20,000,000	-	20,000,000	-	-	-
11	Fit-Up Education Space in Health Sciences Bldg	1,000,000	-	1,000,000	-	-	-
12	Renovate Old Pharmacy Bldg for Biology, Design	3,500,000	-	3,500,000	-	-	-
13	Renovate Teaching Space in the Chem/Physics Bldg.	2,500,000	-	2,500,000	-	-	-
14	Lease Purchase Digital Village Building 2	20,000,000	-	20,000,000	-	-	-
15	Construct New Housing	28,000,000	-	-	$28,000,000	-	-
16	Renovate Blazer Hall Cafeteria	2,800,000	-	-	2,800,000	-	-
17	Renovate Student Center Food Court	2,675,000	-	-	2,675,000	-	-
18	Construct Baseball Stadium & Clubhouse	31,900,000	-	-	-	-	31,900,000
19	Construct Track and Field Facility	17,666,000	-	-	-	-	17,666,000
20	Repair, Upgrade & Expand Central Plants	55,000,000	-	55,000,000	-	-	-
21	Construct Parking Structure #9	34,310,000	-	34,310,000	-	-	-
22	Sanitary Sewer Expansion	10,000,000	-	-	10,000,000	-	-
23	Upgrade Existing Dorms for Housing	7,000,000	-	-	7,000,000	-	-
24	Repair, Upgrade, Improve Mechanical Systems	20,000,000	20,000,000	-	-	-	
25	Repair, Upgrade, Improve Bldg Shell Systems	5,000,000	5,000,000	-	-	-	-
26	Repair, Upgrade, Improve Bldg Electrical Systems	3,745,000	3,745,000	-	-	-	-
27	Repair, Upgrade, Improve Bldg Elevator Systems	2,540,000	2,540,000	-	-	-	-
28	Repair, Upgrade, Improve Bldg Civil/Site Infrastructure	2,200,000	2,200,000	-	-	-	
29	Lease Purchase Pollution Controls	10,000,000	10,000,000				
30	Capital Renewal Maintenance Pool	30,000,000	30,000,000	-	-	-	-
31	Renovate/Expand Research Labs Pool	33,500,000	-	33,500,000	-	-	-
32	Renovate King Library South-1962 Section	8,000,000	-	8,000,000	-	-	-
33	Convert Hunt Morgan Space to Class Lab	1,000,000	-	1,000,000	-	-	-
34	Renovate Mineral Industries Building	4,450,000	-	4,450,000	-	-	-
35	Construct Equine Campus	10,000,000	-	-	-	-	10,000,000

University of Kentucky
2008-2014 Capital Plan

Priority	Title	Scope	Proposed Fund Source: State Bonds	Agency Funds	Agency Bonds	Federal Funds	Other Funds (Private)
2008-2010							
36	Renovate the Koinonia House	2,371,000	-	2,371,000	-	-	-
37	Construct Library Depository Facility	7,000,000	-	7,000,000	-	-	-
38	Renovate Dentistry Class Lab	3,000,000	-	3,000,000	-	-	-
39	Renovate Funkhouser Tower	3,900,000	-	3,900,000	-	-	-
40	Renovate Vivarium in Central DLAR Facility	2,176,000	-	2,176,000	-	-	-
41	Renovate Reynolds Building, Phase I	3,000,000	-	3,000,000	-	-	-
42	Expand Pence Hall	16,000,000	-	16,000,000	-	-	-
43	Renovate Nursing Building	3,088,000	-	1,988,000	-	$1,100,000	-
44	Expand & Renovate W. KY & Robinson Station	6,000,000	-	6,000,000	-	-	-
45	Expand Coldstream Research Campus, I	10,000,000	-	10,000,000	-	-	-
46	Renovate Slone Building, Phase I	5,000,000	-	5,000,000	-	-	-
47	Relocate & Expand Dentistry Faculty Practice	3,100,000	-	3,100,000	-	-	-
48	Renovate/Expand DLAR Quarantine Facility Spindletop	3,288,000	-	3,288,000	-	-	-
49	Expand KGS Well Sample and Core Repository	4,741,000	-	4,741,000	-	-	-
50	Expand CAER Laboratories	5,000,000	-	5,000,000	-	-	-
51	Convert Taylor Ed. Space to Offices & Classroom	4,500,000	-	4,500,000	-	-	-
52	Renovate 3rd Floor Little Library	1,000,000	-	1,000,000	-	-	-
53	Renovate Dentistry Clinic in Ky Clinic	3,320,000	-	3,320,000	-	-	-
54	Renovate Teaching Space in the Funkhouser Building	1,000,000	-	1,000,000	-	-	-
55	Renovate Office Space in Funkhouser	1,000,000	-	1,000,000	-	-	-
56	Relocate Greenhouses	7,506,000	-	7,506,000	-	-	-
57	Design Student Center Expansion/Renovation	6,000,000	-	6,000,000	-	-	-
58	Renovate Space in McVey Hall	2,150,000	-	2,150,000	-	-	-
59	Expand CRMS and Raymond Civil Eng. Bldg	18,550,000	-	18,550,000	-	-	-
60	Purchase Upgraded Communications Infrastructure	1,014,000	-	1,014,000	-	-	-
61	Purchase Upgraded Integrated Library System	1,000,000	-	1,000,000	-	-	-
62	Purchase Compact Shelving-Fine Arts Library	500,000	-	500,000	-	-	-
63	Purchase Shelving for Storage Facility	525,000	-	525,000	-	-	-
64	Purchase Metabolic Instructional Systems	205,000	-	205,000	-	-	-
65	Purchase 400 MHz NMR Spectrometer	275,000	-	275,000	-	-	-
66	Purchase Electrospray LC Tandem Mass Spectrometer	290,000	-	290,000	-	-	-
67	Purchase Physical Chemistry Teaching Lab Equipment	240,000	-	240,000	-	-	-
68	Purchase Circular Dichroism Spectrometer	210,000	-	210,000	-	-	-
69	Purchase Precision Machining System	250,000	-	250,000	-	-	-
70	Purchase Dentistry Billing System, Phase 3	2,000,000	-	2,000,000	-	-	-

University of Kentucky
2008-2014 Capital Plan

			Proposed Fund Source				
Priority	**Title**	**Scope**	**State Bonds**	**Agency Funds**	**Agency Bonds**	**Federal Funds**	**Other Funds (Private)**
2008-2010							
71	Upgrade Audio/Visual Equipment Guignol Theater	210,000	-	210,000	-	-	-
72	Purchase Digital Imaging Equipment	311,000	-	311,000	-	-	-
73	Lease Purchase ERP Phase III	10,000,000	-	10,000,000	-	-	-
74	Lease Purchase High Performance Research Comp	6,500,000	-	6,500,000	-	-	-
75	Lease Purchase Large Scale Computing	3,500,000	-	3,500,000	-	-	-
76	Lease Purchase Enterprise Storage System	2,200,000	-	2,200,000	-	-	-
77	Lease Purchase UPS System	941,000	-	941,000	-	-	-
78	Lease Purchase Campus Infrastructure Upgrade	3,500,000	-	3,500,000	-	-	-
79	Install Emergency Generator - Computing Facility	500,000	-	500,000	-	-	-
80	Acquire Land	35,000,000	-	35,000,000	-	-	-
81	Lease Purchase New Housing	75,000,000	-	75,000,000	-	-	-
82	Lease Purchase Data Warehouse/Infrastructure	1,800,000	-	1,800,000	-	-	-
83	Renovate Central Computing Facility	2,813,000	-	2,813,000	-	-	-
84	Purchase Police Communications Equipment	600,000	-	600,000	-	-	-
85	Lease Purchase Network Security Hardware	1,500,000	-	1,500,000	-	-	-
86	Lease Purchase UK/UofL/Frankfort Research Network	6,000,000	-	6,000,000	-	-	-
87	Handicapped Access Pool	800,000	-	800,000	-	-	-
88	Construct Medical Center Physical Plant Building	12,793,000	-	12,793,000	-	-	-
89	Construct Facilities Storage Building	4,806,000	-	4,806,000	-	-	-
90	Contract Energy Performance General Campus	1,000	-	1,000	-	-	-
91	Lease Purchase Remote Site Fiber	2,000,000	-	2,000,000	-	-	-
92	Lease Purchase Wireless/Cellular Infrastructure	7,000,000	-	7,000,000	-	-	-
93	Lease Purchase Data Center Infract	2,500,000	-	2,500,000	-	-	-
94	Lease Purchase Campus Call Center System	1,500,000	-	1,500,000	-	-	-
95	Lease Redevelopment of Reynolds Buildings' (aka Conference Center	35,000,000	-	35,000,000	-	-	-
96	Multi-Purpose Room/Stadium Kitchen Facility	8,000,000	-	-	-	-	8,000,000
97	Renovate Memorial Coliseum Seating Area	4,000,000	-	-	-	-	4,000,000
98	Renovate Soccer Press Box/Seating Area	2,000,000	-	-	-	-	2,000,000
99	Construct Stadium Suite Addition	2,750,000	-	-	-	-	2,750,000
100	Construct Golf Practice Area	3,000,000	-	-	-	-	3,000,000
101	Athletics Hall of Fame Plaza	2,100,000	-	-	-	-	2,100,000
102	Stadium Structural Repairs	2,500,000	-	-	-	-	2,500,000
103	Construct/Renovate Imaging Services - Ky Clinic	15,000,000	-	15,000,000	-	-	-
104	Expand/Renovate Kentucky Clinic- Hospital	20,000,000	-	20,000,000	-	-	-
105	Renovate Kitchen - Hospital	2,000,000	-	2,000,000	-	-	-

University of Kentucky
2008-2014 Capital Plan

			Proposed Fund Source				
Priority	**Title**	**Scope**	**State Bonds**	**Agency Funds**	**Agency Bonds**	**Federal Funds**	**Other Funds (Private)**
2008-2010							
106	Repair, Upgrade, Improve Bldg. Systems - Hospital	20,000,000	-	20,000,000	-	-	-
107	Expand/Construct Parking Structure	20,149,000	-	20,149,000	-	-	-
108	Upgrade Clinical Services - Hospital	15,000,000	-	15,000,000	-	-	-
109	Implement Land Use Plan - Hospital	10,000,000	-	10,000,000	-	-	-
110	Renovate Parking Structure #3 - Hospital	2,485,000	-	2,485,000	-	-	-
111	Upgrade Surgical Services - Hospital	2,000,000	-	2,000,000	-	-	-
112	Upgrade Critical Care Facility - Hospital	2,200,000	-	2,200,000	-	-	-
113	Purchase Radiofrequency Ident. System	1,500,000	-	1,500,000	-	-	-
114	Renovate/Upgrade Hospital Facilities	10,000,000	-	10,000,000	-	-	-
115	Lease Purchase/Upgrade Hospital IT Systems	10,000,000	-	10,000,000	-	-	-
116	Purchase Clinical Enterprise Data Ctr Hardware	5,000,000	-	5,000,000	-	-	-
117	Purchase Telemedicine/Virtual ICU	5,000,000	-	5,000,000	-	-	-
118	Purchase PACS System	10,585,000	-	10,585,000	-	-	-
119	Purchase Dig. Medical Record Expansion	4,640,000	-	4,640,000	-	-	-
120	Purchase Patient System Enterprise	4,640,000	-	4,640,000	-	-	-
121	Upgrade Clinical Enterprise Network - Hosp	4,250,000	-	4,250,000	-	-	-
122	Expand Ophthalmology Clinic - Hospital	4,185,000	-	4,185,000	-	-	-
123	Upgrade Support Services - Hospital	3,500,000	-	3,500,000	-	-	-
124	Purchase Registration & Scheduling System	3,000,000	-	3,000,000	-	-	-
125	Purchase Upgrade - HIS Computing Facility	2,900,000	-	2,900,000	-	-	-
126	Purchase Telephone System Replacement	2,700,000	-	2,700,000	-	-	-
127	Purchase/Lease Data Center Hardware	3,350,000	-	3,350,000	-	-	-
128	Renovate Diag. Treatment Services - Hospital	2,500,000	-	2,500,000	-	-	-
129	Implement Medication Bar Coding System	2,500,000	-	2,500,000	-	-	-
130	Purchase/Lease Data Repository System	2,500,000	-	2,500,000	-	-	-
131	Replace Radiology Information System	2,000,000	-	2,000,000	-	-	-
132	Purchase/Lease Data Storage Equip & Software	1,950,000	-	1,950,000	-	-	-
133	Purchase Identity Management System	1,750,000	-	1,750,000	-	-	-
134	Purchase Managed Care Enterprise	1,160,000	-	1,160,000	-	-	-
135	Expand Clinical Enterprise Data Ctr Network - Hospital	1,000,000	-	1,000,000	-	-	-
136	Purchase/Lease Mainframe Computer	800,000	-	800,000	-	-	-
137	Purchase Upgrade for Servers	800,000	-	800,000	-	-	-
138	Purchase Staff Scheduling System - Hosp	750,000	-	750,000	-	-	-
139	Purchase Document Scanning System	700,000	-	700,000	-	-	-
140	Construct Col. of Medicine-Hospital Offices	66,341,000	-	66,341,000	-	-	-

University of Kentucky
2008-2014 Capital Plan

Priority	Title	Scope	Proposed Fund Source: State Bonds	Agency Funds	Agency Bonds	Federal Funds	Other Funds (Private)
2008-2010							
141	Construct Cancer Treatment Facility - Hospital	27,338,000	-	27,338,000	-	-	-
142	Construct Remote Cancer Clinic - Hospital	12,880,000	-	12,880,000	-	-	-
143	Purchase Paging Software	700,000	-	700,000	-	-	-
144	Construct Cancer Education Facility - Hospital	3,000,000	-	3,000,000	-	-	-
145	Construct Physicians Svcs Facilities - Hospital	2,000,000	-	2,000,000	-	-	-
146	Construct Facilities Support Bldg - Hospital	4,000,000	-	4,000,000	-	-	-
147	Implement Energy Performance Contracting	1,000	-	1,000	-	-	-
148	Lease Space Med Center Off Campus Facility	450,000	-	450,000	-	-	-
149	Lease Space Grant Projects	360,000	-	360,000	-	-	-
150	Lease Space Rural Health Expansion-Hazard	320,000	-	320,000	-	-	-
151	Lease Space Off Campus, 1	1,440,000	-	1,440,000	-	-	-
152	Lease Space Off Campus, 2	320,000	-	320,000	-	-	-
	Total 2008-2010	**$1,685,814,000**	**$385,545,000**	**$1,139,778,000**	**$50,475,000**	**$1,100,000**	**$108,916,000**
2010-2012							
1	Construct Law School Building	$83,300,000	$68,300,000	-	-	-	$15,000,000
2	Construct Science Research Building 3	207,000,000	207,000,000	-	-	-	-
3	Construct Academic Science Building	110,300,000	110,300,000	-	-	-	-
4	Construct Office/Lecture Building	25,000,000	25,000,000	-	-	-	-
5	Renovate Old Pharmacy Building for Biology	35,289,000	35,289,000	-	-	-	-
6	Improve Life Safety Project Pool	1,402,000	1,402,000	-	-	-	-
7	Repair, Upgrade, Improve Electrical Infrastructure	25,000,000	25,000,000	-	-	-	-
8	Repair, Upgrade, Improve Mechanical Infrastructure	22,800,000	22,800,000	-	-	-	-
9	Upgrade Clinical Services - Hospital	20,000,000	-	$20,000,000	-	-	-
10	Expand/Renovate Kentucky Clinic - Hospital	15,000,000	-	15,000,000	-	-	-
11	Construct New Housing	32,151,000	-	-	$32,151,000	-	-
12	Construct Classroom & Class Lab Building	27,500,000	27,500,000	-	-	-	-
13	Renovate/Expand University Student Ctr Phase 1	50,000,000	-	-	50,000,000	-	-
14	Renovate Alumni Gym	10,000,000	-	-	10,000,000	-	-
15	Lease Purchase Digital Village Building 3	22,200,000	-	22,200,000	-	-	-

University of Kentucky
2008-2014 Capital Plan

			Proposed Fund Source				
Priority	**Title**	**Scope**	**State Bonds**	**Agency Funds**	**Agency Bonds**	**Federal Funds**	**Other Funds (Private)**
2010-2012							
16	Repair, Upgrade, Improve Bldg Mechanical Systems	20,000,000	20,000,000	-	-	-	-
17	Repair, Upgrade, Improve Bldg Shell Systems	5,000,000	5,000,000	-	-	-	-
18	Repair, Upgrade, Improve Bldg Electrical Systems	4,000,000	4,000,000	-	-	-	
19	Repair, Upgrade, Improve Bldg Elevator Systems	2,500,000	2,500,000	-	-	-	
20	Repair, Upgrade, Improve Bldg Civil/Site Infrastructure	2,200,000	2,200,000	-	-	-	
21	Capital Renewal Maintenance Pool	30,000,000	30,000,000	-	-	-	-
22	Renovate/Expand Research Labs Pool	33,500,000	-	33,500,000	-	-	-
23	Renovate K-Lair Building	4,687,000	-	-	4,687,000	-	-
24	Renovate College of Public Health Building	5,300,000	-	5,300,000	-	-	-
25	Construct Psychology Building	36,725,000	36,725,000	-	-	-	-
26	Construct Environmental & Natural Science Facility	58,841,000	58,841,000	-	-	-	-
27	Renovate Sections of Funkhouser, Phase I	10,000,000	10,000,000	-	-	-	-
28	Design Library/Knowledge Center	20,400,000	20,400,000	-	-	-	-
29	Construct Ctr for Disability Research and Training	19,080,000	19,080,000	-	-	-	-
30	Renovate Dental Lobby and Patient Registration	770,000	-	770,000	-	-	-
31	Renovate Paul Anderson Tower	19,360,000	-	19,360,000	-	-	-
32	Renovate Complex Commons Dining Area	11,400,000	-	-	11,400,000	-	-
33	Renovate Teaching Space in Kastle Hall	1,000,000	-	1,000,000	-	-	-
34	Renovate Education Space in Seaton Center	3,600,000	-	3,600,000	-	-	-
35	Renovate Cooper House	1,550,000	-	1,550,000	-	-	-
36	Construct Human Sciences Building	52,570,000	52,570,000	-	-	-	-
37	Renovate Slone Building, Phase 2	5,000,000	-	5,000,000	-	-	-
38	Convert Miller Hall Space to Offices	2,140,000	-	2,140,000	-	-	-
39	Construct College of Medicine Academic Building	97,970,000	97,970,000	-	-	-	-
40	Upgrade Sound System for the Singletary Center	1,000,000	-	1,000,000	-	-	-
41	Construct Multi-Care Clinic Building	29,650,000	-	29,650,000	-	-	-
42	Expand Lafferty Hall	8,250,000	-	8,250,000	-	-	-
43	Expand Coldstream Research Campus, 2	10,000,000	-	10,000,000	-	-	-
44	Renovate Bradley Hall	8,720,000	8,720,000	-	-	-	-
45	Construct Clinical Neurodegenerative Center	12,485,000	-	12,485,000	-	-	-
46	Expand/Renovate Art Museum in Singletary Center	27,765,000	27,765,000	-	-	-	-
47	Expand Kastle Hall Vivarium	5,898,000	-	5,898,000	-	-	-
48	Renovate Reynolds Building, Phase 2	5,000,000	-	5,000,000	-	-	-
49	Renovate Law Building	7,120,000	-	7,120,000	-	-	-
50	Renovate B & E Building	9,614,000	-	9,614,000	-	-	-

University of Kentucky
2008-2014 Capital Plan

			Proposed Fund Source				
Priority	Title	Scope	State Bonds	Agency Funds	Agency Bonds	Federal Funds	Other Funds (Private)
2010-2012							
51	Lease Purchase New Housing	42,865,000	-	42,865,000	-	-	-
52	Acquire Land	35,000,000	-	35,000,000	-	-	-
53	Upgrade Fume Hoods - Life Safety	9,430,000	9,430,000	-	-	-	-
54	Sprinkle Scovell Hall - Life Safety	705,000	-	705,000	-	-	-
55	Repair, Upgrade & Expand Central Plants	55,000,000	-	55,000,000	-	-	-
56	Upgrade Fume Hood in Combs Building-Life Safety	3,000,000	3,000,000	-	-	-	-
57	Construct Parking Structure #10	26,463,000	-	26,463,000	-	-	-
58	Upgrade Pharmacy Fume Hoods I - Life Safety	5,040,000	5,040,000	-	-	-	-
59	Construct New Alumni Center	12,510,000	-	12,510,000	-	-	-
60	Construct Police Headquarters Bldg	7,420,000	-	7,420,000	-	-	-
61	Lease Purchase High Performance Research Computing	6,500,000	-	6,500,000	-	-	-
62	Lease Purchase Large Scale Computing	3,500,000	-	3,500,000	-	-	-
63	Lease Purchase Network Security Hardware	1,500,000	-	1,500,000	-	-	-
64	Lease Purchase Data Warehouse/Infrastructure	1,800,000	-	1,800,000	-	-	-
65	Lease Purchase Campus Infrastructure Upgrade	3,500,000	-	3,500,000	-	-	-
66	Construct Stadium Press Box/Seating Area	32,724,000	-	-	-	-	32,724,000
67	Expand Boone Tennis Center	3,450,000	-	-	-	-	3,450,000
68	Consolidate Imaging Services - Hospital Phase 1B	8,000,000	-	8,000,000	-	-	-
69	Renovate Hospital Nursing Units	6,000,000	-	6,000,000	-	-	-
70	Construct Cancer Hospice Facility - Hospital	4,000,000	-	4,000,000	-	-	-
71	Implement Land Use Plan - Hospital	3,000,000	-	3,000,000	-	-	-
72	Upgrade Surgical Services - Hospital	2,000,000	-	2,000,000	-	-	-
73	Repair, Upgrade, Improve Bldg. Syst. - Hospital	20,000,000	-	20,000,000	-	-	-
74	Upgrade Support Services - Hospital	1,000,000	-	1,000,000	-	-	-
	Total 2010-2012	**$1,554,444,000**	**$935,832,000**	**$459,200,000**	**$108,238,000**	**$0**	**$51,174,000**
2012-2014							
1	Construct Science Research Building 4	$160,000,000	$160,000,000	-	-	-	-
2	Construct Library/Knowledge Center	184,077,000	184,077,000	-	-	-	-
3	Repair, Upgrade, Improve Electrical Infrastructure	25,000,000	25,000,000	-	-	-	-
4	Repair, Upgrade, Improve Mechanical Infrastructure	22,800,000	22,800,000	-	-	-	-
5	Construct New Housing	35,220,000	-	-	$35,220,000	-	-

University of Kentucky
2008-2014 Capital Plan

			Proposed Fund Source				
Priority	**Title**	**Scope**	**State Bonds**	**Agency Funds**	**Agency Bonds**	**Federal Funds**	**Other Funds (Private)**
2012-2014							
6	Upgrade Clinical Services - Hospital	20,000,000	-	$20,000,000	-	-	-
7	Repair, Upgrade, Improve Bldg Mechanical Systems	20,000,000	20,000,000	-	-	-	-
8	Repair, Upgrade, Improve Bldg Shell Systems	5,000,000	5,000,000	-	-	-	-
9	Repair, Upgrade, Improve Bldg Electrical Systems	4,000,000	4,000,000				
10	Repair, Upgrade, Improve Bldg Elevator Systems	2,500,000	2,500,000				
11	Repair, Upgrade, Improve Civil/Site Infrastructure	2,200,000	2,200,000				
12	Capital Renewal Maintenance Pool	30,000,000	30,000,000	-	-	-	-
13	Renovate/Expand Research Labs Pool	33,500,000	-	33,500,000	-	-	-
14	Renovate Taylor Education Building	63,725,000	63,725,000	-	-	-	-
15	Expand College of Comm & Information Studies	23,444,000	23,444,000	-	-	-	-
16	Renovate King Library South-1930 Section	21,888,000	21,888,000	-	-	-	-
17	Expand Coldstream Research Campus, 3	10,000,000	-	10,000,000	-	-	-
18	Renovate Carnahan House	5,430,000	-	5,430,000	-	-	-
19	Upgrade Vivarium in Sanders Brown Building	9,125,000	-	9,125,000	-	-	-
20	Construct Bio-Behavioral Health Building	28,655,000	28,655,000	-	-	-	-
21	Construct KY Transportation Center Building	29,480,000	29,480,000	-	-	-	-
22	Construct School of Music Building	90,330,000	90,330,000	-	-	-	-
23	Renovate Reynolds Building, Phase 3	3,000,000	-	3,000,000	-	-	-
24	Construct University Conference Center	26,253,000	-	26,253,000	-	-	-
25	Lease Purchase Digital Village Building 4	24,230,000	-	24,230,000	-	-	-
26	Lease Purchase New Housing	46,960,000	-	46,960,000	-	-	-
27	Improve Life Safety Project Pool	2,451,000	2,451,000	-	-	-	-
28	Sprinkle Buildings - Life Safety	9,560,000	9,560,000	-	-	-	-
29	Repair, Upgrade & Expand Central Plants	55,000,000	-	55,000,000	-	-	-
30	Acquire Land	35,000,000	-	35,000,000	-	-	-
31	Construct Parking Structure #11	36,600,000	-	36,600,000	-	-	-
32	Lease Purchase High Performance Research Computing	6,500,000	-	6,500,000	-	-	-
33	Lease Purchase Large Scale Computing	3,500,000	-	3,500,000	-	-	-
34	Lease Purchase Network Security Hardware	1,500,000	-	1,500,000	-	-	-
35	Lease Purchase Data Warehouse/Infrastructure	1,800,000	-	1,800,000	-	-	-
36	Lease Purchase Campus Infrastructure Upgrade	3,500,000	-	3,500,000	-	-	-
37	Expand/Renovate Kentucky Clinic - Hospital	15,000,000	-	15,000,000	-	-	-
38	Consolidate Imaging Services - Hospital Phase 1B	8,000,000	-	8,000,000	-	-	-
39	Renovate Hospital Nursing Units	6,000,000	-	6,000,000	-	-	-
40	Implement Land Use Plan - Hospital	3,000,000	-	3,000,000	-	-	-

University of Kentucky
2008-2014 Capital Plan

			Proposed Fund Source				
Priority	**Title**	**Scope**	**State Bonds**	**Agency Funds**	**Agency Bonds**	**Federal Funds**	**Other Funds (Private)**
2012-2014							
41	Upgrade Surgical Services - Hospital	2,000,000	-	2,000,000	-	-	-
42	Repair, Upgrade, Improve Bldg. Syst. - Hospital	20,000,000	-	20,000,000	-	-	-
43	Upgrade Support Services - Hospital	1,000,000	-	1,000,000	-	-	-
	Total 2012-2014	**$1,137,228,000**	**$725,110,000**	**$376,898,000**	**$35,220,000**	**$0**	**$0**
	Grand Total 2008-2014	**$4,377,486,000**	**$2,046,487,000**	**$1,975,876,000**	**$193,933,000**	**$1,100,000**	**$160,090,000**

FCR 12

Office of the President
June 12, 2007

Members, Board of Trustees:

AUTHORIZATION FOR DISPOSAL OF SURPLUS PERSONAL PROPERTY
FISCAL YEAR 2007-08

Recommendation: that the Board of Trustees authorize for fiscal year 2007-08 the routine disposal of surplus personal property having values of less than $10,000 per item. These items include equipment, machinery, vehicles, library books and materials, livestock, and recyclable materials. Disposal of surplus personal property is subject to the provisions of Administrative Regulation II-1.3-3. The method of sale will generally be public auction, sealed bid, or fixed price.

Background: Kentucky Revised Statute 164A.575 requires that the Board of Trustees approve the disposal of any surplus property owned by the University of Kentucky. At its August 16, 1994 meeting, the Board of Trustees adopted Administrative Regulation II-1.3-3 which establishes policies and procedures for the disposal of personal property. General authorization from the Board for the disposal of property with a value of less than $10,000 will allow the university to make disposal decisions in an efficient and timely manner. Disposals of surplus personal property having a value greater than $10,000 per item are approved individually by the Board of Trustees.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

FCR 13

Office of the President
June 12, 2007

Members, Board of Trustees:

2006-07 BUDGET REVISIONS

Recommendation: that the Board of Trustees authorize and approve the following revisions to the 2006-07 budget. The budget revisions outlined below will increase the University of Kentucky's total budget by $12,868,700 – from $1,894,473,200 to $1,907,341,900.

	Approved Budget	Revised Budget	Change
A. GENERAL FUND			
1. Income Estimates			
State Appropriations			
Operating	$311,945,300	$312,045,300	$ 100,000
Gifts, Grants, and Contracts	4,595,200	4,845,200	250,000
Sales and Services of Educational Activities			
Departmental Sales and Services	18,940,300	19,395,800	455,500
Transfers	6,190,800	6,715,800	525,000
Fund Balances	85,355,600	85,905,600	550,000
Health Affairs, including			
University Hospital	586,561,800	596,561,800	10,000,000
			$11,880,500
2. Expenditures			
Health Affairs			
Health Affairs and University Hospital			
General Administrative and Support Services	$243,379,400	$253,379,400	$10,000,000
Provost			
College of Agriculture			
Agricultural Experiment Station			
Director	868,400	1,693,400	825,000
College of Engineering			
Administration	1,627,000	1,877,000	250,000
College of Law	6,103,700	6,259,200	155,500

	Approved Budget	Revised Budget	Change
A. GENERAL FUND (continued)			
2. Expenditures (continued)			
Research			
Coldstream Research Campus	$ 520,000	$ 1,070,000	$ 550,000
University Wide			
Nonrecurring Funds			
General Operating Programs	80,403,400	80,503,400	100,000
			$11,880,500

Comments – Per Executive Order 2006-1016, the Arboretum and the Pilot Project Music/Arts Extension Agent Employment each receive $50,000 in state appropriated funds in FY 2007 and FY 2008 to support program expenses.

Income from Gifts, Grants, and Contracts increased $250,000 for the Council on Postsecondary Education's "Strategy for Statewide Engineering Education in Kentucky." The purpose of this program - - involving the University of Kentucky, the University of Louisville, Western Kentucky University, and Murray State University – is to deliver joint baccalaureate degree programs in civil, mechanical, and electrical engineering across the state in order to increase the number of engineers in Kentucky.

Departmental Sales and Services income increased $155,500 due to reimbursement from Vanderbilt Law School and John Marshall Law School for salary expenses associated with temporary assignments.

Due to ownership rights, the proceeds from the sale of the "right of way" on Newtown Pike were recorded in Departmental Sales and Services ($300,000) and Transfers ($525,000). These funds will be used by the College of Agriculture to support special projects associated with the equine initiative.

Prior-year fund balances of $550,000 will be budgeted for infrastructure improvements at the Coldstream Research Campus.

The University Hospital anticipates earning an additional $10 million as a result of increased patient activity and volume. This income will be used for increased personnel costs and to support two additional nursing locations. In addition, the increased activity has led to additional supply costs.

	Approved Budget	Revised Budget	Change
B. RESTRICTED FUNDS			
1. Income Estimates			
Endowment and Investment	$ 18,146,100	$ 18,149,300	$ 3,200
Gifts, Grants and Contracts	74,323,100	75,308,100	985,000
			$ 988,200
2. Expenditures			
Provost			
Libraries	$ 2,889,800	$ 2,903,000	$ 13,200
Student Aid			
Academic Competitiveness Grant	0	550,000	550,000
SMART Grant	0	425,000	425,000
			$ 988,200

3. Comments – UK Libraries received $13,200 in gifts and endowment income to support student workers and purchase materials for processing the Mr. Logan P. English collection located in the Libraries' Special Collections and Digital Programs.

   Student Aid increased $975,000 from participation in two new federally funded programs for Pell-eligible undergraduate students pursuant to the Higher Education Reconciliation Act of 2005. This increase funded: (1) Academic Competitiveness Grants (ACG) of $550,000 to eligible freshmen and sophomores whose high school work, ACT/SAT, and GPA met prescribed standards, and (2) National Science and Mathematics Access to Retain Talent (SMART) Grants of $425,000 to eligible junior and seniors whose GPA and major field of study met prescribed criteria.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

FCR 14

Office of the President
June 12, 2007

Members, Board of Trustees:

CAPITAL CONSTRUCTION REPORT

Recommendation: that the Board of Trustees accept the capital construction report for the three months ending March 31, 2007. This report refers only to projects that had activity within this quarter.

Background: House Bill 622, enacted in the 1982 session of the Kentucky General Assembly, authorizes the university to enter into architectural, engineering, and related consultant contracts for the purpose of accomplishing capital construction at the University of Kentucky.

For the period January 1, 2007 thru March 31, 2007:

There were three new contracts this quarter:

Project 2238.1	Construct Horticultural Research and Education Facility Nexus Corporation, $294,318
Project 2239.0	Construct Patient Care Facility Turner Construction Co., $ 27,366,352
Project 2251.0	Renovate – Expand Boone Faculty Center Jarboe Construction, $4,515,000

One contract was completed:

Project 2239.1	PCF – Hospital GMP # 1 – Huguelet Avenue Extension Gilbane Construction Co., $4,721,420

Two amendments were as follows:

Project 2227.0	Fit-Up 4th Floor in BBSRB - Design services for addition of organic synthesis laboratory and provision for vibration testing services. (+) $ 68,000.
Project 2239.0	Construct Patient Care Facility - Addition of design services (+) $ 4,849,887

Two change orders greater than $25,000 were as follows:

Project 2239.1	PCF – Hospital GMP # 1 – Huguelet Avenue Extension - Intercept and re-route duct bank (+) $65,296
Project 2239.31	PCF – Hospital – Cooling Plant # 1 Modifications - Provide for delivery of four chillers from storage to the jobsite (+) $25,295

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

CAPITAL CONSTRUCTION CONTRACTS
QUARTERLY ACTIVITY REPORT

This report contains capital projects that have a dollar scope value of $600,000 and above. The projects are listed in alphabetical order and contain the project number, the dollar scope, a brief description of the project work and information pertaining to the primary consultant's contract and the primary contractor's contract. This information includes:

Consultant: This section contains the name of the consultant, the contract number, the original contract amount, the total number of amendments, the cumulative amendment amount, the revised contract amount, and a notes section. The notes section will describe, in bold face type, all amendments to the consultant's contract for the current quarter.

Contractor: This section contains the name of the contractor, the contract number, the original construction contract amount, the total number of change orders, the cumulative change order amount, the revised contract amount, information on the low, high and number of bids, the percent of the contract completed, and a section for notes. The notes section will describe, in bold face type, all change orders greater than $25,000 for the current quarter.

CAPITAL CONSTRUCTION QUARTERLY ACTIVITY REPORT

Glossary

Amendment: refers to modifications or changes to the Consultant's contract with the University, usually the result of changes in the program or scope of a project caused by unforeseen conditions or at the request of the University.

Change Order: refers to modifications or changes to the Contractor's contract with the University, usually the result of conditions not anticipated by the contract documents, plans and/or specifications for the work.

Consultant: the entity, usually an architectural or engineering firm, with whom the University contracts and who has primary responsibility for providing services to design and to administer the contract for construction of a construction project. The prime consultant frequently employs the services of one or more sub-consultants in fulfilling its contractual obligation.

Contract administration: refers to the activities of the consultant during the construction phase of the project in which they verify that construction is in compliance with the requirements of the contract between the University and the contractor.

General Contractor: the entity, usually a general contractor but occasionally a trade contractor, with whom the University contracts and who has primary responsibility for completion the construction of a project. This "prime" contractor usually employs the services of various subcontractors (trade contractors) and vendors in fulfilling its contractual obligations.

Feasibility Study: refers to investigation, usually commissioned through an outside consultant, to advise the University of the merits of an anticipated construction project, and to evaluate and comment on matters such as need, probably cost, preliminary program issues, and so forth.

Gross square feet: the total area of the project, generally measured from the outside of exterior walls for all floors of the project, including mechanical spaces.

H.B.C.: refers to the Commonwealth of Kentucky Department of Housing, Buildings and Construction, the state agency having responsibility for review and approval of University construction projects to assure compliance with applicable building codes.

Penthouse: refers generally to the enclosure around roof mounted mechanical spaces in a project. Not considered occupied (or net assignable) space.

Percent complete: as used in the report refers to the expenditure to date divided by the total amount of the construction contract for the work.

Net assignable square feet: the usable area of the project excluding corridors, rest rooms, storage areas, mechanical spaces, etc.

Phase: The various stages of design and construction of a capital project, including:

- Programming phase: refers to the initial planning phase of a project, during which the University (with or without participation by a consultant) defines in detail the needs and requirements of a project. This program becomes the basis for consultant selection, fee negotiation, and design of the project.
- Schematic design (S/D or Phase 1): refers to the first formal phase of design by the consultant, in which a general design solution to project programmatic requirements is developed.
- Design development (D/D or Phase 2): refers to the second formal phase of design by the consultant, during which the schematic design is expanded to identify solutions to design issues in broad terms, sufficient to insure the stated programmatic needs can be met.
- Construction document phase (C/D or Phase 3): refers to the final phase of the design process in which the details and specific project requirements are identified and incorporated in a final set of biddable construction documents.
- Bidding phase: refers to the stage of a project during which proposals for construction are solicited, culminating in the award of one or more contracts for construction.
- Construction phase (or Phase 5): refers to the actual construction of the project by contractors.

Scope: The total estimated value of a capital project on completion, including all design, construction and administrative costs as well as the cost of capitalized furnishings and equipment.

Substantial Completion: refers to the time during construction, certified by the consultant, when the work is sufficiently complete for the University to occupy the facility for its intended use without significant interruption. Upon certification of substantial completion, the University assumes operational and maintenance responsibility and insurance liability for the project and the warranty period begins for most elements of the construction. Some work generally remains, including correction of minor punchlist items, before the work is certified finally complete.

Trade Contractor: Sub-contractors, or individual bid package contractors, who practice a specific, trade (electrical, painting, structural steel, for example)

Major Projects
Capital Project Management Division
April 30, 2007

Construct Biological Pharmaceutical Complex Building

Project Description:

Phase I of the Biological Sciences/Pharmaceutical Complex, authorized by the 2005 General Assembly, will construct a shelled building at UK's Research Complex. Phase II will complete the 279,000 gross square foot facility that includes "shell space" to allow for the growing research needs. This "shell space" will be fitted out for research laboratories at a later date as university funds and/or grant dollars become available. This new building will provide the college with a state-of-the-art facility that will also allow the college to expand enrollment to address the shortage of pharmacists in Kentucky. The College of Pharmacy will relocate to this new facility and vacate their existing space. In addition to the current Pharmacy Building, college faculty members are housed in 10 buildings on and off campus. Consolidation of the research and teaching expertise of the eighth ranked College of Pharmacy in the U.S. will further strengthen the instruction of students and research collaboration among faculty. The vacated Pharmacy Building will be reassigned to the Department of Biology to provide needed expansion space for classrooms, research, and faculty to meet the needs of the growing student enrollment in UK's largest department. The project is expected to be complete by October 2009.

Project Status:

Design Development continued this month. A Commissioning RFP was advertised in April and a firm will be selected this month. The Construction Manager, Messer Construction, continues with construction scheduling and coordination responsibilities. The first construction bid package was advertised in Mid-April 2007. An advertisement was placed in ENR magazine to solicit bidders for proposed Bid Packages, and the Construction Manager is soliciting bidders through direct mailings. UK Procurement will begin forwarding project descriptions of proposed Bid Pakages to Plan Rooms.

Construct Patient Care Facility

Project Description:

The Hospital's present patient bed tower is approximately 40 years old. Although the space served patients well, the infrastructure is aging, and the facility can not accommodate present anticipated technology. This project will provide the site location evaluation, building programming, planning, and design services for a new bed tower. The project design team is lead by GBBN with major sub consultants including AM Kinney, Ellerbe-Becket, Staggs and Fisher, Affiliated Engineers, THP Limited as well as a number of specialty consultants. This project will construct a new hospital addition to include patient beds, patient diagnostic and treatment areas, support areas, support facilities, medical equipment and infrastructure. this project also includes the replacement of the hospital parking garage and a connecting bridge to clear the site for the new hospital addition as well as land acquisition and utility relocation costs.

PCF – Parking Garage (GMP # 2):

Project Description:

This package will construct a seven level parking structure that will have an approximate 1,600 car capacity. The new garage will be located on the west side of Limestone Street, between Conn Terrace and Transcript Avenue. This structure will replace the existing Medical Center parking garage that must be demolished in order to tie the new Patient Care Facility to the existing Medical Center. A future pedestrian bridge will connect the new structure to the Patient Care Facility and the design has allowed for the future addition of approximately 15,000 square feet of retail space fronting Limestone. The garage is currently scheduled to open to temporary occupancy in late Fall with full occupancy by March 2008.

Project Status:

The first twenty elevated slab pours have been made and all major foundation and below grade concrete has been placed. Forming and pouring of remaining elevated slabs will progress as curing times allow the relocation of forms and mechanical rough-in. During the curing times the next level columns will be formed and poured in anticipation of deck forming. Masonry partition wall construction is complete on the lower and ground levels and will continue to follow two floors below concrete placement. This process will repeat for several months with an anticipated one pour per week. Exterior masonry began in April,

with site work and site concrete beginning in May. The first 3 levels will be occupied in November 2007 while the remainder of the structure is completed.

PCF – Cooling Plant No. 1 (BP #3.1):

Project Description:

This package will provide the University the ability to meet the utility requirements of the new Patient Care Facility. The Central Utility Plant on Press Avenue will be expanded with a new boiler; Chiller Plant No. 1 on University Drive will be renovated with new chillers; new emergency generators will be added to Chiller Plant No. 3 to serve the Patient Care Facility; critical steam and chilled water lines will be replaced and upsized in order to provide the capacity that will be required to service Phase 1A of the Patient Bed

Project Status:

The York 2250 ton chillers have been moved into place on the north side of the building. The chilled water pumps and sump tanks for the south side of the building have been installed and the south side chillers were put into service March 22nd. Exterior electrical duct banks have been installed to accommodate the location of a new electrical switch gear. Permanent building power will be in place in early May 2007 and the entire plant will be put into operation June 1, 2007.

PCF – CUP Expansion (BP#3.2):

Project Description:

The project includes an 18,000 square foot addition to the existing CUP on Press Avenue. The expansion will include provisions for two new 125,000 lb/hr boilers and additional chillers. The structure will include an enlarged cold well and basement in the cooling section. The boilers and supporting equipment will be installed under this project.

Project Status:

The pre bid meeting for the project was held April 3rd and bids were opened April 24th. The bids were in budget and the contract process is underway. Work will begin during May and is expected to take eighteen months.

PCF – Infrastructure (BP #3B):

Project Description:

This project is the utility enabling work for the Patient Care Facility. This package includes sanitary sewer, electrical duct banks, storm culverts and tunnels outside the footprint of the new structure.

Project Status:

The trade contracts have been negotiated and work has begun to install temporary pedestrian and traffic controls. Existing utilities have been located and marked. Excavation and utility relocation will begin in May.

PCF – Building (BP #'s 4, 5 & 6):

Project Description:

This project includes:

- (BP #4) The demolition of the existing Parking Structure #4. The work will involve the start of all deep foundations up to the grade of the excavation.
- (BP #5) The construction of the new 1,022,000 gross square feet building's structural frame, fireproofing, exterior wall enclosure for all new building spaces, windows, exterior doors and roofs. Also included will be all exterior site improvements, civil design for roadways, drainage systems, landscaping, hardscape surfaces and walks.
- (BP #6) The interior fit-out partitions, interior finishes, doors and frames, ceilings, mechanical systems, electrical systems, technology systems, medical equipment and fire protection for approximately 490,000 occupiable square feet; and 532,000 square feet of shell space. The work also will include drawings and specifications for signage, interior furnishings and lighting.

Project Status:

- Mass Excavation and Foundations (BP # 4A & 4):

The 50% reconciled CD estimate for BP 4, was delivered April 9th. The reconciled estimate for the package was $13,208,000. This portion of the project was found to be in budget and will move into Construction Documents during the month of May. The final CD documents are due for review during May.

- Core and Shell (BP # 5):

The Construction Manager, Turner Construction, and Boyken International presented estimates based on the final DD documents for BP's 4 & 5. The Core and Shell element of the project was found to be over budget. Value engineering of these elements is underway. Fifty percent construction documents are due to

be released in July 2007, and the 50% CD estimate is scheduled August 2007. The bidding of the work is currently scheduled for May 2008, with award of the various packages to occur during May and June of 2008. The work remains on schedule.
- Fit Up (BP # 6):
The documents for the Fit-Up portion (BP 6) of the PCF are now moving into the CD phase. During April the project team reviewed in detail the information provided by Turner Construction and Boyken International who have provided independent, detailed estimates. Final decisions as to what elements will be bid as part of BP 6 in 1A remains under consideration by the project team. The documents for the Fit-Up portion (BP 6) of the PCF are now moving into the CD phase.

Construct Student Health Facility
Project Description:
University Health Services will be an outpatient clinic to house University Health Services for students with support spaces and some administrative offices. This project will create additional space by constructing a new building of 72,714 gross square feet. The site will be in the courtyard framed by the Wethington Building, Warren Wright Medical Plaza and the Sanders Brown Center on Aging.
Project Status:
Construction work continues to make steady progress. Drilled piers have been completed. Basement and tunnel walls have been poured. Foundations and spread footings are completing, as well as backfilling of basement and tunnel walls. Under slab plumbing and electrical lines are being roughed in. The contractor has begun setting structural steel. The overhead power lines feeding a street light were removed giving clear access for the crane to set structural steel.

Expand Emergency Services - Hospital
Project Description:
This renovation project consists of approximately 18,400 sq. ft. of ground floor space in the Critical Care Center. Materials Management and Purchasing offices will be relocated to expand patient care services in the Emergency Department. The renovation will provide a new and separate Pediatrics Emergency area to include an exterior entrance, waiting room triage and support spaces; additional Emergency Department acute care bays, nursing space and support space; and a new digital radiology room for exclusive use by the Emergency Department.
Project Status:
Phase II demolition began on Wednesday, April 4. Phase 2A demo is 100% complete, and Phase 2B is 70% complete. Substantial completion is scheduled for June 13, 2007.

Expand & Upgrade Livestock Disease Diagnostic Lab
Project Description:
New space is needed for more than one veterinary pathologist to perform animal postmortem examinations in addition to renovation of current necropsy space. New space is also needed to add molecular biology/special procedures capabilities to the laboratory. New technology in the form of an alkaline hydrolysis digester is needed to replace an aging incinerator. The LDDC is an office and laboratory building with net assignable space of 3,860 square feet for offices and 28,100 square feet of laboratories and support space. It is proposed to add 6,300 and 1,200 square feet (net) of new laboratory and office space, respectively. An existing necropsy laboratory and support space will be renovated (2,000 square feet net). An aging incinerator is the present means of carcass disposal. An alkaline hydrolysis digester will be installed for carcass disposal after renovating 2,000 square feet (net) of space to contain the digester.
Project Status:
No change in status from previous month.

4th Floor Fit-up BBSRB
Project Description:
This project will fit-up approximately 32,750 square feet in the currently "shelled space" on the fourth floor of the BBSRB Building. The fit-up will include wet bench laboratory space, support space, and dry computational labs. The University has received a federal grant award of $3,685,000 from the National Center for Research Resources Extramual Research Facilities Improvement Program. The space will

primarily be utilized by Pharmacology. The final construction cost estimate is $7,618,000, and the project scope has been revised to $9,663,925.
Project Status:
The contractor is completing interior finishes, mechanical, electrical and casework items in the wet labs. Architectural punch inspections are being conducted as spaces are completed. Work continues to progress on the Organic Synthesis Lab. The SCoBIRC Labs are scheduled to move from the 3rd floor to the 4th floor. Changes necessary to accommodate the SCoBIRC Labs have been sent to the contractor for pricing. The project schedule has been significantly impacted as a result of the mold remediation work and the changes for the SCoBIRC Labs. Substantial completion is not expected until mid-August 2007.

Fit-Up Gill Building Ground Floor - Hospital
Project Description:
Champlin-Haupt/ Kohrs Lonnemann Heil are the consultant's designing to a $1,550,000 construction budget. This Project encompasses renovations to 5,000 square feet of existing Ground Floor Shell Space within the Gill Heart Institute to accommodate the creation of a new Cardiology Center, including Cardiology Diagnostics and Clinical Research Programs. The scope of work shall include, but not be limited to the following: Cardiology Diagnostic Suite that shall consist of: Waiting room, Interview, Reception, Nurse Station, Prep/Recovery, Patient Toilet/Dress, Soiled Workroom, MRI/CT Control, CT Exam, MRI Exam (1.5T), MRI Equipment (1.5T), Storage, and Cardiology Reading. The Clinical Research Suite shall consist of: Clinical Research Offices, MRI Control, MRI Exam (3.0T), MRI Equipment (3.0T), Clinical Research Workroom, and Staff Toilet.
Project Status:
The University is obtaining services of a shielding designer to work with UK and Champlin Haupt to complete the design of the two MRI rooms. UK Radiation Safety is designing the shielding for the CT room. The hospital has issued a Purchase Order for the two new MRI units and the CT scanner. There was an eight day design delay for the chiller piping due to changes in the manufacturer, as requested by the University. Phase III Construction Documents were delivered on April 17, 2007, and a review meeting was held on April 30, 2007.

Lease Purchase Hospital Dining Facilities and Equipment (Cafeteria Renovation):
Project Description:
This project consists of renovations to existing University Hospital dining facilities (cafeteria and cafe). The project is located on the first floor of the hospital and will meet the requirements of the private vendor who will manage the dining facilities. Facility is in need of updating for aesthetics, patron flow, utility upgrade and new equipment. The project will include new finishes and serving equipment
Project Status:
During the month of April two bid packages went out to bid. The construction package will bid May 4, 2007, and the equipment package will bid May 15th. Construction is scheduled to begin on May 14th and will complete in late summer.

Memorial Coliseum Expansion
Project Description:
The basketball practice facility consists of the addition of men's and women's basketball offices, practice facility, weight training, medical support, locker/shower, facilities ticket office, administrative offices, and minor renovation of existing locker rooms. The estimated total cost of the facility is $30 million, consisting of the $2.5 million for design plus $27.5 million for construction. This project involves the design of a 92,300 square foot Basketball Practice Facility to enhance the University's ability to attract top student athletes. The new facility will alleviate scheduling problems at Memorial Coliseum and will provide amenities in line with other NCAA basketball facilities in the country. The practice facility will be connected to Memorial Coliseum, which is located near the intersection of Lexington Avenue and the Avenue of Champions, and will renovate 7,700 square feet to support volleyball, gymnastics, offices and ticketing. Sherman-Carter-Barnhart, Inc. is the prime architect for the project. They are working in conjunction with HNTB as the design architect, Staggs and Fisher as the M/E/P engineers, and the Structural Design Group as the structural engineer. Fuller, Mossbarger, Scott and May perform geotechnical and survey work for the project.

Project Status:
The contractor continues to work on noted punchlist items. In addition, exterior sitework still has to be completed with favorable weather conditions. Renovation work has begun at the Court Level and First Level of the existing Coliseum, with demolition of existing walls, plumbing rough-in, and layout of new walls. The new ramp is in place leading to the existing Coliseum gym floor.

Renovate 3rd Floor Lucille Little Library
Project Description:
This project addresses life safety and ADA concerns in the Little Library in addition to providing permanent instructional and research space for Kentucky's only accredited Library and Information Science program which places graduates in industry, research, non-profit, and government organization. This project includes final renovations to provide new classrooms, student facilities, faculty offices, and a student technology center for the School of Library and Information Sciences. Approximately, 20,380 gross square feet is being renovated in all phases.
Project Status:
The project went out to bid, and a Pre-Bid Meeting was held on April 24th. Bids are to be received in early May, and a Pre-Construction Meeting will be held shortly thereafter.

Renovate Central Vivarium
Project Description:
The project will involve the purchase of a new Primate Cage Wash unit to be installed in a renovated cage wash area within the existing DLAR facility.
Project Status:
A cost proposal for the architectural modifications was submitted to Denham-Blythe Company and is being reviewed. Bid proposals for a new cage washer and autoclave are to be received in early May.

Renovate - Expand Boone Faculty Center
Project Description:
The Boone Faculty Center was built in 1986 and has only received minor maintenance repairs in the interim. This project will renovate the original 19,561 square feet of the Boone Faculty Center on the Lexington Campus and construct an addition of approximately 3,300 square feet. The center as constructed is able to host small to medium size meetings, functions, luncheons and dinners, but due to space constraints it is unable to accommodate the numerous larger scale conferences and symposia that university departments frequently host. These departments then contract with local hotels and the convention center. Since the center is to operate and be maintained on a self supporting basis the inability to reasonably host the 300 to 400 attendee events causes a loss of potential campus dollars to off campus sites, that if able to be captured could help defray the annual operating expenses of the center. The project is expected to be completed by December 2007.
Project Status:
The project is on schedule with the bulk of the demolition work complete. Framing of metal stud partitions and soffits is in progress, and excavation for subsurface plumbing and electrical lines is 75% complete. Rough-in of electrical conduit and sanitary drain piping is in progress, and installation of new ductwork has begun.

Replace Steam and Condensate Pipe
Project Description:
This project will replace central steam and condensate piping systems. The Central Utilities Systems of the University of Kentucky have proven to be very economical to maintain and operate. It reduces the construction cost of new building by eliminating redundancy in buildings and reduces the operations cost of new and existing buildings by providing reliable and low cost energy alternatives at central locations. The Central Steam and Condensate system on the University of Kentucky Campus is an extensive layout of underground piping, tunnels, and steam pits. A large portion of this system has deteriorated through corrosion, and much of it is beyond design life expectancy. Condensate returns and steam lines need to be improved. Most of the direct bury steam lines consist of Class A conduit systems, which have deteriorated and corroded to the point that increased loads on the central heating system have been experienced.

Repairing these steam and condensate lines will improve the ability of the campus heating system to deliver steam to all campus buildings.
Project Status:
Bids were received at the end of April and were within budget. A Pre-construction meeting will be scheduled during mid-May.

Student Housing - Supporting Utility Plant Upgrades (Boiler/Chilled Water)
Project Description:
This project includes expanding the Virginia Ave. Central Utilities Plant to accommodate future expansion in steam and chilled water capacity. The project was established in support of the Student Housing Project.
Project Status:
The funds from this project are scheduled to be expended for the purchase the 125,000 lb/hr boiler with emissions controls for installation in the expanded CUP. The purchase order for the boiler has been issued and the production of the boiler is underway. Delivery of the unit is scheduled for mid-November 2007.

Renovate Cancer Center Radiologic Facility
Project Description:
The University of Kentucky Hospital needs to significantly upgrade and improve the current clinical space in the Lower Level of University Hospital. This will include therapy rooms, clinic exam areas, infusion space, office, education, and support space for the clinical practice. Given that the clinic will need to continue operations during the project, it is anticipated that areas will be taken down, or phased, during the construction. Surge space to allow the phasing has been identified. The addition will be located along the west side of the Markey Cancer Center/Ben F. Roach Cancer Care Facility, while the renovation will occur in existing research space on the on the Lower Level of the same building. Development of Radiation Medicine clinical areas is essential to growth of cancer programs supportive of the strategic plans for UK HealthCare. Current facilities are split between the Lower Level of the hospital and the Roach Building. Several initial facility studies have been completed that identified expansion and renovation of the areas of the Lower Level of the Roach Building to respond to immediate needs and is consistent with the Ambulatory Master Plan
Project Status:
Consultant interviews were held, and BSA Life Structures was selected as the Prime Architectural Consultant. A contract was executed, and a kick-off meeting was held to implement the project.

Upgrade Surgical Services
Project Description:
Stengel-Hill/CMTA are the consultant's designing to a $3,369,450 construction budget. This project will renovate existing space to develop a Same Day Surgery Intake Unit; will relocate surgical offices adjacent to the operating rooms in the Critical Care Center to expand the Post Anesthesia Care Unit; will develop a Pre-op, PACU, and waiting space in the main hospital building dedicated to pediatric patients; and will renovate the 1st floor surgical waiting area. The current layout and size of unit causes numerous inefficiencies in the department. The amount of PACU beds is too few based on industry standards. This renovation will allow for improved operational efficiencies of the operating rooms and will provide for an improved patient experience with the development of the same day surgery intake unit. This space is connected to the Hospital's central chilled water and steam systems.
Project Status:
Air Handling Unit #7 was replaced the weekend of 3/23/07 - 3/25/07. Work on Phase II in PACU in the Critical Care Center is underway. The demo is 95% complete; studs are 100% complete; electrical back boxes are installed; conduit is 20% complete; duct work is 40% complete; the mechanical contractor is currently installing piping below in the space in the Trauma ICU area. Substantial completion is scheduled for May 2007.

ARS - Agriculture Project
Project Description:
The Forage Animal Production Research Laboratory will serve the Forage Animal Production Research Unit for the USDA - ARS on the campus of the University of Kentucky. The mission of the FAPRU is to improve productivity, profitability, competitiveness and environmental sustainability of forage based

enterprises within the transition zone of the Easter and Midwestern United States. Multidiciplinary teams to work to identify, evaluate, and manipulate genetic and physiological factors, using for the enhancement of food animal and equine health and performance in forage based enterprises as well as to improve forage plant persistence, quality, and production. Three to four story building with approximately 65,000 gross square feet for reasearch labs, equipment and support rooms, offices and conferences rooms. The program also includes approximately 12,000 gross square feet for greenhouses and head house.

Project Status:

No change this past month.

CAPITAL CONSTRUCTION QUARTERLY ACTIVITY

Construct Biological Pharmaceutical Complex Building

Project Number: 2235.00

Scope: $132,792,000

Project Description:

Phase I of the Biological Sciences/Pharmaceutical Complex, authorized by the 2005 General Assembly, will construct a shelled building at UK's Research Complex. Phase II will complete the 279,000 gross square foot facility that includes "shell space" to allow for the growing research needs. This "shell space" will be fitted out for research laboratories at a later date as university funds and/or grant dollars become available. This new building will provide the college with a state-of-the-art facility that will also allow the college to expand enrollment to address the shortage of pharmacists in Kentucky. The College of Pharmacy will relocate to this new facility and vacate their existing space. In addition to the current Pharmacy Building, college faculty members are housed in 10 buildings on and off campus. Consolidation of the research and teaching expertise of the eighth ranked College of Pharmacy in the U.S. will further strengthen the instruction of students and research collaboration among faculty. The vacated Pharmacy Building will be reassigned to the Department of Biology to provide needed expansion space for classrooms, research, and faculty to meet the needs of the growing student enrollment in UK's largest department. The project is expected to break ground in April 2007 and be complete by October 2009.

Consultant: EOP Architects

Contract # A061150/A071060	Original Contract Amount:	$10,585,020
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$10,585,020

No amendments this quarter.

Contractor: Messer Construction Co. (Construction Manager At-Risk)
Note: This is a 'CM-At-Risk" contract. The amount will be increased as subcontracts are bid and added.
*Messer's contract was awarded by RFP process.

Contract # 4500007696	Original Contract Amount:	$7,681,036
Total Change Orders to Date:	Cumulative Change Order Amount:	
Low Bid:	Revised Contract Amount:	$7,681,036
High Bid:	Contract Percent Complete:	
Number of Bids:		

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000 this quarter.

Construct Horticultural Research and Education Facility

Project Number: 2238.10

Scope: $860,000

Project Description:

Expanded plant science technology will be a major contribution to economic expansion in the Commonwealth. The Horticultural Research and Education Center at South Farm is the key component in the Statewide plan to develop research/extension infrastructure in support of new and existing horticultural industries. The programs through this facility will explore, develop, evaluate, demonstrate, and communicate horticultural crop opportunities through innovative research and educational programs that enhance diversification, profitability, and sustainability of Kentucky farms and landscapes. It will become UK's most visible commitment to enhancing the viability of nontraditional enterprises and family farms. The scope of this project is not yet clearly defined. It will follow and supplement the intent of Project #2154.0 - South Farm Improvements. These projects will serve to develop a horticulture research facility on the South Farm. Included in the scope are greenhouse and headhouse facilities, research laboratories, storage building for equipment and pesticides, environmental rooms, etc.

Consultant: UK College of Ag In-House Design

Contract #	Original Contract Amount:	
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	

Contractor: Nexus Corporation

Contract # 4500007159	Original Contract Amount:	$294,318
Total Change Orders to Date:	Cumulative Change Order Amount:	
Low Bid: $294,318	Revised Contract Amount:	$294,318
High Bid: $389,889	Contract Percent Complete:	10%
Number of Bids: 3		

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000 this quarter.

Construct Patient Care Facility
Project Number: 2239.0
Scope: $450,000,000

Project Description:

This project will construct a new hospital addition to include patient beds, patient diagnostic and treatment areas, support areas, support facilities, medical equipment and infrastructure. The project also includes the replacement of the hospital parking garage and a connecting bridge as well as land acquisition and utility costs.

Consultant: GBBN, Inc.

Contract #	A061080	Original Contract Amount:	$30,400, 226
Total Amendments to Date:		Cumulative Amendment Amount:	$5,148,931
Describe all Amendments:		Revised Contract Amount:	$35,549,157

Amendment # 1, 9/12/06, was approved for $299,044 for additional design services required to design two additional floors for the parking garage. This amendment also provides for additional survey services associated with the rerouting of the ductbank; the addition of 12 receptor sources to be studied as part of the existing wind study; and the need for additional storm water modeling to review the impact on the new Patient Care Facility during heavy rain storm events. **Amendment # 2, 2/13/07, was approved for additional design services associated with increased scope including but not limited to increased renovation of areas in the existing hospital (all phases); development of early bid packages for infrastructure and site utility packages and temporary emergency department access; development of on additional bed wing (all phases); development of partial cafeteria (all phases); design of fitup for two additional floors (shell only - all phases); design of a redundant communications feed (all phases); additional design services associated with security systems; development of design of Phase 1B air handlers (thru DD's) and additional design of costs associated with relocation and installation of above ground and underground fuel tanks (all phases). Also included is additional reimbursable services for added geotechnical rock investigation; additional site survey and added construction testing.**

Contractor I: Gilbane (Construction Manger At-Risk)

Note: This is a 'CM-At-Risk' contract for Design Phase services only.

Contract #	4500001350	Original Contract Amount:	$507,245
Total Change Orders to Date:		Cumulative Change Order Amount:	
Low Bid:		Revised Contract Amount:	$507,245
High Bid:		Contract % complete:	100%
Number of Bids:			

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000 this quarter.

Contractor II: Turner Construction Co.

Note: This is a 'CM-At-Risk' contract. The amount will be increased as sub-contracts are bid and added. *Turner's contract was awarded by RFP process.

Contract #	4500007616	Original Contract Amount:	$27,366,352
Total Change Orders to Date:		Cumulative Change Order Amount:	
Low Bid:		Revised Contract Amount:	$27,366,352
High Bid:		Contract % complete:	0%
Number of Bids:			

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000 this quarter.

PCF - Hospital GMP # 1 - Huguelet Avenue Extension

Project Number: 2239.10

Scope: $4,725,000

Project Description:

GMP#1. This is a portion of the larger Patient Care Facility Project (2239.0). This package will link Huguelet Drive to Virginia Avenue at the current Clinic Drive location. The new road will provide an east-west link from University Drive to the west side of campus at Virginia Avenue. New signalization and bike paths are included to provide additional safety along the route. New entries to existing parking lots will be constructed and perpendicular parking will be removed between University Drive and Rose Street. The entire route will receive new landscaping and way-finding signage that will tie to both the Medical Center and Main Campus standards.

Consultant: Wilbur Smith Associates

Contract # A061050	Original Contract Amount:	$400,000
Total Amendments to Date: 3	Cumulative Amendment Amount:	$66,500
Describe all amendments :	Revised Contract Amount:	$466,500

Amendment #1, 04/11/2006, an increase of $30,000.00, was approved for additional design services as required for a flashing beacon at the clinic garage entrance and Huguelet Drive as well as street lighting and landscaping for the entire length of Huguelet Drive between Rose Street and University Drive. **Amendment #2**, 06/13/2006, an increase of $32,000.00, was approved for redesign of utilities in order to leave existing steam lines in place as a cost saving measure. This amendment also provides for the development of a staging plan for the closure of Rose Street thru the final opening of the new hospital to maintain access to the existing entrance to the hospital and the emergency room. **Amendment #3,** 11/16/06, an increase of $4,500 was approved to provide a traffic signal warrant analysis for submission to KYTC with the permit application as required. **No amendments this quarter.**

Contractor: Gilbane Construction Company (GMP #1)

Contract # 4500001350	Original Contract Amount:	$4,442,101
Total Change Orders to Date: 46	Cumulative Change Order Amount:	$279,319
Low Bid:	Revised Contract Amount:	$4,721,420
High Bid:	Contract Percent Complete:	100%
Number of Bids:		

Describe all change orders greater than $25,000.00:

Change Order # 34, 1/19/07, was approved for an increase of $65,296 to provide for the removal and replacement of wiring and to install temporary service in order to intercept and reroute a duct bank that was not accounted for in design.

PCF - Hospital GMP # 2 - Parking Garage

Project Number: 2239.20

Scope: $32,766,968

Project Description:

GMP#2. This is a portion of the larger Patient Care Facility Project (2239.0). This package will construct a seven level parking structure that will have an approximate 1,600 car capacity. The new garage will be located on the west side of Limestone Street, between Conn Terrace and Transcript Avenue. This structure will replace the existing Med Center parking garage that must be demolished in order to tie the new Patient Care Facility to the existing Medical Center. A future pedestrian bridge will connect the new structure to the Patient Care Facility and the design has allowed for the future addition of approximately 15,000 square feet of retail space fronting Limestone.

Consultant: GBBN, Inc.
See project 2239.0

Contract #		Original Contract Amount:	
Total Amendments to Date:		Cumulative Amendment Amount:	
Describe all amendments :		Revised Contract Amount:	

Contractor: Gilbane Building Company (GMP #2)

Contract #	4500001350	Original Contract Amount:	$32,766,968
Total Change Orders to Date:	2 (time ext. only)	Cumulative Change Order Amount:	
Low Bid:		Revised Contract Amount:	$32,766,968
High Bid:		Contract Percent Complete:	35%
Number of Bids:			

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000 this quarter.

PCF - Hospital - Cooling Plant # 1 Modifications

Project Number: 2239.31

Scope: $12,850,000

Project Description:

This is a portion of the larger Patient Care Facility Project (2239.0). This package will provide the University the ability to meet the utility requirements of the new Patient Care Facility. The Central Utility Plant on Press Avenue will be expanded with a new boiler; Chillier Plant No. 1 on University Drive will be renovated with new chillers; new emergency generators will be added to Chillier Plant No. 3 to serve the Patient Care Facility; critical steam and chilled water lines will be replaced and upsized in order to provide the capacity that will be required to service Phase 1A of the Patient Bed Tower.

Consultant: GBBN, Inc.
See project 2239.0

Contract #		Original Contract Amount:	
Total Amendments to Date:		Cumulative Amendment Amount:	
Describe all amendments :		Revised Contract Amount:	

Contractor: Messer Construction Co.

Contract #	4500005952	Original Contract Amount:	$4,252,000
Total Change Orders to Date:	4	Cumulative Change Order Amount:	$58,438
Low Bid:	$4,252,000	Revised Contract Amount:	$4,310,438
High Bid:	$4,464,000	Contract Percent Complete:	75%
Number of Bids:	3		

Describe all change orders greater than $25,000.00:

Change Order # 1, 1/8/07, was approved for an increase of $25,295 to provide for the delivery of 4 chillers from storage to the jobsite.

PCF - Hospital - CUP Expansion

Project Number: 2239.32

Scope: $13,150,000

Project Description:
This is a portion of the larger Patient Care Facility Project (2239.0). The project includes an 18,000 square foot addition to the existing Central Utilities Plant on Press Avenue. The expansion will include provisions for two new 125,000 lb/hr boilers and additional chillers. The structure will include an enlarged cold well and basement in the cooling section. The boilers and supporting equipment will be installed under this project. Chiller purchases are not contemplated at this time.

Consultant: GBBN Inc.
See project 2239.0

Contract #
Original Contract Amount:
Total Amendments to Date:
Cumulative Amendment Amount:
Describe all amendments :
Revised Contract Amount:

Contractor: No construction contract awarded to date.

Contract #
Original Contract Amount:
Total Change Orders to Date:
Cumulative Change Order Amount:
Low Bid:
Revised Contract Amount:
High Bid:
Contract Percent Complete:
Number of Bids:
Describe all change orders greater than $25,000.00:

Construct Student Health Facility

Project Number: 2228.00

Scope: $24,000,000

Project Description:
University Health Services will be an outpatient clinic with support spaces and some administrative offices. This project will create additional space by constructing a new building of 72,714 gross square feet. The site will be in the courtyard framed by the Wethington Building, Warren Wright Medical Plaza and the Sanders Brown Center on Aging.

Consultant: Omni Architects

Contract # A061070
Original Contract Amount: $1,332,600
Total Amendments to Date: 1
Cumulative Amendment Amount: $77,203
Describe all amendments :
Revised Contract Amount: $1,409,803

Amendment #1, 05/11/2006, an increase of $77,203.00, was approved for additional programming and design services required for revisions to the BSA study, for adding a high pressure steam line through the Student Health Facility connecting inside the existing AAH Tunnel and to provide more thorough survey and geotechnical reports than originally anticipated. **No amendments this quarter.**

Contractor: Turner Construction Company (Construction Manager-At-Risk)
Note: This is a 'CM-At-Risk' contract. The amount will be increased as subcontracts are bid and added.
*Turner's contract was awarded by RFP process.

Contract # 4500004856
Original Contract Amount: $18,726,851
Total Change Orders to Date: 2
Cumulative Change Order Amount: $30,816
Low Bid:
Revised Contract Amount: $18,757,667
High Bid:
Contract Percent Complete: 20%
Number of Bids:
Describe all change orders greater than $25,000.00:
No change orders greater than $25,000 this quarter.

Expand Emergency Services - Hospital

Project Number: 2236.00

Scope: $4,750,000

Project Description:

This renovation project consists of renovating approximately 18,400 square feet of ground floor space in the Critical Care Center. Materials Management and Purchasing Offices will be relocated to expand patient care services in the Emergency Department. The renovation will provide a new and separate Pediatrics Emergency area to include an exterior entrance, waiting room triage and support spaces; additional Emergency Department acute care bays, nursing space and support space; provide a new digital radiology room for exclusive use by the Emergency Department.

Consultant: GBBN, Inc.

Contract # A061090		Original Contract Amount:	$265,000
Total Amendments to Date:	2	Cumulative Amendment Amount:	$105,452
Describe all amendments :		Revised Contract Amount:	$370,452

Amendment #1, 11/08/05, was approved for $87,500.00 for additional design services to design replacement air handlers, exhaust fans and return fans on the ground floor. It has been determined that the condition and capacity of the existing fans are inadequate to serve the renovated space. **Amendment #2,** 7/13/06, was approved for $17,952.00 for additional design services for redesigning the Greeter/Security desk; revised electrical drawings due to additional patient monitoring equipment; revised finishes schedule due to requested changes by the Pediatric Department and commissioning of new Air Handling Units. **No amendments this quarter.**

Contractor: Eubank & Steele Construction

Contract # 4500003852		Original Contract Amount:	$3,594,750
Total Change Orders to Date:	23	Cumulative Change Order Amount:	$59,313
Low Bid:	$3,594,750	Revised Contract Amount:	$3,654,063
High Bid:	$3,821,000	Contract Percent Complete:	61%
Number of Bids:	3		

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000.00 this quarter.

Expand & Upgrade Livestock Disease Diagnostic Lab

Project Number: 2234.00

Scope: $8,500,000

Project Description:

New space is needed for more than one veterinary pathologist to perform animal postmortem examinations in addition to renovation of current necropsy space. New space is also needed to add molecular biology/special procedures capabilities to the laboratory. New technology in the form of an alkaline hydrolysis digester is needed to replace an aging incinerator. The Livestock Disease Diagnostic Lab is an office and laboratory building with net assignable space of 3,860 square feet for offices and 28,100 square feet of laboratories and support space. It is proposed to add 6,300 and 1,200 square feet (net) of new laboratory and office space, respectively. An existing necropsy laboratory and support space will be renovated (2,000 square feet net).

Consultant: CMW, Inc.

Contract # A061100		Original Contract Amount:	$648,000
Total Amendments to Date: 1		Cumulative Amendment Amount:	$90,000
Describe all amendments :		Revised Contract Amount:	$738,000

Amendment # 1, 12/12/06, was approved for $90,000 to provide additional design services to accommodate a phased implementation consistent with the legislative budget action. Includes the additional design to study the new tissue digester effluent impact of the LFUCG Town Branch Wastewater Treatment Plant. **No amendments this quarter.**

Contractor: No construction contract awarded to date.

Contract #		Original Contract Amount:	
Total Change Orders to Date:		Cumulative Change Order Amount:	
Low Bid:		Revised Contract Amount:	
High Bid:		Contract Percent Complete:	
Number of Bids:			

Describe all change orders greater than $25,000.00:

Fit-Up 4th Floor in BBSRB

Project Number: 2227.00

Scope: $9,663,925

Project Description:

This project will fit-up approximately 32,750 square feet in the currently "shelled space" on the fourth floor of the BBSRB Building. The fit-up will include wet bench laboratory space, support space, and dry computational labs. The University has received a federal grant award of $3,685,000 from the National Center for Research Resources Extramural Research Facilities Improvement Program. The space will primarily be utilized by Pharmacology.

Consultant: A.M. Kinney

Contract # A051120		Original Contract Amount:	$415,000
Total Amendments to Date:	2	Cumulative Amendment Amount:	$92,000
Describe all amendments :		Revised Contract Amount:	$507,000

Amendment #1, 04/11/2006, an increase of $24,000, was approved for additional design services required for development of the Organic Synthesis Laboratory space in the southwest corner of the Fourth Floor Wet Lab area of the BBSRB. **Amendment # 2, 2/13/07, an increase of $68,000 was approved to extend construction phase services as well as provide vibration testing services and design services to renovate the 4th floor to accommodate SCoBIRC labs.**

Contractor: WS Construction

Contract # 4500001420		Original Contract Amount:	$5,342,000
Total Change Orders to Date:	18	Cumulative Change Order Amount:	$291,632
Low Bid: $5,342,000		Revised Contract Amount:	$5,633,632
High Bid: $5,657,000		Contract Percent Complete:	95%
Number of Bids: 4			

Describe all change orders greater than $25,000.00:

Change Order # 11, 10/16/06, was approved for $27,365.10 for the provision of power for lights and receptacles in the penthouse. The power provisions were not defined in the panel schedules, but should be installed as part of the project scope. **Change Order # 12,** 11/29/06, was approved for $206,837.85 for an addition of an organic synthesis laboratory to provide an isolated lab space and control chemical fumes. **No change orders greater than $25,000 this quarter.**

Fit-Up Gill Building Ground Floor - Hospital

Project Number: 2253.00

Scope: $6,500,000

Project Description:

Champlin-Haupt/ Kohrs Lonnemann Heil are the consultant's designing to a $1,550,000 construction budget. This Project encompasses renovations to 5,000 square feet of existing Ground Floor Shell Space within the Gill Heart Institute to accommodate the creation of a new Cardiology Center, including Cardiology Diagnostics and Clinical Research Programs. The scope of work shall include, but not be limited to the following: Cardiology Diagnostic Suite that shall consist of: Waiting room, Interview, Reception, Nurse Station, Prep/Recovery, Patient Toilet/Dress, Soiled Workroom, MRI/CT Control, CT Exam, MRI Exam (1.5T), MRI Equipment (1.5T), Storage, and Cardiology Reading. The Clinical Research Suite shall consist of: Clinical Research Offices, MRI Control, MRI Exam (3.0T), MRI Equipment (3.0T), Clinical Research Workroom, and Staff Toilet.

Consultant: Champlin/Haupt

Contract # A071100	Original Contract Amount:	$155,000
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$155,000

No amendments this quarter.

Contractor: No construction contract awarded to date.

Contract #	Original Contract Amount:
Total Change Orders to Date:	Cumulative Change Order Amount:
Low Bid:	Revised Contract Amount:
High Bid:	Contract Percent Complete:
Number of Bids:	

Describe all change orders greater than $25,000.00:

Lease Purchase Hospital Dining Facilities and Equipment (Cafeteria Renovation)

Project Number: 2262.00

Scope: $1,100,000

Project Description:

This project consists of renovations to existing University Hospital dining facilities (cafeteria and cafe). The project is located on the first floor of the hospital and will meet the requirements of the private vendor who will manage the dining facilities. Facility is in need of updating for aesthetics, patron flow, utility upgrade and new equipment. The project will include new finishes and serving equipment.

Consultant: L2M

Contract # A071000FF	Original Contract Amount:	$47,500
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$47,500

No amendments this quarter.

Contractor: No construction contract awarded to date.

Contract #	Original Contract Amount:
Total Change Orders to Date:	Cumulative Change Order Amount:
Low Bid:	Revised Contract Amount:
High Bid:	Contract Percent Complete:
Number of Bids:	

Describe all change orders greater than $25,000.00:

Memorial Coliseum Expansion
Project Number: 2196.00
Scope: $30,000,000

Project Description:
This project consists of the addition of men's and women's basketball offices, practice facility, weight training, medical support, locker/shower, facilities ticket office, administrative offices, and minor renovation of existing locker rooms. The estimated total cost of the facility is $30 million, consisting of the $2.5 million for design plus $27.5 million for construction. This project involves the design of a 92,300 square foot Basketball Practice Facility to enhance the University's ability to attract top student athletes. The new facility will alleviate scheduling problems at Memorial Coliseum and will provide amenities in line with other NCAA basketball facilities in the country. The practice facility will be connected to Memorial Coliseum, which is located near the intersection of Lexington Avenue and the Avenue of Champions, and will renovate 7,700 square feet to support volleyball, gymnastics, offices and ticketing.

Consultant: Sherman-Carter-Barnhart/HNTB

Contract # A041080	Original Contract Amount:	$2,000,000
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$2,000,000

No amendments this quarter.

Contractor: Messer Construction (Construction Manager-At-Risk)
Note: This is a 'CM-At-Risk' contract. The amount will be increased as subcontracts are bid and added.
*Messer's contract was awarded by RFP process.

Contract # 4500000169	Original Contract Amount:	$25,250,566
Total Change Orders to Date: 169	Cumulative Change Order Amount:	$649,089
Low Bid:	Revised Contract Amount:	$25,899,655
High Bid:	Contract Percent Complete:	95%
Number of Bids:		

Describe all change orders greater than $25,000.00:

Change Order #27, 03/16/06, was approved for $65,940.07, to adjust contract amount for actual length of drilled piers over the base length included in the base bid. **Change Order #33,** 03/31/06, was approved for -$25,240.75 to adjust contract amount after receiving donation from Harrod Concrete & Stone. **Change Order #31**, 04/04/2006, was approved for -$52,052.66, to delete the cost of finish hardware for Aluminum Doors from the Doors, Frames and Hardware bid as it was already included in another trade contractor's scope of work. **Change Order #32**, 04/04/2006, was approved for $293,576.97, to provide a flexible security control system to facilitate frequent changes due to turnover of student athletes. Revision primarily consists of replacement of conventional mechanical hardware with stand alone electronic access control hardware. **Change order #75,** 08/23/2006, was approved for $26,773.54 to install additional light fixtures in the men and women's basketball locker rooms to provide even illumination in these locations. **Change order #88**, 09/22/2006, was approved for $26,384.92, to provide engraved pavers at front entrance. Donor brick pavers will acknowledge donations to the UK MCE Building Fund. **Change Order # 101,** 11/16/06, was approved for a decrease of $39,115.30 to provide for the deletion of ductwork cleaning. The project work site was kept in such a condition that duct cleaning is unnecessary. **No change orders greater than $25,000 this quarter.**

Renovate 3rd Floor Little Library

Project Number: 2255.00

Scope: $1,900,000

Project Description:

This project addresses life safety and ADA concerns in the Little Library in addition to providing permanent instructional and research space for Kentucky's only accredited Library and Information Science program which places graduates in industry, research, nonprofit, and government organizations. This project includes final renovations to provide new classrooms, student facilities, faculty offices, and a student technology center for the School of Library and Information Sciences. Approximately, 20,380 gross square feet is being renovated in all phases.

Consultant: Pearson & Peters Architects PLC

Contract # A071120	Original Contract Amount:	$112,875
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$112,875

No amendments this quarter.

Contractor: No construction contract awarded to date.

Contract #	Original Contract Amount:	
Total Change Orders to Date:	Cumulative Change Order Amount:	
Low Bid:	Revised Contract Amount:	
High Bid:	Contract Percent Complete:	
Number of Bids:		

Describe all change orders greater than $25,000.00:

Renovate - Expand Boone Faculty Center

Project Number: 2251.00

Scope: $6,000,000

Project Description:

The Boone Faculty Center was built new in 1986 and has had only minor maintenance repairs in the interim. This project will renovate the original 19,561 square feet of the Boone Faculty Center on the Lexington Campus and construct an addition of approximately 3,300 square feet. The center as constructed is able to host small to medium size meetings, functions, luncheons and dinners, but due to space constraints it is unable to accommodate the numerous larger scale conferences and symposia that university departments frequently host. These departments then contract with local hotels and the convention center. Since the center is to operate and be maintained on a self supporting basis the inability to reasonably host the 300 to 400 attendee events causes a loss of potential campus dollars to off campus sites, that if able to be captured could help defray the annual operating expenses of the center.

Consultant: EOP Architects

Contract # A071070	Original Contract Amount:	$275,000
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$275,000

No amendments this quarter.

Contractor: Jarboe Construction

Contract # 4500007653	Original Contract Amount:	$4,515,000
Total Change Orders to Date:	Cumulative Change Order Amount:	
Low Bid: $4,515,000	Revised Contract Amount:	$4,515,000
High Bid: $4,724,000	Contract Percent Complete:	3%
Number of Bids: 2		

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000 this quarter.

Replace Steam and Condensate Piping - Multiple Projects **(04-2006)**

Project Number: 2248.00

Scope: $3,223,900

Project Description:

This project will replace central steam and condensate piping systems. The Central Utilities Systems of the University of Kentucky have proven to be very economical to maintain and operate. It reduces the construction cost of new building by eliminating redundancy in buildings and reduces the operations cost of new and existing buildings by providing reliable and low cost energy alternatives at central locations. The Central Steam and Condensate system on the University of Kentucky Campus is an extensive layout of underground piping, tunnels, and steam pits. A large portion of this system has deteriorated through corrosion, and much of it is beyond design life expectancy. Condensate returns and steam lines need to be improved. Most of the direct bury steam lines consist of Class A conduit systems, which have deteriorated and corroded to the point that increased loads on the central heating system have been experienced. Repairing these steam and condensate lines will improve the ability of the campus heating system to deliver steam to all campus buildings.

Consultant: Staggs & Fisher

Contract # A071080	Original Contract Amount:	$276,000
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$276,000

No amendments this quarter.

Contractor: No construction contact awarded to date.

Contract #	Original Contract Amount:	
Total Change Orders to Date:	Cumulative Change Order Amount:	
Low Bid:	Revised Contract Amount:	
High Bid:	Contract Percent Complete:	
Number of Bids:		

Describe all change orders greater than $25,000.00:

Student Housing - Supporting Utility Plant Upgrades

Project Number: 2153.30

Scope: $1,275,000

Project Description:

This project includes expanding the Virginia Avenue Central Utility Plant to accommodate future expansion in steam and chilled water capacity. The project was established in support of the Student Housing Project.

Consultant: AM Kinney

Contract # A041000GG	Original Contract Amount:	$26,315
Total Amendments to Date:	Cumulative Amendment Amount:	
Describe all amendments :	Revised Contract Amount:	$26,315

No amendments this quarter.

Contractor: English Boiler & Tube Inc.

*English Boiler's contract was awarded by RFP process.

Contract # X500192	Original Contract Amount:	$245,155
Total Change Orders to Date:	Cumulative Change Order Amount:	
Low Bid:	Revised Contract Amount:	$245,155
High Bid:	Contract Percent Complete:	98%
Number of Bids:		

Describe all change orders greater than $25,000.00:

No change orders greater than $25,000.00 this quarter.

Upgrade Surgical Services

Project Number: 2231.00

Scope: $4,500,000

Project Description:

This project will renovate existing space to develop a Same Day Surgery Intake Unit; will relocate surgical offices adjacent to the operating rooms in the Critical Care Center to expand the Post Anesthesia Care Unit; will develop a Pre-op, PACU, and waiting space in the main hospital building dedicated to pediatric patients; and will renovate the 1st floor surgical waiting area. The current layout and size of unit causes numerous inefficiencies in the department. The amount of PACU beds is too few based on industry standards. This renovation will allow for improved operational efficiencies of the operating rooms and will provide for an improved patient experience with the development of the same day surgery intake unit. This space is connected to the Hospital's central chilled water and steam systems (coal or gas fired boilers/chillers).

Consultant: Stengel Hill Architects

Contract #	A061140	Original Contract Amount:	$324,000
Total Amendments to Date:		Cumulative Amendment Amount:	
Describe all amendments :		Revised Contract Amount:	$324,000

No amendments this quarter.

Contractor: Woodford Builders

Contract #	450000004839	Original Contract Amount:	$3,328,150
Total Change Orders to Date:	9	Cumulative Change Order Amount:	$23,744
Low Bid:	$3,280,000	Revised Contract Amount:	$3,351,894
High Bid:	$4,199,700	Contract Percent Complete:	65%
Number of Bids:	5		

Describe all change orders greater than $25,000.00:

No changes orders greater than $25,000.00 this quarter.

HRCR 1

Office of the President
June 12, 2007

Members, Board of Trustees:

PROPOSED REVISION TO ADMINISTRATIVE REGULATION: PHASED RETIREMENT POLICY AND PROGRAM

Recommendation: that the Board of Trustees approve changes to the University of Kentucky Phased Retirement Policy and Program as defined in Administrative Regulation (AR) II-1.6-2. Changes to the program include adding new provisions to extend the phased retirement benefit to staff employees and a general reformatting of the regulation.

Background: At its April 24, 2007 meeting, the Board of Trustees approved a wide-ranging work-life strategy, which included several changes to employee benefits. One component of the strategy was to extend the Phased Retirement Program to staff employees.

New provisions for staff phased retirement are similar to those contained in the current regulation for faculty phased retirement. Major components of the phased retirement program for staff include:

- Employees must have fifteen (15) years of regular full-time service (consecutive if hired after July 1, 1997);
- Employees must be at least sixty (60) years old;
- Employees will retain full-time status for benefits;
- Retirement contributions are based on actual prorated base salary;
- Accumulated retirement funds may be accessed during phased retirement;
- Phased retirement is available for a maximum of five (5) years; and
- Phased retirement is not a right but must be requested by the employee and approved by the department up through the appropriate executive vice president or provost.

The formatting changes are necessary to update the regulation to conform to the current university administrative organization, clarify the language to make it more reader-friendly, and make it consistent with other university regulations.

A revised copy of AR II-1.6-2 is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

UNIVERSITY OF KENTUCKY **ADMINISTRATIVE REGULATIONS**	IDENTIFICATION AR II-1.6-2	PAGE 1
	DATE EFFECTIVE ~~12/10/02~~/07	SUPERSEDES REGULATION DATED 4/30/96 3/4/97 12/10/02

PHASED RETIREMENT POLICY AND PROGRAM
(Approved by the Board of Trustees)

I. Policy ~~Purpose~~

The Phased Retirement Program is designed to provide an opportunity for eligible full-time tenured faculty ~~employees~~ and staff ~~members~~ employees to make an orderly transition to retirement through part-time service. It is entirely voluntary and will be implemented by written agreement between faculty ~~employees~~ or staff employees ~~members~~ and the University. The Program is ~~ongoin~~ongoing~~g~~, but may be eliminated at any time by the University.

II. Eligibility and Approval

A. The Phased Retirement Program is available to all regular full-time tenured faculty ~~employeesmembers~~ and staff employees who have completed fifteen (15) years of regular full-time ~~faculty~~ service (in accordance with AR II-1.6-1) at the University of Kentucky and who are age sixty (60) or older by the commencement of their phased retirement. Individuals who have already taken regular retirement are not eligible for phased retirement under this program.

B. A decision to request a phased retirement appointment~~s~~ rests entirely with individual ~~faculty~~ employees~~members~~. Phased retirement that is requested and approved shall commence at the beginning of the first fiscal year following approval of the request and execution of a written agreement.

C. The Phased Retirement Program does not create an absolute right of ~~faculty and staff~~ employees~~members~~ to a phased retirement. Phased retirement appointments must be requested by eligible ~~faculty~~ employees~~members~~ but shall be granted only when such appointments are in the best interests of the University.

III. Requests for Phased Retirement

A.~~D.~~ Faculty Requests

1. A faculty employee shall submit a request for a phased retirement appointment to the educational unit administrator at least six (6) months before the date upon which such appointment would become effective unless the affected educational unit administrator and the dean agree to accept a later submission.

The request shall include a completed, signed, and notarized phased retirement agreement and its attendant paperwork.

2. The educational unit administrator shall review the request and make a recommendation to the dean. The dean shall review the request and recommendation of the educational unit administrator and make a recommendation to the Provost. The Provost shall have final approval authority.

~~A faculty request for phased retirement shall be submitted to the department/division and college for initial endorsement, shall be reviewed and recommended by the appropriate dean, community college president or director, and is subject to final approval by the Provost. A request for phased retirement shall be submitted at least six (6) months before the date upon which such appointment would become effective, unless a later submission of such a request would be totally acceptable to the affected department and college.~~

B. Staff Requests

1. A staff employee shall submit a request for a phased retirement appointment to the supervisor of the administrative unit to which the employee is assigned at least three (3) months before the date upon which such appointment would become effective, unless the affected supervisor and senior administrator agree to accept a later submission. The request shall include a completed, signed, and notarized phased retirement agreement and its attendant paperwork.

2. The supervisor shall review the request and make a recommendation to the appropriate senior administrator~~,~~ (e.g., vice president or associate vice president). The senior administrator shall review the request and recommendation of the supervisor and make a recommendation to the appropriate executive vice president, Provost, or President. The executive vice president or Provost shall have final approval authority.

IV.~~III.~~ Terms a~~A~~nd Conditions

~~A.~~ Phased retirement appointments under this Program shall be subject to the following terms and conditions:

A.~~1.~~ Phased retirement appointments involve a reduction of employment from full-time to half-time. Such appointments for faculty employees may consist of full-time work for one-half of a regular appointment period (e.g., full-time work for one semester of an academic year appointment) or half-time work for a full regular appointment period

(e.g., half-time work in each of the two semesters of an academic year appointment). InstructionTeaching, research, and service assignments under such an appointment shall be determined by agreement between the faculty employeemember and the educational unit adminstratora department/division chair, a dean/community college president, or a director of an academic unit and shall be set forth in detail in the written phased retirement agreement. Phased retirement appointments for staff employees shall normally consist of a half-time workload throughout the fiscal year or duration of the agreement.

B.2. The salary of an faculty or staff employeemember on a phased retirement appointment shall be reduced by fifty 50 percent (50%) from the salary such faculty employeemember would have received but for the election of phased retirement under this program. FacultyeEmployees members electing phased retirement appointments shall not be eligible for proportional merit salary increases during the period of their phased retirement program. The calculation of disability benefits for a A faculty employeemember on a phased retirement appointment shall be based on considered for disability benefits on the basis of the equivalent of the faculty employee's full-time salary such faculty member received as a full-time faculty member immediately before electing at the onset of the phased retirement appointment.under this program. A fFaculty eEmployees member electing the Phased Retirement Program may access their retirement plan funds, without separating from the University, after the effective date initiating their participation in the Phased Retirement Program.

C.3. Phased retirement under this program shall not exceed five (5) years in duration. Faculty eEmployeesmembers who request and receive phased retirement appointments shall agree in writing to accept full retirement from the University no later than five (5) years after the commencement of reduced employment under this program. The agreement to retire at the end of the reduced employment period is irrevocable once executed. (except that as provided in subsection IV-A below).Nnothing in this regulation shall preclude eligible faculty and staff employees from electing regular retirement from the University at any point in time during the phased retirement period (even though such employees may have executed an agreement requiring retirement at some point in the future). Nothing in this regulation shall preclude a post-retirement appointment of an individual who has elected phased retirement under this Program.

D. Faculty employees on phased retirement appointments willshall have the same academic freedoms and responsibilities as other faculty employees. Faculty and staff employees on phased retirement appointments will have access to all grievance and appeal procedures available to other employees.

V. Retirement and Other Employee Benefits

A. ~~B.~~ Retirement Contributions

The University's contributions to retirement for an ~~faculty~~employee~~s~~ on phased retirement appointment~~s~~, and the ~~faculty~~ employee's ~~members'~~ contributions as well, shall be based upon their actual (i.e., reduced) salaries during the~~ir~~ period~~s~~ of reduced employment. Employees electing the Phased Retirement Program may access their retirement plan funds, without separating from the University, after the effective date initiating their participation in this~~e Phased Retirement P~~program.

B. Disability Benefits

The calculation of disability benefits for an employee on a phased retirement appointment shall be based on the equivalent of the employee's full-time salary at the onset of the phased retirement appointment.

C. Vacation and Other Leave

Faculty employees ~~members~~ on phased retirement appointments are entitled to fifty percent (50%) of the paid vacation leave to which they would have been entitled had they not elected phased retirement under this Program. Staff members shall accrue temporary disability leave and vacation leave in proportion to their reduced full-time equivalency (FTE).

D. Other Benefits

In all other respects, ~~such faculty~~ employees ~~members~~ on phased retirement appointment shall be entitled to the employee benefits normally offered to regular full-time ~~faculty members~~ employees. ~~Faculty~~Employee privileges, such as parking and reduced-cost athletic tickets, will be made available to ~~faculty~~employees on phased retirement appointments as if they were on ~~full-time~~ regular full-time~~faculty~~ appointment~~s~~. Requests for travel expenses and support services for ~~faculty~~employees on phased retirement appointments shall be considered and evaluated under normal processes. An ~~faculty~~ employee's ~~member's~~ use and occupancy of office or lab space shall not be adversely affected by electing to accept a phased retirement appointment.

References:- KRS 164.220
-AR II-1.601

~~IV.~~
~~General Provisions~~

~~A. Nothing in this regulation shall preclude eligible faculty and staff employees members from electing regular retirement from the University at any point in time (even though such faculty employees members may have executed an agreement requiring retirement at some point in the future). Nothing in this regulation shall preclude a post-retirement appointment of an individual who has elected phased retirement under this Program.~~

~~B. Faculty employeesmembers on phased retirement appointments will have the same academic freedoms and responsibilities as other faculty employeesmembers. andFaculty and staff employees will have access to all grievance and appeal procedures available to other members of the facultyemployees.~~

HRCR 2

Office of the President
June 12, 2007

Members, Board of Trustees:

CHANGES TO THE UNIVERSITY OF KENTUCKY RETIREMENT PLAN ADMINISTRATIVE REGULATION

Recommendation: that the Board of Trustees approve changes to the University of Kentucky Retirement Plan as defined in AR II-1.6-1 (see attachment) and authorize the executive vice president for finance and administration to approve the Excess Retirement Plan document when established. The new section of the retirement plan will allow the university to establish an Excess Retirement Plan to be used for incentive agreements established to retain university employees.

Background: The university may wish to have individual incentive arrangements for the retention of certain university employees. The Excess Retirement Plan will be established as an IRC 415(m) plan and will allow employees to receive and maintain contributions in the plan without incurring a taxable event until retirement or at a date defined by the plan.

Additionally, Appendix I related to the prior Supplemental Unfunded Retirement Plan is being eliminated from the AR because it is no longer applicable to current university employees.

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

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

UNIVERSITY OF KENTUCKY RETIREMENT PLAN
(APPROVED BY THE BOARD OF TRUSTEES)

I. Introduction

The policies governing the University of Kentucky Retirement Plan are set forth in this administrative regulation. The University of Kentucky Board of Trustees has authorized three retirement plan carriers to be utilized by University of Kentucky employees: Teachers Insurance and Annuity Association/College Retirement Equities Fund (TIAA/CREF); Fidelity Investment Tax-Exempt Services Company (Fidelity Investments); and American Century Investors, Inc. (American Century). It is the Board's intention that University employees be given a wide range of investment options during the years in which contributions are being made on the employees' behalf as well as a wide range of withdrawal options at the time of retirement. The term "retirement plan carrier," as used throughout this administrative regulation, includes all three retirement plan carriers that have been authorized by the Board of Trustees.

~~SUPPLEMENTAL ("Unfunded") RETIREMENT INCOME: Employees in retirement groups I, II and III, referred to in Section II, who were age 40 or older prior to the date of establishment of each group plan, and who were employed by the University prior to that date, qualify for the minimum annual retirement benefit provisions of the retirement plan. Benefits for these eligible employees are based upon a percentage, determined through years of service, of the participant's annual salary in the last year of employment prior to retirement. Retirement benefits as determined are funded by each individual retiree's accumulation in the group retirement plan, with the balance, if necessary, provided by the University as supplemental retirement income. For complete details on the Supplemental Unfunded Retirement Plan, refer to Appendix I.~~

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

II. Retirement Groups

A. Eligibility

1. Group I Personnel

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

(a) regular full-time employment;

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

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

2. Group II Personnel

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

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

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

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

3. Group III Personnel

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

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

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

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

(d) approval by the President or his delegate.

4. Group IV Personnel

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

(a) regular full-time employment;

(b) occupation of a position covered by the United States Civil Service Retirement Plan; and,

(c) eligibility rights under the United States Civil Service Retirement Plan.

5. Group V Personnel

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

(a) regular full-time employment;

(b) occupation in a position covered by the Federal Employees Retirement System (FERS) Act; and,

(c) participation rights under the FERS retirement plan.

B. Participation Requirements

1. Mandatory Participation

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

2. Voluntary Participation

Participation of Groups IV and V personnel is voluntary. An employee who enrolls under the voluntary provisions of this policy shall make an irrevocable, one-time salary reduction agreement when entering the plan;

that employee may not withdraw from the University's retirement plan as long as that employee remains eligible for plan participation.

3. Historical Detail – refer to Appendix II.

III. Contributions and Vesting

A. Groups I, II, III and IV

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

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

Contributions as a Percent of Basic Annual Salary

By the Participant	By the Institution	Total
5%	10%	15%

B. Group V

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

Contributions as a Percent of Basic Annual Salary

By the Participant	By the Institution	Total
1%	2%	3%

C. President, Provost, Executive Vice Presidents, General Counsel, and Chief of Staff to the President

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

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

~~D.~~ E. Historical Detail – refer to Appendix II.

~~E.~~ F Vesting

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

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

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

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

B. For plan years beginning on or after January 1, 1996, any reference in this plan to the limitation under section 401(a)(17) of the Code shall mean the OBRA `93 annual maximum includable compensation limit stated in this provision. The

University of Kentucky Retirement Plan Year is deemed to begin January 1 of a calendar year and end December 31 of the same calendar year.

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

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

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

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

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

V. Termination of Contributions

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

VI. Retirement Dates

A. Retirement Prior to Age 65

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

B. Normal Retirement

The normal retirement date for all employees of the University of Kentucky fiscal year in which the employee attains age 65.

C. Mandatory Retirement

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

D. Disability Retirement

1. Prior to Normal Retirement Date

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

2. Subsequent to Normal Retirement Date

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

VII. Retirement Benefits

A. Benefits through Retirement Plan Carriers

Each participant is entitled, upon separation of service, at retirement or upon electing participation in the Phased Retirement Program under AR II-1.6-2, to activate any or all retirement benefits that have been acquired under the University of Kentucky Retirement Plan in accordance with procedures and rules established by the retirement plan carriers. In addition to lump sum or partial lump sum provisions, there will be both annuitized and non-annuitized methods of withdrawal. There may be variances in the retirement withdrawal options among the carriers. All retirement plan carriers do not offer the same withdrawal options.

B. Benefits in Case of Death before Retirement

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

VIII. Contributions during Leave of Absence with Pay

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

IX. Contributions under Uniformed Services Leave

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

X. Employment beyond Retirement

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

Appendix I – Supplemental "Unfunded" Retirement Plan

I. Retirement Dates

A. Retirement Prior to Age 65

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

2. An employee who is taking early retirement and who is eligible for benefits as provided in Appendix II, Section I A. shall be permitted to retire with entitlement to all University benefits except supplemental retirement income if applicable (as calculated in Appendix I, Section IV.A) at the time of retirement. Any supplemental retirement income is subject to the following conditions:

(a) Payment of supplemental retirement income shall not begin until the month in which the early retiree attains age 65;

(b) Service credit for supplemental retirement income shall not accrue after the person retires;

(c) The salary used to determine supplemental retirement income shall be the basic annual salary for the last year of active employment;

(d) An early retiree who elects to proceed under this option shall not receive supplemental retirement benefits, which exceed 20% of the basic annual salary received during the last year of active employment plus 1% of such salary for each year of active service to the University;

(e) The computation of supplemental retirement income will be based on the assumptions in Appendix I, Section IV.A., except that the value of the single life annuity option is to be computed on the basis of the employee's age at the time early retirement commences; and AR II-1.6-1; and,

(f) Supplemental retirement benefits are not payable to survivors in the event the retiree dies prior to the attainment of age 65.

B. Normal Retirement

The normal retirement date for all employees of the University of Kentucky employed on or after July 1, 1964, and those employed prior to that date who attain age 56 after June 30, 1964, is hereby established as the end of the University's fiscal year in which the employee attains age 65 or, upon administrative approval at least three months in advance, during the month in which the employee attains age 65.

C. Mandatory Retirement

With the exceptions described below, no mandatory retirement date is applicable to employees of the University of Kentucky.

1. Executives

The mandatory retirement date, as an executive, for all employees of the University of Kentucky employed in bona fide executive or high policy making positions for two or more years prior to the attainment of age 65 and who are entitled to an immediate nonforfeitable annual retirement benefit from the University which equals or exceeds the amount per year specified by federal statute is hereby established as the end of the University's fiscal year in which the employee attains age 65. For purposes of this regulation, "bona fide executive or high policy making position" means the President, Provost, Executive Vice Presidents, Vice Presidents, Deans of the academic colleges, the Director of Athletics, the General Counsel and Chief of Staff to the President.

2. Law Enforcement Officers

The mandatory retirement date for all law enforcement officers of the University of Kentucky shall be at the end of the University's fiscal year in which the employee attains age 70.

D. Disability Retirement

1. Prior to Normal Retirement Date

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

2. Subsequent to Normal Retirement Date

An employee who has elected to continue in employment beyond his or her normal retirement date, as established herein, may be required to retire in the event that the said

employee's condition of health becomes such that it prevents the discharge of assigned duties and responsibilities.

3. In Conjunction with Long Term Disability Plan
An employee entitled to disability benefits after age 65 under the Long Term Disability Program, who qualifies for retirement and supplemental retirement income pursuant to this plan, will be eligible to retire and activate supplemental retirement income under the following conditions:

(a) The amount of annual supplemental retirement income to be provided shall be determined according to the formula provided in Section Appendix I, Section IV.A.;

(b) University-sponsored disability plan benefits are to be deducted from supplemental retirement income; and,

(c) Supplemental retirement income will be adjusted at the time disability benefits cease according to the formula provided in Section Appendix I, Section IV.A.

II. Participation Requirements

A. Participation of Group I personnel employed prior to July 1, 1964, is as follows:

1. Voluntary for employees who had attained age 56 prior to July 1, 1964, and for employees who had completed one year of continuous service but had not attained age 30.

2. Mandatory for employees who had completed one year of continuous service and attained age 30 but not age 56 as of July 1, 1964.

3. Mandatory upon the completion of one year of continuous service and the attainment of age 30 for all other such employees. Participation of Group I personnel employed on or after July 1, 1964, is voluntary for those employees who have not attained age 30 and mandatory for those employees who attained age 30.

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

B. Participation of Group II personnel employed prior to July 1, 1971, is as follows:

1. Voluntary for employees who had attained age 56 before July 1, 1971, and for employees who have completed one year of continuous service but have not attained age 30.

2. Mandatory for employees who had completed one year of continuous service and attained age 30 but not age 56 as of July 1, 1971.

3. Mandatory upon the completion of one year of continuous service and the attainment of age 30 for all other such employees.

4. Participation of Group II personnel employed on or after July 1, 1971, is voluntary for those employees who have not attained age 30 and mandatory for those employees who attained age 30.

5. An employee who enrolls under the voluntary provisions of this policy shall make an irrevocable, one-time salary reduction agreement when entering the plan; that employee may be eligible for plan participation.

C. Participation of Group III personnel employed prior to July 1, 1972, is as follows:

1. Voluntary for employees who had attained age 56 before July 1, 1972, and for employees who have completed one year of continuous service but have not attained age 30.

2. Mandatory for employees who had completed one year of continuous service and attained age 30 but not age 56 as of July 1, 1972.

3. Mandatory upon the completion of one year of continuous service and attainment of age 30 for all other such employees.

4. Participation of Group III personnel employed on or after July 1, 1972, is voluntary for those employees who have not attained age 30 and mandatory for those employees who attained age 30.

D. Participation of Group IV personnel is as follows:

1. Participation of Group IV personnel employed on or after January 1, 1973, is voluntary.

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

E. Participation of Group V personnel is as follows:

1. Participation of Group V personnel hired on or after January 1, 1973, but no later than March 31, 1987 is voluntary.

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

III. Termination of Contributions

Contributions on behalf of personnel in the Retirement Plan through December 31, 1987, shall terminate at the end of the fiscal year in which the employee attains age 65 or upon the earliest occurrence of any one or more of the following:

A. Cessation of regular full-time employment

B. Retirement

IV. Retirement Benefits

A. Minimum Annual Retirement Benefit and University Supplemental Retirement Income

1. Group I Personnel

For each Group I employee see AR II-1.6-1 (Section II.A.1) who was age 40 or older prior to July 1, 1964, and who was employed by the University prior to July 1, 1964, and who retires pursuant to the provisions hereof, the University will provide an annual supplemental retirement income during the lifetime of the employee, where necessary, to assure a minimum annual retirement benefit. The minimum annual retirement benefit shall be the following percentage of the basic annual salary at the employee's retirement date (unless the employee is serving outside the country on a University project and, in which case, the salary to be used in the computation shall be the basic annual salary received at the University during the year immediately preceding such foreign service):

(a) 20% plus 1% for each year of eligible service to the University plus

(b) For the employee who had attained age 56 prior to July 1, 1964, 1% for each full year by which retirement precedes the end of the fiscal year in which the employee's 70th

birthday is attained. or For the employee who had attained age 51, but not age 56 prior to July 1, 1964, the following percentage:

Age	Percentage
51	1
52	2
53	3
54	4
55	5

In no event shall the applicable percentage exceed 20% plus 1% for each year of eligible service. Any service credit allowed for years of part-time employment shall be computed on an appropriate fractional basis. Annual supplemental retirement income, if any, shall be determined according to the following equation or formula:

$$\text{Fixed Annual Supplemental Retirement Benefit} = \text{Computed1 Minimum Annual Retirement Benefit} - \text{Computed2 Annual Retirement Benefit from the Funded Plan Accumulations}$$

1 Computed as explained above in this section
2 Computed on the basis of assumptions in Section IV.A.6(a).

Under the conditions of this formula, an employee would receive supplemental retirement income only if the computed annual retirement benefit from the funded plan accumulations is less than the computed minimum annual retirement benefits to which the employee is entitled.

2. Group II Personnel

For each Group II employee see AR II-1.6-1 (Section II.A.2) who was employed prior to July 1, 1971, and who had attained age 40 as of that date and has at least 15 years of consecutive service as of the employee's retirement date the University will provide an annual supplemental retirement income during the lifetime of the employee where necessary to assure a minimum annual retirement benefit under the plan equal to 20% of the basic annual salary received by the participant at the retirement date plus 1% of that salary for each year of eligible service at the University. The amount of annual supplemental retirement income to be provided shall be determined according to the formula provided in Section IV.A.1.

Information regarding computation of the minimum annual retirement benefit and annual supplemental retirement income for the participant employed prior to July 1, 1964, and who has been continuously employed since that date, is provided in Section IV.A.1.

3. Group III Personnel

For each Group III employee see AR II-1.6-1 (Section II.A.3) who was employed prior to July 1, 1972, and who had attained age 40 as of that date and has at least 15 years of consecutive service at the employee's retirement date the University will provide an annual supplemental retirement income during the lifetime of the employee, where necessary, to assure a minimum annual retirement benefit under the plan equal to 20% of the basic annual salary received by the participant at the retirement date plus 1% of that salary for each year of eligible service at the University. The amount of annual supplemental retirement income to be provided shall be determined according to the formula provided in Section IV.A.1.

Information regarding computation of the minimum annual retirement benefit and annual supplemental retirement income for the participant employed prior to July 1, 1964, and who had been continuously employed since that date, is provided in Section IV.A.1.

4. Group IV Personnel

For each Group IV employee see AR II-1.6-1 (Section II.A.4) who was employed by the University prior to January 1, 1973, and whose University employment includes periods of eligible service covered in part by the United States Civil Service Retirement Plan and in part by the Group IV Plan and/or by the older University unfunded plan, the University will provide an annual supplemental retirement income during the lifetime of the employee, where necessary, to assure a minimum annual retirement benefit equal to that which would have been received had all eligible service been exclusively under the University's unfunded retirement plan. The amount of supplemental retirement income, if any, to be provided shall be computed using the following equation or formula:

Fixed Annual Supplemental Retirement Income Benefit	=	Computed1 Minimum Annual Retirement Accumulations	Computed2 Annual Benefit from the Funded Plan	Computed3 Annual Benefit from Civil Service Retirement

1 Computed as explained in Section IV.A.1.
2 Computed on the basis of assumptions in Section IV.A.6.a.
3 Computed on the basis of assumption in Section IV.A.6.b.

Under the conditions of this formula, an employee would receive supplemental retirement income only if the sum of the computed annual benefit from the Civil Service retirement plan plus the computed annual retirement benefit received from the funded plan accumulations is less than the computed minimum annual retirement benefit to which the employee is entitled.

If an employee eligible for Civil Service retirement benefits elects to retire at an age earlier than the normal University retirement age of 65, all retirement benefits will be calculated on the age attained at retirement rather than age 65. Any University supplemental retirement benefit due the employee will be deferred until the employee attains age 65.

The policy described herein applies to retirements, which become effective on or after January 1, 1974. Employees whose service is in part with the University of Kentucky and in part with the U.S. Veterans Administration are not covered under the Group IV Plan.

5. Group V Personnel

Employees covered under the Group V plan do not have minimum annual retirement benefit rights.

6. Assumptions in Computation of Supplemental Retirement Income

In determining whether participation in the Civil Service or the funded retirement plan(s) has produced the minimum annual retirement benefit described in Sections IV.A.1 through IV.A.4, the following assumptions shall be used:

(a) Assumptions Applicable to Calculation of Benefit from the Funded Plan:

i. That all retirement contributions, both from the employee and the University, were invested in a TIAA annuity contract (regardless of the percentages actually allocated to the authorized retirement plan carriers), and

ii. That the retiring employee elected the single life annuity option the value of which is computed on the basis of the employee's age at time of normal retirement (regardless of the option(s) actually elected).

(b) Assumption Applicable to Calculation of Benefit from Civil Service:

That the retiring employee elected the single life annuity option (regardless of the option(s) actually elected).

7. Periods of Service

(a) As used in this retirement plan, "period of service" means the number of years of full-time employment plus credit allowed for part-time employment plus periods in an approved leave of absence status. Periods of service and eligible service shall be computed to the nearest half-year.

(b) The term "eligible service" means the number of years of full-time employment plus credit allowed for part-time employment plus periods in an approved leave of absence status plus periods in an approved disability status occurring prior to the retirement date. Eligible service also includes service that is derived from Staff Personnel Policy and Procedure regulations that govern utilization of temporary disability leave in conjunction with retirement under this Administrative Regulation.

(c) Only years of continuous service immediately preceding retirement shall be counted in computing periods of eligible service, except where a leave of absence approved by the Board of Trustees or its Executive Committee is of record. When an approved leave is for employment other than by the University, and when the absence is in excess of one year, years of absence in excess of one shall not be counted in determining supplemental retirement income, except by specific agreement at the time the leave is taken or in exceptional instances upon recommendation of the President and approval of the Board of Trustees. The period during which an employee receives benefits under the University's Total Disability Program will be included in the total period of service factor used in the computation of benefits under the non-funded retirement program.

(d) An employee who has had a break in continuous service with the University and, except for the required minimum of fifteen years of continuous service at retirement, otherwise qualifies for retirement benefits may count total service at the University in order to establish a minimum annual retirement benefit, provided total service is equal to at least fifteen years. In any event, the last re-employment date must have preceded the establishment of the funded retirement plan for the group of employees, in which the retiring employee is or was eligible to participate.

8. Retirement Age

The retirement age required under each of the various subsections of Section III may be modified by the provisions of Staff Personnel Policy and Procedure regulations that govern utilization of temporary disability leave in conjunction with retirement age.

B. Retirement Benefits Offset(s)

Any University employee who, at the time of retirement, is eligible for payments by the University under provisions of the unfunded retirement plan or under provisions for

supplemental retirement income associated with the funded retirement plan, shall have any continuing benefits that are payable after retirement under the Workers' Compensation Laws or Unemployment Compensation Laws deducted from the University benefit payment. It is intended that the employee receive the total amount of the greatest single benefit but in no event receive any combination of benefits that will exceed the greatest single benefit.

Reduction in University benefit rates as a result of Workers' Compensation payments and/or Unemployment Compensation payments will be adjusted in the event that all or any portion of such payments are discontinued.

V. Survivorship Option

A. Employees eligible for supplemental retirement income pursuant to Section II may elect a spouse survivor option as to such benefits.

B. The election may be filed at any time prior to the month in which the employee attains age 65, or thereafter at any time prior to retirement.

C. If the survivor option is elected supplemental retirement income will be reduced to an amount which is the actuarial equivalent (as determined by TIAA at the time of retirement) of a joint and two-thirds benefit to the surviving spouse payable for life.

D. Election of this option is revocable prior to the beginning of the month in which the employee attains age 65 unless, at an earlier date, benefits have been paid or accrued pursuant to said election. In all other cases the election is irrevocable.

E. Election of this option may not be exercised posthumously.

F. Survivor benefits pursuant to the provisions of this section are not payable, even though an election has been filed prior to retirement, unless the employee has (1) attained normal retirement age or (2) has been granted disability retirement pursuant to Section I. D.1.

Appendix II. Contributions and Vesting (DETAIL)

I. Contributions and Vesting

A. Group I

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

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

Contributions as a Percent of Basic Annual Salary

By the Participant	By the Institution	Total
5%	10%	15%

B. Group II

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

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

Contributions as a Percent of Basic Annual Salary

For the Fiscal Year	By the Participant	By the University	Total

1971-1972	0.5%	1.0%	1.5%
1972-1973	1.2	2.0	3.2
1973-1974	1.9	3.0	4.9
1974-1975	2.6	4.0	6.6
1975-1976	3.3	5.0	8.3
1976-1977	4.0	6.0	10.0
1977-1978	4.0	6.5	10.5
1978-1979	4.0	7.0	11.0
1979-1980	4.0	7.5	11.5
1980-1991	4.0	8.0	12.0
1991-1993	4.25	8.5	12.75
1993-1994	4.5	9.0	13.5
1994-1995	4.625	9.25	13.875
1995-1996	4.75	9.5	14.25
1996-1997	4.875	9.75	14.625
1997-1998 and later	5.0	10.0	15.0

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

C. Group III

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

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

Contributions as a Percent of Basic Annual Salary

For the Fiscal Year	By the Participant	By the University	Total
1972-1973	1.0%	2.0%	3.0%
1973-1974	2.0	4.0	6.0
1974-1975	3.0	6.0	9.0

1975 1991	4.0	8.0	12.0
1991-1993	4.25	8.5	12.75
1993-1994	4.5	9.0	13.5
1994-1995	4.625	9.25	13.875
1995-1996	4.75	9.5	14.25
1996-1997	4.875	9.75	14.625
1997-1998 and later	5.0	10.0	15.0

D. Group IV

Contributions to the Group IV retirement plan shall be made in accordance with the following schedule for the period of January 1, 1973, through June 30, 1987:

Contributions as a Percent of Basic Annual Salary

By the Participant	By the Institution	Total
1%	2%	3%

Beginning July 1, 1987, contributions to the retirement plan shall be increased as follows:

Contributions as a Percent of Basic Annual Salary

For the Fiscal Year	By the Participant	By the Institution	Total
1987-1991	4.0%	8.0%	12.0%
1991-1993	4.25%	8.5%	12.75%
1993-1994	4.5%	9.0%	13.5%
1994-1995	4.625%	9.25%	13.875%
1995-1996	4.75%	9.5%	14.25%
1996-1997	4.875%	9.75%	14.625%
1997-1998 and later	5.0%	10.0%	15.0%

E. Group V

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

Contributions as a Percent of Basic Annual Salary

By the Participant	By the Institution	Total
1%	2%	3%

F. President, Provost, Executive Vice Presidents, General Counsel, and Chief of Staff to the President

Annual contributions to the Retirement Plan shall be made on behalf of the President, Provost, each executive vice president, the General Counsel, and the Chief of Staff to the President in an amount equal to the aggregate of employee and University contributions otherwise provided herein for Group I employees. Provided, however, that nothing contained herein shall be construed to impair the retirement entitlement of any President or vice president employed in that capacity as of September 18, 1979. The Chairperson of the Executive Committee of the Board of Trustees, on behalf of the Board, shall execute contracts with the individual officers providing for the age of retirement of the officers and the other details of the arrangement authorized by this Retirement Plan.

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

VII. Retirement Benefits

A. Benefits through Retirement Plan Carriers

Each participant is entitled, upon separation of service, at retirement or upon electing participation in the Phased Retirement Program under AR II-1.6-2, to activate any or all retirement benefits that have been acquired under the University of Kentucky Retirement Plan in accordance with procedures and rules established by the retirement plan carriers. In addition to lump sum or partial lump sum provisions, there will be both annuitized and non-annuitized methods of withdrawal. There may be variances in the retirement withdrawal options among the carriers. All retirement plan carriers do not offer the same withdrawal options.

B. Benefits in Case of Death before Retirement

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

VIII. Contributions during Leave of Absence with Pay

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

IX. Contributions under Uniformed Services Leave

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

X. Employment beyond Retirement

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

References: KRS 164.220(3); GR X.A.4

HRCR 3

Office of the President
June 12, 2007

Members, Board of Trustees:

PROPOSED REVISION TO GOVERNING REGULATION: GROUP INSURANCE

Recommendation: that the Board of Trustees receive for preliminary consideration the attached revision of Governing Regulation X (GR X) relating to employment and at the next regular meeting of the Board of Trustees be included on the agenda for action. The revision amends the section of the regulation regarding group life insurance to conform to the university's current employee benefits structure.

Background: Beginning with 2007-08 fiscal year, the optional life insurance offered by the university to its employees increased from one (1), two (2), or three (3) times salary to up to five (5) times salary under the terms of the university's contract with the insurer. The attached revision to GR X.A.6 is intended to bring the GR into accordance with the new life insurance benefit. The revision also makes the GR's language less specific, so that the GR does not require revision each time the amount of optional life insurance changes.

A revised copy of GR X is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: ☑ Approved ❑ Disapproved ❑ Other _____

PART X

REGULATIONS AFFECTING EMPLOYMENT

A. General

1. Merit as the Basis for Appointment

All appointments shall be made strictly on the basis of merit. An applicant for a position shall not be discriminated against because of sex, race, ethnic origin, national origin, sexual orientation, color, creed, religion, age, or political belief. Additionally, the University shall not discriminate against any applicant for employment because of Vietnam-era veteran status, disabled veteran status, or physical or mental disability in regard to any position for which the applicant for employment is qualified.

Members of the Board of Trustees, except those elected to the Board of Trustees as faculty, staff, or student representatives, and relatives of any member of the Board of Trustees are ineligible for employment at the University. "Relatives", as used above, include parents and children, husbands and wives, brothers and sisters, brothers- and sisters-in-law, mothers- and fathers-in-law, uncles, aunts, nieces and nephews, sons- and daughters-in-law, and step-relatives in the same relationships. Employment includes regular and temporary full- and part-time employment, including student work-study and graduate assistant programs.

No relative of the President shall be employed in a position at the University. Similarly, no relative of the Provost, or any associate provost, executive vice president, vice president, or associate vice president shall be employed in a position in that officer's administrative area. Waiver of the above regulation may be permitted by the Board of Trustees. All changes in position and/or rank related to this waiver shall be approved by the Board of Trustees. No relative of any administrative officer of the University, or of any member of the University Faculty, may be appointed to any position in the University over which the related officer or staff employee exercises supervisory or line authority. Employment of relatives within the same department or division shall be approved specifically by the Provost or appropriate executive vice president or vice president. "Relatives," as used above, include parents and children, husbands and wives, brothers and sisters, brothers- and sisters-in-law, mothers- and fathers-in-law, uncles, aunts, nieces and nephews, sons- and daughters-in-law, and step-relatives in the same relationships. The employment of relatives of University employees, as described in this paragraph, whose relationship was not a violation of this section of these *Governing Regulations* prior to its amendment on April 10, 1984, does not constitute a violation of the amended policy provided the relatives are regular employees of the University and remain in the University employment positions which they held on April 10, 1984. However, the transfer of any such employees described in this paragraph (whose employment relationship was not a violation of

policy prior to its amendment on April 10, 1984) to any other regular University position shall require approval of the President.

2. Intellectual Property

As a general policy, all intellectual property conceived, first reduced to practice, written, or otherwise produced by faculty members, staff employees, or students of the University using University funds, facilities, or other resources shall be owned and controlled by the University. Any faculty member, staff employee, or student who produces such intellectual property using University funds, facilities, or other resources shall assign personal rights to the property to the University, or it's designate, but shall have an interest in and a right to share in any financial returns from the commercialization of the property. Notwithstanding, it is a specific policy of the University that the traditional products of scholarly activity, such as journal articles, textbooks, reviews, monographs, works of art, sculpture, music, and course materials, shall be the unrestricted property of the author. The University shall exert no ownership claim of such works. A Standing Committee on Intellectual Property appointed by the President shall administer the policy and oversee implementation of the procedures, both as detailed in the *Administrative Regulation* on intellectual property (AR II-1.1-3).

3. Representation and Attendance at Meetings

In order that the University may be properly represented at the various gatherings or functions to which it is invited from time to time to participate, the President selects faculty members or staff employees to represent the institution.

In addition, employees are urged to become members and to participate in meetings of international, national, regional, and state and local organizations and associations related to their University employment.

Funds may be available to defray the expenses in whole or in part of those who are authorized to attend meetings by the President or other appropriate administrative officers.

4. Retirement

The University of Kentucky Retirement Plan represents a consolidation of the original Retirement Resolution (April 7, 1964) and its numerous subsequent amendments into a unified statement of University policy and guidelines on retirement of employees in Groups I, II, III, IV, and V. The University of Kentucky Retirement Plan, which has been adopted by the Board of Trustees and may be amended only by that body, is presented in its entirety in the *Administrative Regulations* (AR II-1.6-1).

5. Social Security

All employees except those in Civil Service are covered by the Old-Age and Survivors Insurance of the National Social Security Program and are thus eligible for benefits in accordance with the

governing legislation. Each eligible employee of the University must, if the employee has not previously done so, secure a Social Security card and supply to the Office of the Treasurer a completed Treasury Form W-4 with the employee's social security number and other information necessary for withholding appropriate contributions.

6. Group Insurance

Regular full-time faculty members and staff employees who are employed by the University are insured under the Basic Life Insurance Program. This insurance may be increased optionally ~~to a total of one (1), two (2), or three (3) times the employee's basic annual salary,~~in accordance with and up to the maximum amount contained in the University's contract with the insurer. The premium for the basic insurance is paid by the University, whereas that for the optional increase in insurance is paid by the employee.

In addition, all regular full-time faculty members and staff employees are encouraged to participate in the University's basic health and other insurance programs that also may include coverage for dependents.

7. Workers' Compensation

A University employee sustaining an on-the-job injury to developing a job-related illness is covered by provisions of the Kentucky Workers' Compensation Act.

8. Employee Disability Program

Regular full-time faculty members and staff employees, other than those covered by Civil Service or the Federal Employee Retirement System, are covered by the Long Term Disability Program. Coverage commences after the completion of one (1) year of employment unless the eligible employee, at the time of hire, satisfies the exception condition as outlined in the plan document in which case there is immediate coverage. This program provides income protection through a Long Term Disability Plan. Supplemental Long Term Disability coverage may be offered at the employee's expense.

B. Employment of Faculty

1. Appointment of Faculty

(a) Types of Faculty Appointments

Faculty appointments are with educational units and shall be of three basic types: (1) non-tenured appointments; (2) tenured appointments; and (3) post-retirement appointments.

(i) There are two types of non-tenured appointments.

a. One type of non-tenured appointment is that in which a faculty member is

ineligible for tenure as a consequence of having been appointed (1) in the lecturer, research, clinical, adjunct, visiting, or voluntary title series or (2) on a part-time or temporary basis in a title series. An appointment on a temporary basis involves an individual who has assigned duties and responsibilities that shall be completed within one (1) year or less.

b. A second type of non-tenured appointment is that in which a faculty member is appointed on a full-time, year-to-year basis in the regular, special, extension, or librarian title series. In such an appointment, the faculty member does not have tenure but may be considered for tenure if recommended for such by the appropriate University administrators.

(ii) A tenured appointment is one in which a faculty member is on full-time continuous appointment.

The term "joint appointment" shall apply in any case in which an individual holds two (2) or more intra-University faculty appointments. In such an instance, one of the appointments shall be designated as the primary appointment by the dean of the college if the individual's appointments are associated with educational units in the same college or by the Provost if the appointments are with educational units in different colleges. The constituent appointments relating to a joint appointment may be processed simultaneously or at different times; however, each appointment, reappointment or promotion, shall be processed independently and considered on its own merits. An individual's academic rank, though usually the same, may differ in the constituent appointments. The possibility of tenure applies only to the primary appointment. In case of termination of the non-primary appointment(s) leaving only the primary appointment for a full-time faculty member, the individual's assignment associated with the primary appointment shall become full-time. When an individual under consideration for appointment to an administrative position is also to be considered for a faculty appointment, recommendations of committees on the two respective appoints shall be developed independently on their respective merits, in accordance with the respective established appointment procedures.

(iii) Post-retirement appointments are of two (2) types.

a. One type is that in which retired faculty members may be appointed to perform duties for which fee schedules have been established and approved by the Provost.

b. A second type of post-retirement appointment may be used in a very limited number of cases, when it is essential to a University program or office or when it is otherwise impossible practicably to fill a position with a fully qualified person. Such a part-time or full-time appointment is restricted to former employees who have elected to retire, requires specific prior approval by the Board of Trustees, and is made for a period not to exceed one (1) year.

More detailed information on the various types of appointments is provided in the *Administrative Regulations* (AR II-1.0-1, AR II-5.0-2, and AR II-1.6-1).

(b) Probationary Periods

Probationary periods are applicable to non-tenured appointments of faculty members on a full-time year-to-year basis in the regular, special title, extension, or librarian title series. Such non-tenured appointments may be for one (1) year or for other stated periods, subject to renewal. The total non-tenure period, however, shall not exceed seven (7) years unless one of the following provisions applies: AR II-1.1-12 (Family Medical Leave); GR X.C.7. (Leave for Duration of an Election or Term of Office); GR X.C.5.d. (Educational Leave); or for other leaves of absence where the University, in granting the leave, and the individual, in accepting it, agree that time spent on the leave of absence shall not count as probationary period service. Except as provided in PartX.C.5.d. and X.C.7., time spent on leave of absence shall count as probationary period service unless the University in granting the leave and the individual in accepting it agree to the contrary. An individual initially appointed to the rank of full professor may be given non-tenure status for a period not to exceed one (1) year. An individual shall not remain at the rank of instructor in the University for more than three (3) years. If after that period, promotion to a higher rank cannot be justified, the individual's appointment with the University shall not be renewed.

Following appropriate probationary periods not exceeding in duration those described above, all persons of associate professor (or librarian II) or higher rank shall be given tenure or their appointments shall not be renewed; all persons of assistant professor rank (or librarian III) shall be promoted to associate professor (or librarian II) with tenure or their appointments shall not be renewed. Established appointment, promotion, and review procedures shall be followed in making these decisions.

Probationary periods (or maximum non-tenure periods) are not applicable in cases where faculty members are appointed (1) in the lecturer, research, clinical, adjunct, visiting, or voluntary series of academic ranks and titles, or (2) on a part-time or temporary basis. In all such appointments, faculty members are ineligible for tenure.

(c) Appointment Record

The precise terms and conditions, excepting salary, covering each appointment shall be stated in writing on an official appointment record. Notice of reappointment shall be in the possession of the appropriate administrative officers and the appointee at least three (3) months before the renewed appointment begins, when possible, or at the earliest date feasible in view of budget considerations. It shall be the responsibility of the Provost to ensure compliance with this regulation.

(d) Notification of Non-Renewal of Appointment: Non-Tenured Appointments

Part-time, visiting, or temporary faculty appointments have explicit one (1) year or less terminal dates that terminate at the expiration of the term without notice.

For those employed year-to-year on a fiscal or academic year basis, notification of non-renewal

of appointment at the end of the first year of service shall be given not later than March 1 if the appointment expires at the end of that year or three (3) months in advance if the one-year appointment terminates during the academic year. Notification of non-renewal of appointment at the end of the second year of service shall be given no later than December 15 if the appointment expires at the end of the year or six (6) months in advance if the appointment expires during the year. Notification of non-renewal of appointment after more than two (2) years of service shall be given at least twelve (12) months before expiration of appointment. Non-renewal decisions concerning regular, full-time faculty members shall be reported to the Board of Trustees.

Any related appeal(s) to the Provost concerning procedural matters or privilege and/or to the University Senate Advisory Committee on Privilege and Tenure concerning procedural matters, privilege, or allegations of violation of academic freedom must be initiated in writing by the concerned faculty member within sixty (60) days after being notified in writing by the dean about non-renewal of appointment.

(e) Termination of Appointment

(i) Reasons for Termination

Except in cases of financial emergency, the termination of a tenured appointment or the dismissal of a person prior to the expiration of a non-tenured appointment shall be, in accordance with KRS 164.230, only for reasons of incompetence, neglect of or refusal to perform duties, or for immoral conduct.

In a case of termination because of a financial emergency, the faculty member may have the issues reviewed by the University Senate Advisory Committee on Privilege and Tenure with the right of appeal to the President and the Board of Trustees for the University faculty member. The faculty member shall be given notice as soon as possible and never less than twelve (12) months notice. The released faculty member's position shall not be filled by a replacement within a period of two (2) years unless the released faculty member has been offered reappointment and given a reasonable time within which to accept or decline it.

(ii) Procedure

Dismissal of a faculty member with tenure or of a non-tenured faculty member before the end of a specified term of appointment shall be preceded by discussions between the faculty member and the appropriate administrative officer or officers looking toward a mutual settlement. In the event of failure to agree upon settlement, the Provost shall be responsible for the preparation of a reasonably detailed statement of charges which shall be furnished to the faculty member and the University Senate Advisory Committee on Privilege and Tenure. The committee shall make an informal investigation for the purpose of attempting to affect a resolution and, in the case of failure, shall recommend to the President whether, in its opinion, dismissal proceedings should be undertaken. Its opinion shall not be binding upon the President.

If the President initiates dismissal proceedings, the concerned individual shall have the right to

be heard initially by the University Senate Hearing Panel (Privilege and Tenure).

The faculty member shall be informed in writing by the President regarding specific charges at least twenty (20) days prior to the hearing. At least seven (7) days prior to the hearing, the faculty member shall answer the charges in writing. The faculty member may waive the hearing. If the faculty member waives the hearing but denies the charges or asserts that the charges do not support a finding of adequate cause, the Hearing Panel shall evaluate all available evidence and base its recommendation upon the evidence in the record.

The Hearing Panel, in consultation with the President and the faculty member, shall exercise its judgment as to whether the hearing shall be public or private. During the proceedings the faculty member shall be permitted to have an academic advisor and a counsel of personal choice. At the request of either party or the Hearing Panel, a representative of a responsible educational association shall be permitted to attend the proceedings as an observer. A full stenographic record of the hearing or hearings shall be taken and made available to the parties concerned. The burden of proof that adequate cause for dismissal shall rest with the institution and shall be satisfied only by clear and convincing evidence in the record considered as a whole. If the faculty member's competence is in question, the testimony should include that of qualified faculty members from this and/or other institutions of higher education.

Upon the conclusion of the hearing, the Hearing Panel shall report to the President that adequate cause for dismissal has or has not been established by the evidence in the record. It may, in addition, recommend that, although adequate cause for dismissal has been established, an academic penalty less than dismissal would be more appropriate, giving supporting reasons for the recommendation. If the President accepts a report with a decision adverse to the faculty member, the President shall provide an opportunity for response by the faculty member before transmitting the case to the Board of Trustees and provide reasons in writing to the Hearing Panel and to the faculty member.

A decision adverse to the faculty member may be made only after an opportunity has been given for an additional hearing before the Board of Trustees as required by KRS 164.230. The Board of Trustees shall either sustain the recommendations of the Hearing Panel and the President or return the proceedings to the President and the committee with specific objections. The Hearing Panel then shall reconsider, taking into account the stated objections and receiving new evidence if necessary. The Board of Trustees shall make the final decision after a study of the Hearing Panel's reconsideration.

(iii) Suspension

Until the final decision on termination of an appointment has been reached, the faculty member shall be suspended, or assigned to other duties in lieu of suspension, only if immediate harm to the faculty member or others is threatened by the faculty member's continuance. Before suspending a faculty member, pending an ultimate determination of the individual's status through the hearing procedure, the President shall consult with the University Senate Advisory

Committee on Privilege and Tenure. Salary shall be continued during the period of suspension.

(f) Academic Freedom of Non-Tenured Faculty

If faculty members on non-tenured appointments or faculty members on post-retirement appointments allege that decisions not to reappoint them were caused by considerations violating academic freedom, or that they were given less advance notice than required in these *Governing Regulations*, they must present their allegations in writing to the University Senate Advisory Committee on Privilege and Tenure within sixty (60) days after being notified in writing by their respective deans of the decisions not to reappoint. Allegations so presented shall be given preliminary consideration by the University Senate Advisory Committee on Privilege and Tenure, which shall attempt to settle the matter by informal methods. The allegations shall be accompanied by statements that aggrieved faculty members agree to the presentation, for the consideration of the committee, of such reasons and evidence as the University may allege in support of its decisions. If the difficulty is unresolved at this stage and if the committee so recommends, the procedures set forth in *GR X.B.e.ii* shall be applied, except that the faculty members making the complaints are responsible for stating the grounds upon which they base their allegations and the burden of proof shall rest upon them. If *prima facie* cases are established via these procedures in favor of the faculty members, it becomes incumbent upon the persons who made the decisions not to reappoint, or who provided insufficient notice, to present evidence in support of those decisions.

(g) Resignation

Notice of resignation should be given early enough to reduce serious inconvenience to the University. If faculty members desire to terminate existing appointments or to decline renewals in the absence of notices of non-renewal, they shall give written notice of no less than three (3) months if their rank is instructor or assistant professor, and no less than four (4) months if their rank is higher, before the end of their duties during the academic year (exclusive of a summer session) or thirty (30) days after receiving notification of the terms of their appointments for the coming year, whichever date occurs later. However, they may request in writing a waiver of this requirement in cases of hardship or in situations where they would otherwise be denied substantial professional advancement. Resignations of regular, full-time faculty members shall be reported to the Board of Trustees.

(h) Administrative Personnel

Administrative personnel who hold academic rank are subject to the foregoing regulations in their capacity as faculty members. Those administrative personnel (holding academic rank) who allege that considerations violative of academic freedom significantly contributed to decisions to terminate their appointments to administrative posts or not to reappoint them shall be entitled to the same procedures as those for non-tenured faculty who have alleged violation of academic freedom.

(i) Change of Assignment

When it is in the best interests of the institution, and if the professional status of a faculty member is not seriously jeopardized thereby, a change in the duties assigned to an individual may be made without such a change of assignment being regarded as a violation of the individual's tenure rights.

2. Conditions of Employment

(a) Terms of Assignment

Academic assignments are made on academic year (nine-month), ten-month, eleven-month, and twelve-month bases.

(b) Vacation Leave

All full-time faculty members on a ten-month, eleven-month, or twelve-month assignment basis shall be entitled to twenty-two (22) working days of vacation leave with pay per assignment period. With prior administrative approval, faculty members may take vacation leave at appropriate times during the period in which they are eligible to take such leave; however, each faculty member shall be in actual attendance at least until after Commencement and until all reports have been made, and at least three (3) days prior to the first day of registration for the fall semester, unless for special reason leave is approved. Vacation leave normally cannot be accumulated from one assignment period to another, except that a faculty member on a twelve-month assignment basis may take vacation leave either during the assignment period in which the vacation leave is earned or during the subsequent assignment period. Under unusual circumstances, provided it is in the best interest of the University and has advance approval by the Provost, a faculty member on a ten-month or an eleven-month assignment basis also may take unused vacation leave during the assignment period following that in which the vacation leave was earned. Pay for unused vacation leave shall be limited to a maximum of twenty-two (22) days at the end of employment.

(c) Professional Practices

(i) General Policies

During their annual assignment period (whether academic year, ten months, eleven months, or twelve months) faculty members are expected to serve the University full-time. It is expected that they will be interested primarily in the work of their particular educational unit, giving their chief effort to the promotion of its needs.

A faculty member shall, under certain conditions, be permitted to engage, as an expert, in professional employment (consulting or professional practice) outside the University for pay. In general, any outside employment demanding more than purely spare-time effort must be substantially justified in terms of the contribution its performance can bring to the faculty

member's pursuit of instruction, research, and service. Conditions under which such employment may be undertaken are as follows:

a. Such employment shall not interfere with the fundamental responsibility of the faculty member to meet regularly assigned duties and inherent obligations to instruction, research, and service, including being regularly available to students and colleagues, which are normally expected of a full-time faculty member and for which the faculty member receives compensation from the University.

b. Such employment requires prior approval in writing by the appropriate University official.

c. All proposals to undertake outside employment shall be made in writing to the chairs whose recommendations shall be forwarded to the respective deans and thence, unless specified otherwise in the *Administrative Regulations* (AR II-1.1-1), to the Provost for final action. Such proposals shall indicate the nature of the work to be performed, the estimated amount of time involved, the duration of the employment, and the scale of compensation. These proposals shall become a matter of record by the Provost who shall transmit quarterly to the President full information about those that have received approval and those that have been denied. The President, in turn, shall report periodically to the Board of Trustees.

Whenever a proposal by a faculty member is disapproved by an official of the University, it is the obligation of that official to provide the faculty member, upon request, with an oral statement of the reasons for the decision.

Requests shall be specific. Approvals shall not be granted for blanket authorizations to consult or to engage in professional practice.

d. Such employment shall be governed by time limitations stated in the *Administrative Regulations* (AR II-1.1-1) and the provisions of Ethical Principles and Code of Conduct (GR I-D).

e. Such employment must avoid creating a conflict of interest. Each faculty member shall be expected to exercise sound judgment in requesting approval of outside employment, keeping in mind with utmost care the matter of conflict of interest.

While it is not possible to anticipate every factual situation which might give rise to a conflict of interest, such a conflict of interest does arise within the meaning of this regulation when a faculty member represents the legal interests of another party against the University or when a faculty member engages in litigation on behalf of another party against the University. Interpretations as to conflicts of interest in particular factual situations are to be made by the President with the proviso that an adverse decision can be appealed to the Executive Committee of the Board of Trustees.

(ii) Service Plans (AR II-7)

Documents detailing the administration Services Plans approved by the Board of Trustees appear as a part of the *Administrative Regulations* II-.7.0.

(d) Leaves of Absence

(i) Sabbatical Leave

The purpose of sabbatical leave is to provide opportunities for study, research, creative effort, improvement of instructional or public service capabilities and methods, and related travel in order that the quality of each recipient's service to the University may be enhanced.

Faculty members who have full-time non-tenured or tenured appointments in the regular, special title, extension, or librarian series with the rank of assistant professor (or librarian III) or higher, are eligible for sabbatical leaves after six (6) years of continuous service in the rank of instructor (or librarian III) or higher at the University, or for sabbatical leaves under a different option after three (3) years of continuous service. All such sabbatical leaves shall be approved by the President or the President's designee.

After six (6) years of continuous eligible service, a faculty member may apply for one (1) year's sabbatical leave (academic year for appointees on academic year, ten-month, or eleven-month assignments) at one-half salary or six (6) months' sabbatical leave (academic semester for appointees on academic year, ten-month, or eleven-month assignments) at full salary. After three (3) years of continuous eligible service, an appointee may apply for six (6) months' sabbatical leave (academic semester for appointees on academic year, ten-month, or eleven-month assignments) at one-half salary. Normally "continuous service" is interrupted by a sabbatical leave; that is, no service prior to a sabbatical leave may be credited toward eligibility for future sabbatical leave. However, in the event that it becomes necessary for an individual to postpone a sabbatical leave at the request of and/or for the benefit of the University or one of its educational units, the period of postponement shall be counted as part of the six (6) years of service necessary for the individual to again become eligible for sabbatical leave. The request for and/or agreement that the sabbatical leave be postponed shall be made in writing by the dean, and be approved by the Provost. The request or agreement shall specify the period of postponement and the reason for it. In no case shall cumulative sabbatical leave be granted for a single period longer than one (1) full year at full salary.

Sabbatical leave shall not be used as a means of augmenting personal income. A recipient may not accept gainful employment during a sabbatical leave (for an individual on an academic year assignment basis, this does not include the period of May 16 through August 15; for an individual on a ten-month or eleven-month assignment basis, this does not include the period of vacation and the one (1) or two (2) months outside the assignment period each fiscal year; for an individual on a twelve-month assignment basis, this does not include the one-month vacation period) except as follows:

A fellowship, grant-in-aid, or government-sponsored exchange lectureship may be accepted for the period of the leave if acceptance shall promote the purpose of the leave and is approved by the President or the President's designee.

For those on one-year sabbatical leave, additional salary not to exceed one-half of the regular academic salary may be accepted for (1) work performed during the sabbatical leave on research projects administered by the University with funds from government or private grants or contracts when the terms of the grant or contract authorize the usage of such funds, and when the work to be performed is significantly related to the studies planned for the leave; (2) work on a research grant at another university; (3) research work in a government laboratory; or (4) work as a research professor or associate in another university. Any such arrangements pursuant to this paragraph must be approved by the President or the President's designee.

In neither of the above instances shall a recipient's total income attributable to a sabbatical leave project exceed the individual's regular academic salary. Sabbatical leave shall be granted with the understanding that the recipient, following the sabbatical leave, will continue service at the University for at least one (1) academic year.

(ii) Temporary Disability Leave

Temporary Disability Leave (TDL) may be granted to faculty members by the Provost. Eligible faculty members who are totally disabled are entitled to six (6) months' TDL with pay. TDL with pay for more than six (6) months requires approval by the Board of Trustees.

(iii) Leaves with Pay

Upon the recommendation of the appropriate administrative officers and approval of the Provost, a faculty member may be granted leave of absence with pay for a period not to exceed thirty (30) days for the purpose of permitting an appointee to attend a professional meeting, serve temporarily with an outside agency, serve in the military forces of the United States, or for other good cause. Such leaves of absence with pay for more than thirty (30) days require approval of the Board of Trustees.

(iv) Leaves without Pay

Upon the recommendation of the appropriate administrative officers and approval of the Provost, a member of the faculty may be given a leave of absence without pay. Ordinarily such leave shall not be granted for a period in excess of one year (12 months). However, such leave may be extended on application and approval by the appropriate administrative officers. The best interests of the University shall be a major consideration in granting an extension of any such leave. Leaves of absence without pay are not normally credited toward eligibility for sabbatical leave. However, exception may be made when the leave enhances the value of the individual to the University, e.g., a leave to accept a fellowship or a grant, service for professional organizations, etc. In no case shall the leave of absence without pay be considered as an interruption of continuous service.

(v) Educational Leave

To pursue an advanced degree at the University of Kentucky in accordance with these *Governing Regulations,* Part X.C.6, faculty members may request half-time or more leave, with proportional reduction in salary. If such educational leave for faculty development is recommended by the dean and approved by the Provost, the faculty members shall be entitled to normal faculty benefits and privileges during the period of temporary change in status. Although a period of educational leave shall not be credited toward eligibility for sabbatical leave, it shall not be considered as an interruption of continuous service. Also, for non-tenured faculty members, such a period of educational leave shall not be counted as probationary period service.

(vi) Scholarly Fellowship Leave

To accept a scholarly fellowship which allows a faculty member to pursue a program of research, and which the funding agency will not process through the University, faculty members may request leave with partial pay. If such leave is recommended by the dean and approved by the Provost, the faculty member shall be entitled to normal faculty benefits and privileges during the period of temporary change in status. Time spent on scholarly fellowship leave shall apply toward eligibility for sabbatical leave and count as probationary period service unless the University in granting the leave and the individual accepting it agree to the contrary.

3. Miscellaneous

(a) Faculty Members as Candidates for Degrees

Faculty members having a rank higher than that of instructor may not be considered as candidates for degrees in the discipline in which they are employed and hold academic rank. Faculty members pursuing degrees above the master's degree at the University of Kentucky may not hold more than a half-time work assignment either during the two (2) full-time, consecutive resident semesters preceding the qualifying examination or during the two semesters of full-time dissertation study immediately following the qualifying examination.

(b) Faculty Members as Scholars and Citizens

It is the policy of the University to maintain and encourage, within the law, full freedom of inquiry, discourse, instruction, research, service, and publication and to protect members of the faculty against influences, from inside or outside the University, which would restrict them in the exercise of these freedoms in their areas of scholarly interest. Faculty members shall be permitted and encouraged to investigate any theory, challenge any premise, engage in political and social debate, and to express their dissent, without jeopardy to their academic careers, provided their behavior is not in violation of the law and does not interfere with the normal operation of the educational programs of the University.

Like other citizens, faculty members are free to engage in political activities so far as they are able to do so within the law consistent with their obligations as teachers and scholars. When

necessary, leaves of absence without pay may be given for the duration of an election campaign or a term of office, provided that there has been timely application for leave and that the requested leave is limited to a reasonable period of time. The terms of a leave of absence for this purpose shall be set forth in writing. The leave shall not affect unfavorably the tenure status of a faculty member, except that the time spent on such leave from academic duties shall not count as probationary service unless agreed to otherwise.

Elective and appointive part-time services on boards and commissions to which faculty members are prepared to provide exceptional amounts of time shall be governed by policies on professional practice (GR X.C.3).

C. Employment of Staff Employees

1. The *Human Resources Policy and Procedures Administrative Regulations* are applicable to staff employees. The *Human Resources Policy and Procedures Administrative Regulations* are promulgated by the President pursuant to delegation of the Board of Trustees.

2. Post-Retirement Employment

(a) A post-retirement appointment may be used in a very limited number of cases, when it is essential to a University program or office or when it is otherwise impossible practicably to fill a position with a fully qualified person. Such a part-time or full-time appointment is restricted to former staff employees who have elected to retire, requires specific prior approval by the Board of Trustees, and is made for a period not to exceed one (1) year.

(b) A retiree may be employed as a temporary employee to perform duties for which fee schedules have been established and approved by the Provost or the Executive Vice President for Finance and Administration.

3. Emeritus ranks for retired staff employees and the rights of holders of emeritus titles are established by the President after consultation with the Staff Senate Executive Committee.

D. Opportunity for Hearing

In no case shall an appointment of a postdoctoral scholar, postdoctoral fellow, resident, clinical fellow, teaching assistant, or research assistant be terminated before the end of the period of appointment without the individual being provided an opportunity to be heard before the University Senate Advisory Committee on Privilege and Tenure. Such employees who have established a *prima facie* case to the satisfaction of the committee that a consideration violating academic freedom significantly contributed to the individual's termination, shall be given a written statement of reasons by those responsible for the termination and an opportunity to be heard by the University Senate Hearing Panel of the Privilege and Tenure Committee.

E. Matters A~~E~~ffecting Faculty and Staff

The *Human Resources Policy and Procedures Administrative Regulations* on Benefits are applicable to faculty members and staff employees. All other *Human Resources Policy and Procedures Administrative Regulations* are applicable to faculty members to the extent that there are no other applicable policies for faculty members on the subject matter.