

Minutes of the Meeting of the Board of Trustees of the University of Kentucky, Tuesday, December 12, 1995.

The Board of Trustees of the University of Kentucky met at 11:00 a.m. (Lexington time) on Tuesday, December 12, 1995 in the Board Room on the 18th floor of Patterson Office Tower.

A. Meeting Opened

Dr. Robert Meriwether, Vice Chairperson, presided in the absence of Chairperson Edward T. Breathitt and called the meeting to order at 11:00 a.m. The invocation was pronounced by Mr. Ted Bates.

B. Roll Call

The following members of the Board of Trustees answered the call of the roll: Mr. Ted Bates, Mrs. Kay Shropshire Bell, Mr. Shea Chaney, Mr. Paul W. Chellgren, Mr. Robert N. Clay, Mr. Merwin Grayson, Mr. James F. Hardymon, Professor Loys L. Mather, Dr. Robert P. Meriwether, Mr. Billy Joe Miles, Professor Jim Miller, Professor Deborah Powell, Mr. Steven S. Reed, Mrs. Marian Moore Sims, Mr. Martin Welenken, and Mr. Billy B. Wilcoxson. Absent from the meeting were Governor Edward T. Breathitt, Mrs. Elissa Plattner, Mr. Frank Shoop, and Mrs. Lois C. Weinberg. The University administration was represented by President Charles T. Wethington, Jr.; Chancellors Ben W. Carr, James W. Holsinger, Jr. and Elisabeth Zinser; Vice Presidents Fitzgerald Bramwell, Joseph T. Burch, Edward A. Carter, and Eugene Williams; Robert Lawson, Assistant to the President for Administrative Affairs; George DeBin, Assistant to the President for Fiscal Affairs; Dr. Juanita Fleming, Special Assistant for Academic Affairs; Mr. C. M. Newton, Director of Athletics, and Mr. Richard E. Plymale, General Counsel.

Members of the various news media were also in attendance. A quorum being present, the Chairperson declared the meeting officially open for the conduct of business at 11:03 a.m.

C. Approval of Minutes

Dr. Meriwether said that the Minutes of the Board meeting on October 24, 1995 had been distributed and entertained a motion of approval. Mr. Grayson moved that the Minutes be approved as distributed. Mr. Chellgren seconded the motion, and it carried.

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

President Wethington informed the Board that Chairperson Edward Breathitt, Secretary Lois Weinberg, and Board member Frank Shoop are actively involved in the Governor's inauguration day activities and asked that their absence be noted. He reminded the members that the December meeting is a statutory meeting of the Board of Trustees of the University of Kentucky. He noted that the time of the Board meeting had been moved to the morning in order not to conflict with the time of the swearing in ceremony of Governor Paul Patton at 2:00 p.m.

President Wethington called attention to the following items in PR 1:

1. A \$1.7 million grant from the National Council on Research Resources, a division of the National Institutes of Health, will enable the UK Chandler Medical Center to begin the first phase of a long-range plan to build a new facility for the Sanders-Brown Center on Aging and the College of Allied Health Professions. Construction on this project will begin in 1996. This will be an expansion of the Center on Aging.
2. The on-line version of the Kentucky Kernel, the daily UK student newspaper, was named the top Internet student publication in the nation by the Associated Collegiate Press and Internet World during the 1995 National College Media Convention held in November in Washington, D.C.
3. The University recently announced plans to develop a new primary care clinic in a medically underserved area of Lexington. Plans are to call this clinic the Kentucky Clinic Northside. The University has been collaborating with Mayor Pam Miller and the Lexington-Fayette Urban County Government on this project.
4. A new educational initiative by the UK Chandler Medical Center, Morehead State University, and St. Claire Medical Center was announced earlier in December. Two major UK health professions programs will be offered in Morehead to train health care providers to benefit people in northeastern Kentucky and other medically underserved areas in Kentucky.
5. Governor Brereton Jones gave the keynote address November 27th at the formal dedication of the Bell County Campus: Southeast Community College/Kentucky Tech in Middlesboro. The Bell County Campus will house the programs of the Community College System and Kentucky Tech, the post secondary vocational schools.

President Wethington asked the members to peruse the other items in the report at their leisure.

E. Personnel Actions (PR 2)

President Wethington recommended that approval be given to the appointments, actions and/or other staff changes which require Board action; and that the report relative to appointments and/or changes already approved by the administration be accepted. He called attention to two items in the report: Professor John Russell Groves, Jr., College of Architecture, is being proposed to be granted a leave from the University to take the Adjutant General position with the new administration and Board member Deborah E. Powell, College of Medicine, is being named Chair of Pathology and Laboratory Medicine. Mr. Bates moved approval. His motion, seconded by Mr. Chellgren, carried. Professor Powell abstained from voting. (See PR 2 at the end of the Minutes.)

F. Revision to University of Kentucky Retirement Plan (PR 3A)

President Wethington said that PR 3A is a revision to the University of Kentucky Retirement Plan and a revision in the Administrative Regulations. He explained that this item deals with the retirement programs of the University, which have been approved by the Board. He asked Professor Lawson to comment on the proposed changes.

Professor Lawson provided an explanation of the proposed revisions. He said that the primary effect of the federal tax laws is to limit annual compensation that can be taken into account in retirement programs of this type to \$150,000. He noted that the \$150,000 limit will not be applicable to employees who become participants in the Plan before July 1, 1996.

He said that the other change is of lesser magnitude. It is a clarifying revision that will bring the University in compliance with the federal law. The Plan provides that employees who are under 30 years of age have the option of participating in the Plan. When an employee becomes 30 years of age, the employee has to become a participant in the Plan. This clarifies that an employee under 30 years of age who elects to become a participant in the Plan may not withdraw from the Plan as long as the employee remains eligible for participation.

President Wethington recommended that the Board approve the amendments to AR II-1.6-1 which constitutes the University of Kentucky Retirement Plan. Professor Mather moved approval. Mr. Wilcoxson seconded the motion, and it passed. (See PR 3A at the end of the Minutes.)

G. Naming of College and Building - "Carol Martin Gatton College of Business and Economics" and "Carol Martin Gatton College of Business and Economics Building" (PR 3B)

President Wethington said that PR 3B recommends that the Board approve the name "Carol Martin Gatton College of Business and Economics" for the College of Business and Economics of the University of Kentucky and that the Board approve the name "Carol Martin Gatton College of Business and Economics Building" for the business and economics building on the Lexington campus of the University of Kentucky. He reminded the Board of Mr. Gatton's generous gift to the University, the largest single gift ever made to the University of Kentucky. He said that he was delighted to be able to recommend to the Board that the College of Business and Economics be named for Mr. Gatton. He noted that this is the first time that a college in the University of Kentucky has been named for an individual.

He said that the Committee on Naming University Buildings has unanimously approved the recommendation to name the building after Mr. Gatton, and this is a well earned and well deserved recommendation coming from the faculty and the staff of the College of Business and Economics. On motion made by Mr. Miles, seconded by Mr. Wilcoxson and passed, PR 3B was approved. (See PR 3B at the end of the Minutes.)

H. Report on Results of Alumni Member Election (PR 3C)

President Wethington said that PR 3C is a report on the results of the alumni member election. This election is to fill the seat currently filled by Marian Moore Sims whose term expires June 30, 1996. He said that the election for alumni members involves the UK National Alumni Association. He reported that such election has been held as prescribed by statute, and the names of the three persons receiving the highest number of votes will be submitted to the Governor of the Commonwealth, Governor Paul Patton, for consideration.

He noted that the three persons receiving the highest number of votes were Marian Moore Sims from Lexington, Kentucky, Gene Spragens from Lebanon, Kentucky and John R. "Jack" Guthrie from Louisville, Kentucky. He recommended that the report be received and put to record, and that Lois Weinberg be authorized to certify to the Governor for the University of Kentucky the names of the three persons receiving the largest number of votes, from which list a successor will be appointed effective July 1, 1996 to fill an alumni trustee seat at the University of Kentucky. Mr. Bates moved approval. His motion, seconded by Mr. Grayson, carried. (See PR 3C at the end of the Minutes.)

I. Candidates for Degrees - Community College System (PR 4A)

President Wethington recommended that the degrees specified on the list be awarded to the persons named, upon certification that the requirements for those degrees have been satisfactorily completed. Mr. Wilcoxson moved approval. Mrs. Sims seconded the motion and it passed. (See PR 4A at the end of the Minutes.)

J. Candidates for Degrees - University System (PR 5A)

President Wethington said that PR 5A is a companion document pertaining to candidates for degrees in the University System. The recommendation is 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 University Senate. He reported that the University Senate concurs with the recommendation, and he was pleased to recommend approval of PR 5A. Professor Powell moved approval. Mr. Grayson seconded the motion, and it carried. (See PR 5A at the end of the Minutes.)

K. Appointments to University of Kentucky Business Partnership Foundation (PR 5B)

President Wethington recommended that approval be given to the appointment of Terry N. Coleman, Gary B. Knapp and Michael R. Whitley as members to the Board of Directors of the University of Kentucky Business Partnership Foundation for four-year terms beginning immediately and extending through the Fall 1999 Board meeting. These names were recommended by the Business Partnership Foundation Board. Mr. Clay moved approval. His motion, seconded by Mr. Wilcoxson, passed. (See PR 5B at the end of the Minutes.)

L. Amendment to Agreement Between University of Kentucky and Kentucky Medical Services Foundation (PR 6A)

President Wethington said that PR 6A recommends a change in the agreement between the University of Kentucky and Kentucky Medical Services Foundation (KMSF). He reminded the Board that they review this agreement annually and make changes wherever appropriate or necessary. The proposed change is necessitated by the affiliations the Medical Center is entering into with those involved in clinical practices outside the Medical Center. He asked Chancellor Holsinger to comment on the addition of Clinical Program Units to the list.

Chancellor Holsinger said that the existing agreement specifies that the Foundation keep separate accounts for the departments and divisions identified in the contract. He explained that individual clinical faculty members are being appointed to the College of Medicine directly and not to a particular program. In order to be able to collect and disburse funds for those faculty members within the practice site which they are practicing, it is necessary to add Clinical Program Units to the list. This will allow them to keep track of income and disbursements for those practitioners on a separate basis from the other departments.

President Wethington said that this is a necessary change in the agreement with KMSF. He recommended approval of PR 6A. Mr. Chellgren moved approval. Mrs. Bell seconded the motion, and it passed. (See PR 6A at the end of the Minutes.)

M. New Multidisciplinary Center (PR 6B)

President Wethington said that PR 6B is a recommendation that the Board of Trustees approve the establishment of the Kentucky Injury Prevention and Research Center. This is a Research Center that is located in the Medical Center and has been existing as a working group. The Cabinet for Human Resources at the state level authorized the establishment of such a Center to serve as an extension of the Department of Health Services. He explained that this working group needs to be officially designated by the Board as a Center in order to compete for both state and federal grants that are in support of injury prevention and research in the Commonwealth of Kentucky. He said that he was pleased to recommend the establishment of this Multidisciplinary Center located in the Medical Center under the aegis of Chancellor Holsinger. Mr. Reed moved approval. The motion, seconded by Mrs. Bell, carried. (See PR 6B at the end of the Minutes.)

In conclusion of his report, he reminded the Board of the University Senate's annual reception at 4 p.m. at King Alumni House. He encouraged the members to stop by and visit with the Senate members. He also reminded them of the invitation to Maxwell Place during the evening.

N. Acceptance of Interim Financial Report for the University of Kentucky for the Four Months Ended October 31, 1995 (FCR 1)

Mr. Hardymon, Chairperson of the Finance Committee, reported that the Finance Committee met and reviewed nine items for action. He said that FCR 1 is the monthly financial report for the four months ended October 31, 1995, and the report is on track. He compared the realized income percentages, noting that the realized income at this time last year was 43% of the total that was budgeted, and it is 44% this year. He also noted that the expenditures are 35% of the approved budget both this year and last. He said

that the University continues to be in strong financial position and has a good balance sheet. He moved approval of FCR 1. Mr. Chellgren seconded the motion, and it passed. (See FCR 1 at the end of the Minutes.)

O. Report of Lease (FCR 2)

Mr. Hardymon said that FCR 2 is a recurring report of leases that is less than \$30,000 a year in value, and there is only one lease to report at this time. It is a new lease between the University of Kentucky and the City of Covington, Kentucky. He noted that the lease is for the use of 720 square feet of office space at \$10.50 per square foot. He moved approval of FCR 2. The motion, seconded by Mr. Chaney, carried. (See FCR 2 at the end of the Minutes.)

P. Approval of Lease (FCR 3)

Mr. Hardymon said that FCR 3 requires Board approval before it can be implemented because it is over \$30,000 a year in value. It is a renewal of a lease that involves the Hazard Community College. The lease is for the use of 13,240 square feet of office/classroom space at a very competitive price of \$5.68 per square foot. He moved approval of FCR 3. Mrs. Sims seconded the motion, and it passed. (See FCR 3 at the end of the Minutes.)

Q. Patent Assignment (FCR 4)

Mr. Hardymon said that the Patent Assignment involves improvements in the Method for Elimination of Interference of Human Autoantibodies in the Performance of Assays for Endogenous Analytes. He said that the Committee reviewed the patent assignment and recommended approval. Mr. Chellgren seconded the motion, and it carried. (See FCR 4 at the end of the Minutes.)

R. 1995-96 Budget Revisions (FCR 5)

Mr. Hardymon reported that the Finance Committee had a very thorough discussion of the budget revisions. He reviewed the revisions and made a motion for approval of FCR 5. Mr. Wilcoxson seconded the motion, and it passed. (See FCR 5 at the end of the Minutes.)

S. Joe C. Davis Foundation Gift (FCR 6)

Mr. Hardymon moved that the Board accept a gift of \$1,000,000 from the Joe C. Davis Foundation of Nashville, Tennessee to Madisonville Community College's Partners in Progress Campaign. He noted that the gift is designated for the College's proposed science and technology building and includes the clause that the foundation gift be available only if Madisonville

Community College can raise an additional \$3,000,000 in public or private funds to match it. He moved approval of FCR 6. Professor Miller seconded the motion, and it carried. (See FCR 6 at the end of the Minutes.)

T. Super Service, Inc. Pledge (FCR 7)

Mr. Hardymon moved that the Board accept a pledge of \$100,000 from Super Service, Inc. of Somerset, Kentucky to the proposed Classroom/Community and Student Center Project of Somerset Community College's Partners in Progress Campaign. He said that Super Service, Inc. is a Somerset based trucking company, and Mr. Rakestraw, president of Super Service, Inc., is the co-chair of the Lead Gifts Committee for Somerset Community College. This pledge involves annual payments of \$20,000 from 1996 through the year 2000. Mr. Miles seconded the motion, and it passed. (See FCR 7 at the end of the Minutes.)

U. Estate of Harriett Idol Young (FCR 8)

Mr. Hardymon said that FCR 8 involves the estate of Harriett Idol Young. The recommendation is that the Board accept a distribution of \$1,321,715.50 from the Estate of Harriett Idol Young. Victor Young was born in Grayson County, Kentucky and a graduate of the University of Kentucky with a degree in electrical engineering. He worked in the Panama Canal Zone as a civil servant and after retirement he returned to Grayson County. Mrs. Young was not a graduate of the University of Kentucky but was the first woman to receive a doctorate degree from Louisiana State University. In compliance with the terms of the Last Will and Testament of Harriett Idol Young, the University will establish the Victor D. Young -- Harriett Idol Young Student Loan Fund. He moved approval of FCR 8. Professor Mather seconded the motion, and it carried. (See FCR 8 at the end of the Minutes.)

V. A Resolution Authorizing the University's Participation in the Development of a Health Care Services Corporation to Manage, Provide and Deliver Medical Services to the Citizens of the Commonwealth (FCR 9)

Mr. Hardymon said that the Finance Committee had a thorough review of FCR 9. He provided a summary report of the Resolution. He said that it is the establishment of a "for-profit" taxable corporation. It will have the power to acquire physician and other medical practice/provider sites and to provide management services to medical practice/provider sites to broaden the Medical Center's network of physicians who will be available for teaching, research, and service. He made a motion that FCR 9 be approved. His motion, seconded by Mr. Chelgren, passed. (See FCR 9 at the end of the Minutes.)

Dr. Meriwether expressed appreciation to the members for their attendance and said that they tried to be as brief as possible because of the inauguration

W. Meeting Adjourned

There being no further business to come before the Board, Dr. Meriwether adjourned the meeting at 2:00 p.m.

Respectfully submitted,

Lois C. Weinberg
Secretary
Board of Trustees

(PR 2, 3A, 3B, 3C, 4A, 5A, 5B, 6A, and 6B; FCR 1, 2, 3, 4, 5, 6, 7, 8, and 9 which follow are official parts of the Minutes of the meeting.)

PR 2

Office of the President
December 12, 1995

Members, Board of Trustees:

PERSONNEL ACTIONS

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

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

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

Action taken:



Approved



Disapproved



Other

CENTRAL ADMINISTRATION

I. BOARD ACTION

A. ADMINISTRATIVE APPOINTMENT

Human Resource Services

Johnson, Myra Z., Associate Director, Employee Benefits,
effective 10/30/95.

Vice President for Research and Graduate Studies

Trahan, Creighton J., appointed Director of the Division of Laboratory Animal
Resources and University Veterinarian, effective 12/1/95.

B. RETIREMENT

Employee Benefits

Calvert, Geneva A., Disabled Staff, Employee Benefits, after 16.5 consecutive
years of service, under AR II-1.6-1 Section III.B, effective 12/31/95.

Clemens, Donald J., Disabled Faculty, Employee Benefits, after 27.5
consecutive years of service, under AR II-1.6-1 Section III.B, effective
12/31/95.

Davis, Betty R., Disabled Staff, Employee Benefits, after 24.0 consecutive
years of service, under AR II-1.6-1 Section III.B, effective 11/30/95.

Groves, Dorothy L., Disabled Staff, Employee Benefits, after 17.0
consecutive years of service, under AR II-1.6-1 Section III.B, effective
11/30/95.

Muncie, Florence, Disabled Staff, Employee Benefits, after 6 consecutive years
of service, under AR II-1.6-1 Section III.B, effective 1/31/96.

Pool, Jr., William A., Disabled Staff, Employee Benefits, after 15.5 consecutive
years of service, under AR II-1.6-1 Section III.B, effective 1/31/96.

Salice, Mary E., Disabled Staff, Employee Benefits, after 21.5 consecutive years
of service, under AR II-1.6-1 Section III.B, effective 12/31/95.

C. EARLY RETIREMENTS

Human Resource Services

Downing, Lillian M., Manager, STEPS, after 19.5 consecutive years of service,
under AR II-1.6-1 Section III.A.2, effective 1/5/96.

Vice President for Information Systems

Skirvin, Virginia D., Data Coordinator Supervisor Central, Computing Center, after 28.33 consecutive years of service, under AR II-1.6-1 Section III.A.2, effective 12/31/95.

Vice President for Research and Graduate Studies

Carlson, Jay W., Senior Systems Analyst Programmer, Tobacco and Health Research Institute, after 24.25 consecutive years of service, under AR II-1.6-1 Section III.A.2, effective 1/31/96.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

Vice President for Information Systems

Brumagen, Elizabeth R., Librarian IV (temporary), Public Services Librarian, University Libraries, effective 10/12/95 through 6/30/96.

Trainor, Cynthia A., Librarian IV, Electronic Services Librarian, University Libraries, effective 10/2/95 through 6/30/96.

Woods, Lisa R., Librarian IV, Audio-Visual Archivist, University Libraries, effective 11/6/95 through 6/30/96.

B. ADMINISTRATIVE APPOINTMENTS

Vice President for Information Systems

Hall, Glenn R., Communications Systems Project Manager, Communications Systems, effective 9/1/95.

Vice President for Research and Graduate Studies

Ryan, Norb, Disability Program Administrator I, Interdisciplinary Human Development Institute, effective 8/7/95.

Stith, Carolyn A., Disability Program Administrator I, Interdisciplinary Human Development Institute, effective 8/5/95.

Tyree, Milton S., Disability Program Specialist III, Interdisciplinary Human Development Institute, effective 4/3/95.

C. CHANGES

Vice President for Information Systems

Hales, Rene M., Instructional Computing Design Specialist, Academic Computing Services, effective 11/6/95.

Ruberg, James E., Communications Systems Project Manager, Communications, effective 10/26/95.

Vice President for Research and Graduate Studies

Esham, Jill, Computer Systems Manager VII, Office of Information Services, effective 9/1/95.

Johnson, Arlene, Donovan Scholars Director, Council on Aging, effective 9/1/95.

COMMUNITY COLLEGE SYSTEM

I. BOARD ACTION

A. RETIREMENTS

Lexington Community College

Hammond, Robert E., Professor in the Community College System (with tenure), under AR II-1.6-1 Section III.B, following 17.5 consecutive years of service, 12/31/95.

B. EARLY RETIREMENTS

Jefferson Community College

Juett, Sue A., Sr. Store Supervisor, under AR II-1.6-1 Section III.A.2, following 28.9 consecutive years of service, 1/5/96.

Lexington Community College

Webb, Carol L., Professor in the Community College System (with tenure), under AR II-1.6-1 Section III.A.2, following 20.5 consecutive years of service, 12/31/95.

Paducah Community College

Thompson, Ann W., Professor in the Community College System (with tenure), under AR II-1.6-1 Section III.A.2, following 16 consecutive years of service, 12/31/95.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

Jefferson Community College

Croghan, Darcy, Instructor in the Community College System, 1/1/96 through 6/30/96.

Madisonville Community College

Allen, Deborah, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.

Baumann, Polly, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.

Beamer, Mike, Instructor in the Community College System (voluntary), 8/23/95 through 8/21/98.
Durbin, Susan, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.
Howard, Pamela C., Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.
Ingeana, Anna, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.
Noblett, Kenny, Instructor in the Community College System (voluntary), 8/23/95 through 8/21/98.
Peters, Traci, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.
Politz, Heidi, Instructor in the Community College System (voluntary), 8/23/95 through 8/21/98.
P'Pool, Martha, Instructor in the Community College System (voluntary), 8/23/95 through 8/21/98.
Reinitz, Fred, Instructor in the Community College System (voluntary), 8/23/95 through 8/21/98.
Ritter, Terry C., Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.
Roberts, Sandra, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.
Rodgers, Sheila, Instructor in the Community College System (voluntary), 8/23/95 through 8/21/98.
Smith, James, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.
Zellers, Carol, Instructor in the Community College System (voluntary), 9/22/95 through 8/21/98.

Paducah Community College

Bohannon, Tony, Instructor in the Community College System (voluntary), 11/1/95 through 10/31/98.
Bowen, Kimberly D., Instructor in the Community College System (voluntary), 11/1/95 through 10/31/98.
Carolus, Cheryl L., Instructor in the Community College System (voluntary), 11/1/95 through 10/31/98.
Collins, Dana M., Instructor in the Community College System (voluntary), 10/24/95 through 10/23/98.
Dunigan, Jackie, Instructor in the Community College System (voluntary), 10/24/95 through 10/23/98.
Lamb, Angela P., Instructor in the Community College System (voluntary), 11/1/95 through 10/31/98.
Rohrer, Nancy, Instructor in the Community College System (voluntary), 11/1/95 through 10/31/98.
Sumner, Danita, Instructor in the Community College System (voluntary), 12/1/95 through 11/31/98.

Prestonsburg Community College

Brunner, Sheree D., Instructor in the Community College System, 10/16/95 through 6/30/96.

Lucas, Judy, Instructor in the Community College System, 10/2/95 through 12/31/95.

Somerset Community College

Beckley, Don, Instructor in the Community College System (voluntary), 10/15/95 through 10/15/97.

Lowery, Joe, Instructor in the Community College System (voluntary), 10/15/95 through 10/15/97.

Pennington, Leslie, Instructor in the Community College System (voluntary), 10/15/95 through 10/15/97.

Robertson, April, Instructor in the Community College System (voluntary), 10/15/95 through 10/15/97.

Saarinén, Steven R., Assistant Professor in the Community College System, 7/1/95 through 6/30/96.

Wallis, Marsden, Instructor in the Community College System (voluntary), 10/15/95 through 10/15/97.

Southeast Community College

Creech, Teresa G., Instructor in the Community College System, 9/19/95 through 6/30/96.

Durham, Gary, Instructor in the Community College System (voluntary), 1/1/96 through 12/31/98.

Merritt, Stacey A., Instructor in the Community College System (voluntary), 9/19/95 through 5/31/96.

Steenbergen, Gary L., Instructor in the Community College System (voluntary), 9/1/95 through 5/31/98.

B. ADMINISTRATIVE APPOINTMENTS

Lexington Community College

Scorsone, Anal, Professor in the Community College System (with tenure), appointed Acting Dean of Academic Affairs, 11/13/95 through 6/30/96.

C. REAPPOINTMENTS

Somerset Community College

Burdine, Jana, Instructor in the Community College System (voluntary), 10/15/95 through 10/15/97.

Carter, Melissa, Instructor in the Community College System (voluntary),
10/15/95 through 10/15/97.
Cromer, Leila, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/96.
Eaton, Ken, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/97.
Leis, Charolette, Instructor in the Community College System (voluntary),
10/15/95 through 10/15/97.
Minton, Jenna, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/97.
Peercy, Tom, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/97.
Phelps, Vickie, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/97.
Singleton, Debbie, Instructor in the Community College System (voluntary),
10/15/95 through 10/15/97.
Strunk, Cindy, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/97.
Wade, Tim, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/97.
Weaver, Bob, Instructor in the Community College System (voluntary), 10/15/95
through 10/15/97.
Winchester, Lula, Instructor in the Community College System (voluntary),
10/15/95 through 10/15/97.

D. LEAVES OF ABSENCE

Elizabethtown Community College

Hill, J. Robert, Professor in the Community College System (with tenure),
sabbatical leave with full pay for the 1996 Fall Semester.

Henderson Community College

Alexander, Arlene, Professor in the Community College System (with tenure),
sabbatical leave with full pay for the 1996 Fall Semester.

Somerset Community College

Hughes, C. T., Professor in the Community College System (with tenure),
sabbatical leave with full pay for the 1996 Spring Semester.

LEXINGTON CAMPUS

I. BOARD ACTION

A. ACADEMIC APPOINTMENTS

College of Agriculture

Scharko, Patricia, Associate Extension Professor (without tenure), Veterinary Science, 11/1/95 through 6/30/96.

College of Education

Bjork, Lars Gordon, Associate Professor (with tenure), Administration and Supervision, effective 1/1/96.

Yates, James, Associate Professor (with tenure), Kinesiology and Health Promotion, effective 1/1/96.

B. JOINT APPOINTMENT

College of Education

Harris, J. John, Professor (with tenure), Administration and Supervision, joint appointment as African American Studies Scholar (without tenure), College of Arts and Sciences, effective 1/1/96.

C. PROMOTION

College of Arts and Sciences

Scott, Shaunna L., from Assistant Professor (without tenure), Sociology, to Associate Professor (with tenure), Sociology, effective 1/1/96.

D. CHANGES

College of Agriculture

Wood, Craig Harris, from Extension Professor (with tenure), Animal Sciences, to Extension Professor (with tenure), Agricultural Communications, effective 1/1/96.

College of Engineering

Huggins, Frank E., from Research Professor, Geological Sciences, College of Arts and Sciences, to Research Professor, Chemical and Materials Engineering, 11/1/95 through 6/30/97.

E. RETIREMENTS

College of Arts and Sciences

Nelli, Humbert S., Professor (with tenure), History, after 28.5 consecutive years of service, Section III.B of AR II-1.6-1, effective 12/31/95.

University Extension

Williams, Nofflet D., Associate Dean, University Extension, after 22.5 consecutive years of service, Section III.B of AR II-1.6-1, effective 12/31/95.

F. EARLY RETIREMENTS

College of Agriculture

Nordin, Gerald L., Professor (with tenure), Entomology, after 24 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 12/31/95.
West, Gordon L., Animal Tech II, Animal Sciences, after 31 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 12/31/95.

College of Communications and Information Studies

Dare, Nancy, Administrative Assistant I, Library and Information Science, after 31.33 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 1/5/96.

College of Engineering

Singh, Shiva N., Professor (with tenure), Mechanical Engineering, after 29.5 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 12/31/95.

University Extension

Figg, Robert G., Associate Dean, University Extension, after 34.5 consecutive years of service, Section III.A.2 of AR II-1.6-1, effective 1/3/96.

Vice Chancellor for Administration

- Houp, Robert K. Sr., Maintenance Superintendent IV, Carpentry, Physical Plant Division, after 33.5 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 1/31/96.
- Smith, Donald, Assistant Maintenance Superintendent III, Grounds, Physical Plant Division, after 35.5 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 1/31/96.
- Smith William A., Custodial Worker IV, Custodial Services, Physical Plant Division, after 27 consecutive years of service, under Section III.A.1 of AR II-1.6-1, effective 1/19/96.
- White, Carolyn E., Custodial Worker IV, Custodial Services, Physical Plant Division, after 29.75 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 1/26/96.

Vice Chancellor for Student Affairs

- Brinegar, Billie S., Custodial Worker IV, Undergraduate Housing, Auxiliary Services, after 26.33 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 12/31/95.
- Chestnut, Launices, Food Service Worker III, Donovan Cafeteria, Auxiliary Services, after 15.75 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 12/31/95.
- Connor, Ladon, Food Service Worker III, Commons Food Services, Auxiliary Services, after 27.5 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 1/19/96.
- Pope, Cordia, Custodial Worker IV, Housing, Auxiliary Services, after 34 consecutive years of service, under Section III.A.2 of AR II-1.6-1, effective 12/31/95.

G. POST-RETIREMENT APPOINTMENT

University Extension

- Figg, Robert G., Consultant (part-time), University Extension, 1/4/96 through 12/31/96.

H. POST-RETIREMENT APPOINTMENT CHANGE

College of Arts and Sciences

- Ehmann, William, Associate Professor (part-time), Chemistry, to change post-retirement appointment from 2/1/95 through 1/31/96 to 7/1/95 through 6/30/96.

II. **ADMINISTRATIVE ACTION**

A. **ACADEMIC APPOINTMENTS**

College of Agriculture

Bastin, Sandra P., Assistant Extension Professor, Home Economics Extension, 11/1/95 through 6/30/96.

Stringer, Jeffrey W., Assistant Extension Professor, Forestry, 11/1/95 through 6/30/96.

College of Arts and Sciences

Freiman, Katherine E., Instructor (part-time), Psychology, 8/16/95 through 12/31/95.

Harbour, Daniel M., Assistant Professor, Aerospace Studies, 1/1/96 through 12/31/98.

Morgan, Cheryl A., Assistant Professor, Aerospace Studies, 6/1/96 through 3/31/99.

Verburg, John L., Instructor (part-time), Sociology, 8/16/95 through 12/31/95.

College of Education

Johnson, Patsy E., Assistant Professor, Administration and Supervision, 8/16/95 through 5/15/98.

College of Fine Arts

Hallman, Diana, Assistant Professor, Music, 8/1/95 through 6/30/96.

B. **ADMINISTRATIVE APPOINTMENTS**

College of Arts and Sciences

Ellis, Steven L., Instructional Lab Specialist, Physics and Astronomy, effective 7/1/95.

Fiedler, Theodore, Professor (with tenure), German, appointed Acting Chair, German, Spring Semester 1996.

College of Education

Baker, Sandra L., Disability Program Administrator II, Special Education and Rehabilitation Counseling, effective 10/13/95.

Schroeder, Gary G., Certification/Student Services Director, Teacher Education and Certification, effective 9/16/95.

College of Engineering

Slepak, Mikhail E., Transportation Research Engineer III, Kentucky
Transportation Center, effective 4/17/95.

Assistant Chancellor's Office

Sadinsky, Rachael, Art Museum Curator, University Art Museum, effective
8/1/95.

Office of Undergraduate Studies

Burke, William F., Academic Coordinator III, Teaching and Learning Center,
effective 9/1/95.

C. JOINT APPOINTMENT

Graduate School

Murray, Shelia E., Assistant Professor, Martin School of Public Policy and
Administration, joint appointment as Assistant Professor, Economics,
College of Business and Economics, 8/1/95 through 6/30/96.

D. REAPPOINTMENTS

College of Arts and Sciences

Daunert, Sylvia, Assistant Professor, Chemistry, 1/1/96 through 12/31/97.

College of Fine Arts

Coldiron, Jill, Instructor (part-time), Art, 8/1/95 through 12/31/95.
Henderson, Marie, Instructor (part-time), Theatre, 8/1/95 through 12/31/95.

College of Human Environmental Sciences

Burchfield, Meredith H., Instructor (part-time), Family Studies, 1/1/96 through
5/15/96.
O'Malley, Angeline, Instructor (part-time), Family Studies, 1/1/96 through
5/15/96.
Pennington, Rose, Instructor (part-time), Family Studies, 1/1/96 through
5/15/96.
Rowan, Angie, Instructor (part-time), Family Studies, 1/1/96 through
5/15/96.

White, Vicki, Instructor (part-time), Family Studies, 1/1/96 through 5/15/96.

Wilson, Janette D., Instructor (part-time), Family Studies, 1/1/96 through 5/15/96.

E. LEAVES OF ABSENCE

College of Agriculture

Greider, Thomas, Associate Professor (with tenure), Rural Sociology, Sabbatical leave with full salary, 7/1/96 through 12/31/96.

Heaton, Linda H., Associate Extension Professor (with tenure), Home Economics Extension, Sabbatical leave with full salary, 4/1/96 through 6/30/96.

Miller, T. Haven, Electronic Media Specialist, Agricultural Communications Services, Study leave with full salary, 1/2/96 through 6/30/96.

Smith, Patty Rai, Associate Extension Professor (with tenure), Home Economics Extension, Sabbatical leave with full salary, 1/1/96 through 3/31/96.

College of Architecture

Gillig, Robert, Assistant Professor, Architecture, Leave without pay, Fall Semester 1995.

Groves, John Russell Jr., Professor (with tenure), Architecture, Leave without pay, 12/13/95 through 12/31/96.

College of Arts and Sciences

Dathorne, O.R., Professor (with tenure), English, Sabbatical leave with full salary, Spring Semester 1996.

Gargola, Daniel J., Associate Professor (with tenure), History, Sabbatical leave with full salary, Spring Semester 1996.

Gordon, Fon, Associate Professor (with tenure), History, Sabbatical leave with full salary, Spring Semester 1996.

Hall, James Baker, Associate Professor (with tenure), English, Sabbatical leave with full salary, Spring Semester 1996.

Jones, Joseph R., Professor (with tenure), Spanish and Italian, Sabbatical leave with full salary, Spring Semester 1996.

Kern, Kathi L., Associate Professor (with tenure), History, Sabbatical leave with full salary, Spring Semester 1996.

LaCharite, Raymond, Professor (with tenure), French, Sabbatical leave with full salary, Spring Semester 1996.

Man, Chi-Sing, Associate Professor (with tenure), Mathematics, Scholarly fellowship leave with partial salary, Spring Semester 1996.

Perdue, Theda, Associate Professor (with tenure), History, Sabbatical leave with full salary, Spring Semester 1996.

College of Business and Economics

Cooper, Jean C., Associate Professor (with tenure), Accountancy, Sabbatical leave with half salary, Fall Semester 1996 and Spring Semester 1997.

Davis, Mark A., Associate Professor (with tenure), Management, Sabbatical leave with half salary, Fall Semester 1996 and Spring Semester 1997.

Stober, William J., Professor (with tenure), Economics, Sabbatical leave with full salary, Spring Semester 1996.

College of Education

Bridge, Connie A., Professor (with tenure), Curriculum and Instruction, Sabbatical leave with half salary, Spring Semester 1996 and Leave without pay, Fall Semester 1996.

Bulbulian, Ronald, Associate Professor (with tenure), Kinesiology and Health Promotion, Leave without pay, 1/1/96 through 12/31/96.

F. LEAVE OF ABSENCE CHANGE

College of Fine Arts

Pen, Ronald A., Associate Professor (with tenure), Music, to change Sabbatical leave with half salary, Spring Semester 1996 and Fall Semester 1996, to Sabbatical leave with full salary, Fall Semester 1996.

MEDICAL CENTER

I. BOARD ACTION

A. ACADEMIC APPOINTMENTS

College of Dentistry

Ison, Thomas G., Clinical Assistant Professor, Oral Health Practice, 11/20/95 through 6/30/96.

Laine-Alava, Maija T., Professor (with tenure), Oral Health Practice, effective 1/1/96.

College of Medicine

Clayman, Marty S., Clinical Assistant Professor, Anesthesiology, joint appointment as Clinical Assistant Professor, Pediatrics, 12/13/95 through 6/30/96.

Cornish, Deborah J., Assistant Professor*, Anesthesiology, joint appointment as Assistant Professor*, Pediatrics, 12/13/95 through 6/30/96.

de Leon, Jose, Associate Professor (temporary), Psychiatry, 1/1/96 through 6/30/96.

Maxwell, Alan J., Associate Professor* (without tenure), Family Practice, 1/1/96 through 6/30/96.

Smith, Terry C., Clinical Assistant Professor, Surgery, 1/1/96 through 6/30/96.

Sodeman, Thomas M., Professor (voluntary), Pathology and Laboratory Medicine, 12/13/95 through 6/30/97.

Terhune, Margaret H., Clinical Assistant Professor, Internal Medicine, 1/1/96 through 6/30/96.

B. ADMINISTRATIVE REAPPOINTMENTS

College of Medicine

Powell, Deborah E., Professor, Pathology and Laboratory Medicine, named Chair, Pathology and Laboratory Medicine, 7/1/95 through 6/30/2001.

*Special Title Series

C. REAPPOINTMENTS

College of Medicine

Revelette, Robert, Associate Adjunct Professor, Physiology, 7/1/95 through 6/30/96.

D. PROMOTIONS

College of Medicine

Barton, Donald C., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Barton, Paul B., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Bielecki, Marlene A., Assistant Professor (voluntary), Family Practice to Associate Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Blake, Robert M., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Burkhart, Robert C., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Burkhart, William K., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Cole, Cynthia M., Assistant Professor*, Behavioral Science to Associate Professor* (with tenure), Behavioral Science, effective 2/1/96.

Fisher, Norman, Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Foley, William S., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Foxx, W. J., Assistant Professor (voluntary), Family Practice to Associate Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Gerard, Paul, Assistant Professor (voluntary), Family Practice to Associate Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Green, Steven D., Assistant Professor (voluntary), Family Practice to Associate Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Martin, Lowell D., Assistant Professor (voluntary), Family Practice to Associate Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Moss, Kelly G., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Stephens, Don R., Associate Professor (voluntary), Family Practice to Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

College of Pharmacy

Gosland, Michael P., Assistant Professor*, joint appointment as Assistant Professor*, College of Medicine, Department of Internal Medicine to Associate Professor* (with tenure), joint appointment as Associate Professor* (without tenure), College of Medicine, Department of Internal Medicine, effective 7/1/96.

E. CHANGES

College of Dentistry

Brown, Albert T. from Professor (with tenure), Oral Health Science to Professor (with tenure), College of Medicine, Department of Biochemistry, joint appointment as Professor (without tenure), Oral Health Science, effective 12/13/95.

Calmes Jr, Robert B. from Associate Professor (with tenure), Oral Health Science to Associate Professor (with tenure), College of Medicine, Department of Microbiology and Immunology, joint appointment as Associate Professor (without tenure), Oral Health Science, effective 12/13/95.

Matheny, James L. from Professor (with tenure), Oral Health Science to Professor (with tenure), College of Medicine, Department of Microbiology and Immunology, joint appointment as Professor (without tenure), Oral Health Science, effective 12/13/95.

Sammon, Patrick J. from Associate Professor (with tenure), Oral Health Science to Associate Professor (with tenure), College of Medicine, Department of Physiology, joint appointment as Associate Professor (without tenure), Oral Health Science, effective 12/13/95.

Smith, Timothy A. from Professor (with tenure), Oral Health Science, joint appointment as Professor (without tenure), College of Education, Department of Educational and Psychological Counseling to Professor (with tenure), College of Medicine, Department of Behavioral Science, joint appointments as Professor (without tenure), College of Education, Department of Educational and Psychological Counseling, and Professor (without tenure), Oral Health Science, effective 12/13/95.

College of Medicine

B-Chatterjee, Malaya from Associate Professor (with tenure), Microbiology and Immunology to Associate Professor (with tenure), Internal Medicine, effective 12/13/95.

*Special Title Series

F. RETIREMENTS

Chancellor's Office

Mellott, Jack, Engineer Associate III, Facilities Planning and Construction, after 21.75 consecutive years of service, under AR II-1.6-1 Section III.B, effective 12/31/95.

College of Medicine

Imredy, Margit, Staff Assistant, Radiation Medicine, after 17.33 consecutive years of service, under AR II-1.6-1 Section III.B, effective 9/20/95.

G. EARLY RETIREMENTS

Chancellor's Office

Curtis, G. Dianne, Administrative Assistant I, University Health Service, after 27.5 consecutive years of service, under AR II-1.6-1 Section III.A.2, effective 12/31/95.

Melton, Jackie, Principle Engineering Aide, Facilities Planning and Construction, after 16.75 consecutive years of service, under AR II-1.6-1 Section III.A.2, effective 2/2/96.

H. POST-RETIREMENT APPOINTMENTS

Chancellor's Office

Mellott, Jack, Engineer Associate III (part-time), Facilities Planning and Construction, 1/1/96 through 6/30/96.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

College of Allied Health Professions

Barrett, Melissa T., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Bays, Everett B., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Bellew, James W., Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97

*Special Title Series

Bowlds, Charles F., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Crump, Chester L., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Dawson, James D., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Eck, Margot V., Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Edwards, Thomas W., Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Engelke, Karen, Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Farrage, James, Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Gardner, Susan, Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Garmon, Joel P., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Gordon, John, Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Hazle, Charles, Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Hergott, Michelle L., Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Lenz, Kelly J., Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Lewis, Mary S., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Lorch, Michael J., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Malhotra, Andrea, Instructor (voluntary), Clinical Sciences, 12/13/95 through 6/30/97.

Meyers, David A., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Miller, Susan R., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Moore, Tom, Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Porter, Laura, Instructor (voluntary), Health Services, 12/13/95 through 6/30/97.

Robbins, Robert E., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Russell, Thomas G., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

Salter, James I., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.
Smith, Richard, Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.
Snowden, Miles S., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.
Sweeney, William F., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.
Taulbee, Arnold, Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.
Taylor, William H., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.
Townsend, Charles W., Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.
Vaczy, Abdi, Assistant Professor (voluntary), Health Services, 12/13/95 through 6/30/97.

College of Dentistry

Boian, Jerry L., Instructor (voluntary), Oral Health Science, 12/12/95 through 6/30/97.
Haug, Richard H., Instructor (voluntary), Oral Health Science, 12/13/95 through 6/30/97.

College of Medicine

Bain, Robert S, Assistant Professor (voluntary), Diagnostic Radiology, 12/13/95 through 6/30/97.
Boarman, Christopher A., Assistant Professor (voluntary), Pediatrics, 12/13/95 through 6/30/97.
Cost, Guinn S., Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.
deCastro, Fernando R., Assistant Professor (voluntary), Internal Medicine, 12/13/95 through 6/30/97.
Edwards, C. S., Assistant Professor (voluntary), Psychiatry, 12/13/95 through 6/30/97.
Fleming, Barbara B., Assistant Professor (voluntary), Preventive Medicine and Environmental Health, 12/13/95 through 6/30/97.
Gavin, Susan A., Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.
Gowdar, Paranjyothi R., Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Hoddy, David M., Assistant Professor (voluntary), Pediatrics, 12/13/95 through 6/30/97.

Horsley, Brooks A., Assistant Professor (voluntary), Diagnostic Radiology, 12/13/95 through 6/30/97.

Hunt, Drema K., Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Hutchinson, Larry D., Assistant Professor (voluntary), Pediatrics, 12/13/95 through 6/30/97.

Kelley, James P., Instructor (voluntary), Family Practice, 12/13/95 through 6/30/97.

McCoy, Lisa W., Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Menke, Kristy K., Assistant Professor (voluntary), Pediatrics, 12/13/95 through 6/30/97.

Murad, Umar, Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Noe, George W., Assistant Professor (voluntary), Internal Medicine, 12/13/95 through 6/30/97.

Priddle, Brian K., Instructor (voluntary), Obstetrics and Gynecology, 12/13/95 through 6/30/97.

Pruitt, Don E., Assistant Professor (voluntary), Diagnostic Radiology, 12/13/95 through 6/30/97.

Rajagopalan, M. S., Assistant Professor (voluntary), Microbiology and Immunology, 12/13/95 through 6/30/97.

Rogers, Leo F., Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Sanders, Gary, Assistant Professor (voluntary), Emergency Medicine, 12/13/95 through 6/30/97.

Shankar, T.R.Uday, Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Spalding, Henry S., Assistant Professor (voluntary), Family Practice, 12/13/95 through 6/30/97.

Tamaren, Janet, Instructor (voluntary), Pediatrics, 12/13/95 through 6/30/97.

Toborek, Michal, Assistant Research Professor, Surgery, 1/1/96 through 6/30/96.

Trover, L.Phillip C., Assistant Professor (voluntary), Diagnostic Radiology, 12/13/95 through 6/30/97.

College of Nursing

Burd, Vanessa, Instructor (part-time), 1/1/96 through 6/30/96.

College of Pharmacy

Ashby, Margo N., Instructor (voluntary), 12/13/95 through 6/30/97.
Beville, John K., Instructor (voluntary), 12/13/95 through 6/30/97.
Boggs, Charles B., Instructor (voluntary), 12/13/95 through 6/30/97.
Bowling, Joseph P., Instructor (voluntary), 12/13/95 through 6/30/97.
Byrd, Jacqueline G., Assistant Adjunct Professor, 12/13/95 through 6/30/96.
Cecil, Tom, Instructor (voluntary), 12/13/95 through 6/30/97.
Fenwick, Michael L., Instructor (voluntary), 12/13/95 through 6/30/97.
Gailard, Paul D., Instructor (voluntary), 12/13/95 through 6/30/97.
Gelhot, Aimee, Assistant Adjunct Professor, 12/13/95 through 6/30/96.
Gutteridge, Christine, Assistant Adjunct Professor, 12/13/95 through 6/30/96.
Hicks, Janet E., Instructor (voluntary), 12/13/95 through 6/30/97.
Kizer, Murrill G., Instructor (voluntary), 12/13/95 through 6/30/97.
Klutey, Ronald J., Assistant Professor (voluntary), 12/13/95 through 6/30/97.
Mangino, Paul D., Instructor (voluntary), 12/13/95 through 6/30/97.
Medley, Glenn N., Instructor (voluntary), 12/13/95 through 6/30/97.
Monroe, Mickey, Instructor (voluntary), 12/13/95 through 6/30/97.
Rhodes, Tom, Instructor (voluntary), 12/13/95 through 6/30/97.
Rowe, Billy W., Instructor (voluntary), 12/13/95 through 6/30/97.
Rowe, Kim, Instructor (voluntary), 12/13/95 through 6/30/97.
Scott, Ben C., Instructor (voluntary), 12/13/95 through 6/30/97.

B. ADMINISTRATIVE APPOINTMENTS

College of Pharmacy

Matharu, Rajinder, Director, Analytical and Technical Services, effective 8/1/95.

University Hospital

Bohner, Louisea, Director, Medical Records, effective 10/1/95.

C. JOINT APPOINTMENTS

College of Medicine

Kohrs, Frank, Assistant Professor, Family Practice, joint appointment as
Assistant Professor, Preventive Medicine and Environmental Health, 1/1/96
through 6/30/96.
Smith, T. Timothy, Assistant Research Professor, Obstetrics and Gynecology,
joint appointment as Assistant Research Professor, Physiology, 1/1/96
through 6/30/96.

College of Nursing

Deletter, Mary C., Assistant Professor, joint appointment as Assistant Professor, College of Medicine, Department of Internal Medicine, 12/15/95 through 6/30/96.

D. REAPPOINTMENTS

College of Medicine

Caborn, David N., Assistant Professor, Surgery, 7/1/95 through 6/30/96.
Lawson, Erma J., Assistant Research Professor, Behavioral Science, 1/1/96 through 6/30/96.

E. PROMOTIONS WITHOUT TENURE

College of Medicine

Sellitti, Marguerite A., Clinical Instructor, Radiation Medicine to Clinical Assistant Professor, Radiation Medicine, 12/15/95 through 6/30/96.

F. CHANGES

College of Medicine

Munch, Larry C. from Assistant Professor, Surgery to Assistant Professor (part-time), Surgery, 1/1/96 through 6/30/96.

G. TERMINAL REAPPOINTMENTS

College of Medicine

Hancy, William H., Clinical Assistant Professor, Emergency Medicine, 7/1/95 through 6/30/96.

H. LEAVES OF ABSENCE

College of Medicine

Friedell, Gilbert H., Professor (with tenure), Pathology and Laboratory Medicine, sabbatical leave at full salary, 1/15/96 through 7/14/96.
Lawson, Erma J., Assistant Research Professor, Behavioral Science, leave without pay, 2/1/96 through 6/30/96.

College of Nursing

Hendrix, Melva Jo, Professor* (with tenure), sabbatical leave at full salary,
1/1/96 through 6/30/96.

*Special Title Series

PR 3A

Office of the President
December 12, 1995

Members, Board of Trustees:

REVISION TO UNIVERSITY OF KENTUCKY RETIREMENT PLAN
ADMINISTRATIVE REGULATIONS

Recommendation: that the Board of Trustees approve the attached amendments to AR II-1.6-1, which constitutes the University of Kentucky Retirement Plan.

Background: (The proposals for change are identified through an underlining of the type.) The recommendation is primarily designed to bring the University's Retirement Plan into compliance with provisions of the federal Omnibus Budget Reconciliation Act of 1993 and Internal Revenue Code Section 401(a)(17), which will be applicable to employees who become new plan participants in a plan year which begins after January 1, 1996. The primary effect of these federal laws is to limit annual compensation which can be taken into account under the Plan to \$150,000. The limit is not applicable to employees who become participants in the Plan before July 1, 1996.

The recommendation is also designed to make an additional change of lesser magnitude. It provides clarifying language that an employee who enrolls under the voluntary provisions of the Plan may not withdraw from the Plan as long as that employee remains eligible for participation.

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

UNIVERSITY OF KENTUCKY ADMINISTRATIVE REGULATIONS	IDENTIFICATION AR II-1.6-1		PAGE i
	DATE EFFECTIVE 12/12/95	SUPERSEDES REGULATION DATED 8/21/90 6/16/92	

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(APPROVED BY THE BOARD OF TRUSTEES)

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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, effective July 1, 1988, to be utilized by University of Kentucky employees: Teachers Insurance and Annuity Association/College Retirement Equities Fund (TIAA/CREF); Fidelity Institutional Services Company (Fidelity Investments); and Twentieth Century Investors, Inc. (Twentieth 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.

The policies governing insurance benefits for University retirees are a part of the Staff Personnel Policy and Procedure Administrative Regulations and are found in Numbers 91, 93, and 94. Information on these insurance programs is not included in this Administrative Regulation.

II. Retirement Groups and Plans

A. Group I Personnel and Plan

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 I Plan - Participation Requirements

Participation of Group I personnel employed prior to July 1, 1964, is as follows:

a. Voluntary for employees who had attained age 56 prior to July 1, 1964, and for employees who have completed one year of continuous service but have not

attained age 30.

b. Mandatory for employees who had completed one year of continuous service and attained age 30 but not age 56 as of July 1, 1964.

c. Mandatory upon the completion of one year of continuous service and attainment of age 30 for all other such employees.

Participation of Group I personnel employed on or after July 1, 1964, is voluntary upon completion of one year of continuous service for those employees who have not attained age 30 and mandatory upon the completion of one year of continuous service and the attainment of 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.

The preliminary service period shall be waived, upon request, for employees with tenure or for employees who own retirement contracts issued by one or more of the authorized retirement plan carriers.

3. Group I Plan - Contributions and Vesting

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 toward retirement benefits for participating Group I personnel shall be made in accordance with the following schedule:

Contributions as a Percent of Basic Annual Salary

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

Beginning July 1, 1995, 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 \$150,000, as 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. If a determination period consists of fewer than 12 months, the OBRA '93 annual limit will be multiplied by a fraction, the numerator of which is the number of months in the determination period, and the denominator of which is 12.

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 July 1 of a calendar year and end June 30 of the next calendar year.

If compensation for any prior determination period is taken into account in determining an employee's benefits accruing in the current plan year, the compensation for that prior determination period is subject to the OBRA '93 annual limit in effect for that prior determination period. For this purpose, the OBRA '93 annual limit is \$150,000 for the first day of the first plan year beginning on or after January 1, 1996.

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

a. 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.

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

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.

Retirement benefits purchased with the combined employee and University contributions shall become the property of individual participants immediately upon purchase. All benefits are for the sole purpose of providing retirement and/or death benefits.

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.

4. Group I Plan - Termination of Contributions

Contributions on behalf of Group I 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

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

B. Group II Personnel and Plan

1. 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.

2. Group II Plan - Participation Requirements

Participation of Group II personnel employed prior to July 1, 1971, is as follows:

a. 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.

b. Mandatory for employees who had completed one year of continuous service and attained age 30 but not age 56 as of July 1, 1971.

c. Mandatory upon the completion of one year of continuous service and the attainment of age 30 for all other such employees.

Participation of Group II personnel employed on or after July 1, 1971, is voluntary upon the completion of one year of continuous service for those employees who have not attained age 30 and mandatory upon the completion of one year of continuous service and the attainment of 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.

The preliminary service period shall be waived, upon request, for employees who own retirement contracts issued by one or more of the authorized retirement plan carriers.

3. Group II Plan - Contributions and Vesting

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

<u>For the Fiscal Year</u>	<u>By the Participant</u>	<u>By the University</u>	<u>Total</u>
1971-72	0.5%	1.0%	1.5%
1972-73	1.2	2.0	3.2
1973-74	1.9	3.0	4.9
1974-75	2.6	4.0	6.6
1975-76	3.3	5.0	8.3
1976-77	4.0	6.0	10.0
1977-78	4.0	6.5	10.5
1978-79	4.0	7.0	11.0
1979-80	4.0	7.5	11.5
1980-6/30/91	4.0	8.0	12.0
1991-9[2]3	4.25	8.5	12.75
1993-94	4.5	9.0	13.5
1994-95	4.625	9.25	13.875
1995-96	4.75	9.5	14.25

Beginning July 1, 1995, 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 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 \$150,000, as 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. If a determination period consists of fewer than 12 months, the OBRA '93 annual limit will be multiplied by a fraction, the numerator of which is the number of months in the determination period, and the denominator of which is 12.

For plan years beginning on or after January 1, 1996, any reference in the plan to the limitation under section 401(a)(17) of the Code shall mean the OBRA '93 annual maximum compensation includable limit stated in this provision. The University of Kentucky Retirement Plan Year is deemed to begin July 1 of a calendar year and end June 30 of the next calendar year.

If compensation for any prior determination period is taken into account in determining an employee's benefits accruing in the current plan year, the compensation for that prior determination period is subject to the OBRA '93 annual limit in effect for that prior determination period. For this purpose, the OBRA '93 annual limit is \$150,000 for the first day of the first plan year beginning on or after January 1, 1996.

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

a. 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.

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

Each retirement contract issued in accordance with the foregoing is for the sole purpose of providing retirement and/or death benefits.

Retirement benefits purchased by University contributions shall become the property of individual participants as follows:

c. If the participant was employed prior to July 1, 1971: upon the completion of five years of continuous University service. Only years of continuous service

immediately prior to July 1, 1971, are to be included in this computation.

d. If the participant was employed on or after July 1, 1971: upon the completion of five years of continuous participation in this plan or on July 1, 1988, whichever event occurs first.

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.

4. Group II Plan - Termination of Contributions

Contributions on behalf of Group II 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

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

C. Group III Personnel and Plan

1. 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.

2. Group III Plan - Participation Requirements

Participation of Group III personnel employed prior to July 1, 1972, is

as follows:

a. 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.

b. Mandatory for employees who had completed one year of continuous service and attained age 30 but not age 56 as of July 1, 1972.

c. Mandatory upon the completion of one year of continuous service and attainment of age 30 for all other such employees.

Participation of Group III personnel employed on or after July 1, 1972, is voluntary upon the completion of one year of continuous service for those employees who have not attained age 30 and mandatory upon the completion of one year of continuous service and the attainment of 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.

The preliminary service period shall be waived, upon request, for employees who own retirement contracts issued by one or more of the authorized retirement plan carriers.

3. Group III Plan - Contributions and Vesting

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

<u>For the Fiscal Year</u>	<u>By the Participant</u>	<u>By the University</u>	<u>Total</u>
1972-73	1.0%	2.0%	3.0%
1973-74	2.0	4.0	6.0
1974-75	3.0	6.0	9.0
1975 through 6/30/91	4.0	8.0	12.0
1991-9[2]3	4.25	8.5	12.75
1993-94	4.5	9.0	13.5
1994-95	4.625	9.25	13.875
1995-96	4.75	9.5	14.25

Beginning July 1, 1995, 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 \$150,000, as 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. If a determination period consists of fewer than 12 months, the OBRA '93 annual limit will be multiplied by a fraction, the numerator of which is the number of months in the determination period, and the denominator of which is 12.

For plan years beginning on or after January 1, 1996, any reference in the plan to the limitation under section 401(a)(17) of the Code shall mean the OBRA '93 annual maximum compensation includable limit stated in this provision. The University of Kentucky Retirement Plan Year is deemed to begin July 1 of a calendar year and end June 30 of the next calendar year.

If compensation for any prior determination period is taken into account in determining an employee's benefits accruing in the current plan year, the compensation for that prior determination period is subject to the OBRA '93 annual limit in effect for that prior

determination period. For this purpose, the OBRA '93 annual limit is \$150,000 for the first day of the first plan year beginning on or after January 1, 1996.

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

a. 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.

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

Each retirement contract issued in accordance with the foregoing is for the sole purpose of providing retirement and/or death benefits.

Retirement benefits purchased by University contributions shall become the property of individual participants as follows:

c. If the participant was employed prior to July 1, 1972: upon completion of three years of University service. Only years of continuous service immediately prior to July 1, 1972, are to be included in this computation.

d. If the participant was employed on or after July 1, 1972: upon completion of three years of participation in this plan or on July 1, 1988, whichever event occurs first.

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.

4. Group III Plan - Termination of Contributions

Contributions on behalf of Group III 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

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

D. - Group IV Personnel and Plan

1. 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.

2. Group IV Plan - Participation Requirements

Participation of Group IV personnel employed on or after January 1, 1973, is voluntary upon the completion of one year of continuous service.

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.

The preliminary service period shall be waived, upon request, for employees with tenure or for employees who own retirement contracts issued by one or more of the authorized retirement plan carriers.

3. Group IV Plan - Contributions and Vesting

Contributions to the 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

<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
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

<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
4.0%	8.0%	12.0%
4.25%	8.5%	12.75%
4.5%	9.0%	13.5%
4.625%	9.25%	13.875%
4.75%	9.5%	14.25%

Beginning July 1, 1995, 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 \$150,000, as 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. If a determination period consists of fewer than 12 months, the OBRA '93 annual limit will be multiplied by a fraction, the numerator of which is the number of months in the determination period, and the denominator of which is 12.

For plan years beginning on or after January 1, 1996, any reference in the 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 July 1 of a calendar year and end June 30 of the next calendar year.

If compensation for any prior determination period is taken into account in determining an employee's benefits accruing in the current plan year, the compensation for that prior determination period is subject to the OBRA '93 annual limit in effect for that prior determination period. For this purpose, the OBRA '93 annual limit is \$150,000 for the first day of the first plan year beginning on or after January 1, 1996.

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

a. 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.

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

Retirement benefits purchased with the combined employee and University contributions shall become the property of individual participants immediately upon purchase. All benefits are for the sole purpose of providing retirement and/or death benefits.

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.

4. Group IV Plan - Termination of Contributions

Contributions on behalf of Group IV 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

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

E. Group V Personnel and Plan

1. 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.

2. Group V Plan - Participation Requirements

Participation of Group V personnel hired on or after January 1, 1973, but no later than March 31, 1987 is voluntary upon completion of one year of continuous service.

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.

The preliminary service period shall be waived, upon request, for employees with tenure or for employees who own retirement contracts issued by one or more of the authorized retirement plan carriers.

3. Group V Plan - Contributions and Vesting

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

Contributions as a Percent of Basic Annual Salary

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

Beginning July 1, 1988, the University shall withhold the contribution of the participant from the 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 \$150,000, as 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. If a determination period consists of fewer than 12 months, the OBRA '93 annual limit will be multiplied by a fraction, the numerator of which is the number of months in the determination period, and the denominator of which is 12.

For plan years beginning on or after January 1, 1996, any reference in the 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 July of a calendar year and end June 30 of the next calendar year.

If compensation for any prior determination period is taken into account in determining an employee's benefits accruing in the current plan year, the compensation for that prior determination period is subject to the OBRA '93 annual limit in effect for that prior determination period. For this purpose, the OBRA '93 annual limit is \$150,000 for the first day of the first plan year beginning on or after January 1, 1996.

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

a. 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.

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

Retirement benefits purchased with the combined employee and University contributions shall become the property of individual participants immediately upon purchase. All benefits are for the sole purpose of providing retirement and/or death benefits.

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.

4. Group V Plan - Termination of Contributions

Contributions on behalf of Group V 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

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

F. President, Vice Presidents, and Chancellors

Annual contributions to the Retirement Plan shall be made on behalf of the President, each Vice President, and each Chancellor 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.

III. 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) equals or exceeds the number 75. Service needs not be continuous, and 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 appropriate chancellor or vice president at least three months in advance of the desired retirement date.

1. An employee who is taking early retirement and who is eligible for benefits as provided in Section IV.B shall be permitted to retire with entitlement to all University benefits except supplemental retirement income if applicable (as calculated under Section IV.B) 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 Section IV.B.6, 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

(f) Supplemental retirement benefits are not payable to survivors in the event the retiree dies prior to the attainment of age 65.

2. An employee who is taking early retirement but is not eligible for benefits as provided for in Section IV.B shall be permitted to retire with entitlement to all other University benefits.

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

1. General

With the exceptions described in Sections III.C.2, III.C.3, and III.C.4, no mandatory retirement date is applicable to employees of the University of Kentucky.

2. 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.

3. 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 IV.B.1;

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 IV.B.1.

IV. Retirement Benefits

A. Benefits Through Retirement Plan Carriers

Each participant is entitled, at retirement, 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 nonannuitized 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. Minimum Annual Retirement Benefit and University Supplemental Retirement Income

1. Group I Personnel

For each Group I employee (see 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:

<u>Age</u>	<u>Percentage</u>
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:

Fixed Annual Supplemental Retirement Benefit	=	Computed ¹ Minimum Annual Retirement Benefit	-	Computed ² Annual Retirement Benefit from the Funded Plan Accumulations
---	---	---	---	--

¹Computed as explained above in this section

²Computed on the basis of assumptions in Section IV.B.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 II.B.1) 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 IV.B.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.B.1.

3. Group III Personnel

For each Group III employee (see II.C.1) 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 IV.B.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.B.1.

4. Group IV Personnel

For each Group IV employee (see II.D.1) 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	=	Computed ¹ Minimum Annual Retirement Benefit	-	Computed ² Annual Benefit from the Funded Plan Accumulations	-	Computed ³ Annual Benefit from Civil Service Retirement
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¹Computed as explained in Section IV.B.1.

²Computed on the basis of assumptions in Section IV.B.6.a.

³Computed on the basis of assumption in Section IV.B.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 and/or the funded retirement plan(s) has produced the minimum annual retirement benefit described in Sections IV.B.1 through IV.B.4, the following assumptions shall be used:

a. Assumptions Applicable to Calculation of Benefit from the Funded Plan

(1) 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

(2) 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

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.

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.

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.

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.

C. 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.

D. 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.

V. Survivorship Option

A. Employees eligible for supplemental retirement income pursuant to Section II.F. or IV.B. 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 III.D.1.

VI. Contributions During Leave of Absence With Pay

During the participant's leave of absence with pay (whether full or partial salary), the University will continue contributions toward retirement benefits, as provided for in Section II, at the same percentage rate on the basic salary as was in effect during the participant's last monthly pay period prior to the leave of absence, if the participant elects to continue contributions in a like manner.

VII. 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.

PR 3B

Office of the President
December 12, 1995

Members, Board of Trustees:

NAMING OF COLLEGE AND BUILDING - "CAROL MARTIN GATTON COLLEGE OF
BUSINESS AND ECONOMICS" AND "CAROL MARTIN GATTON COLLEGE OF
BUSINESS AND ECONOMICS BUILDING"

Recommendation: that the Board of Trustees approve the name "Carol Martin Gatton College of Business and Economics" for the College of Business and Economics of the University of Kentucky and that the Board approve the name "Carol Martin Gatton College of Business and Economics Building" for the business and economics building on the Lexington campus of the University of Kentucky.

Background: Mr. C.M. Gatton is a native Kentuckian, a current resident of Bristol, Tennessee, a truly outstanding businessman, one of the University's most successful graduates, and a very strong supporter of education. As earlier reported to the Board, Mr. Gatton recently made the largest donation ever made to the University of Kentucky by a single donor.

Mr. Gatton's donation establishes an endowment that will be used in perpetuity to enrich and enhance the University's College of Business and Economics. The C.M. Gatton Endowment Fund will provide support for endowed chairs and professorships, student scholarships, outstanding teaching awards, faculty development, and other college priorities recommended by the Dean.

It is literally impossible to overstate the significance of this gift to the College of Business and Economics. The College has made great progress in recent years, is widely recognized for the quality of its programs, but because of Mr. Gatton's donation is now positioned to become one of the nation's truly outstanding business and economics programs.

The recommendation to name the College and its building after Mr. Gatton has the enthusiastic support of the business community and of the faculty, students, staff, and alumni of the College. It is also strongly supported by the Dean of the College, Richard W. Furst, and by the Chancellor of the Lexington Campus, Elisabeth Zinser. The Committee on Naming University Buildings has unanimously approved the recommendation to name the building after Mr. Gatton.

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

PR 3C

Office of the President
December 12, 1995

Members, Board of Trustees:

REPORT ON RESULTS OF ALUMNI MEMBER ELECTION

Recommendation: that the report of the Secretary of the Board of Trustees on the results of the election authorized by the Alumni Association be received and put to record, and that she be authorized to certify to the Governor the names of the three persons receiving the largest number of votes, from which list a successor to Marian Moore Sims, whose term expires June 30, 1996, will be appointed.

Background: The term of Marian Moore Sims as alumna member of the Board of Trustees expires June 30, 1996. An election has been held among the graduates of the University of Kentucky as prescribed by statute and in accordance with the rules and regulations of the Board of Trustees. The attached letter from the Secretary of the Board of Trustees to the President of the University reports the results of the election.

Action taken:



Approved



Disapproved



Other _____

December 12, 1995

President Charles T. Wethington, Jr.
University of Kentucky
Lexington, Kentucky 40506-0032

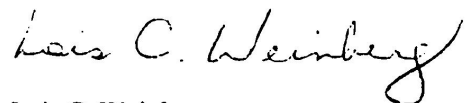
Dear President Wethington:

The term of Marian Moore Sims as alumna trustee of the Board of Trustees expires June 30, 1996. An election has been held among graduates of the University, as prescribed by statute and by the rules and regulations of the Board of Trustees, to nominate to the Governor three graduates from whom a successor will be appointed. The actual tabulation of the votes was conducted by Mr. Bob Whitaker, Director of Alumni Affairs. The following is the result of the election:

Marianne Smith Edge	4,136
William G. Francis	2,973
John R. Guthrie	4,172
Sandy Bugie Patterson	2,490
Marian Moore Sims	4,789
T. Eugene Spragens, Jr.	4,461

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

Respectfully submitted,



Lois C. Weinberg
Secretary
Board of Trustees

/1574

PR 4A

Office of the President
December 12, 1995

Members, Board of Trustees:

CANDIDATES FOR DEGREES -- COMMUNITY COLLEGE SYSTEM

Recommendation: that the degrees specified on the attached list be awarded to the persons named, upon certification that the requirements for those degrees have been satisfactorily completed.

Background: At the November 12, 1965 meeting of the Board of Trustees authorization was given to the awarding of the Degrees of Associate in Arts, Associate in Science and Associate in Applied Science. The candidates on the attached list are recommended to the President and the Board by the Community College Faculty and the Chancellor.

Action taken:



Approved



Disapproved



Other _____

ASHLAND COMMUNITY COLLEGE

Associate in Arts

BARBER DONNA M
BLEVINS ROGER C
BOGGS CHARLES PATRICK
BOGGS KIMBERLY C
BOGGS ROBERT W
CHAFFIN REGINA S
CLAAR ANGELIA KAY
COCHRAN MARSHA M
CONLEY SHANNON S
FORREST SUSANNA R
HALL CHRISTA SUE
HELTON JAMES D
HENRY BERNICE M
KEETON PAULA M
LEADER LESLIE M
LEWIS JEFFREY D
LITTERAL SEAN KEITH
LOGAN ROBIN KAYE
MANCHESTER KRISTINA R
MCCLURG GINGER SUE
MEEK TODD
MORRISON WESLEY A
PARKER STACEY R
PENNINGTON ANNA M
RATLIFF ALTA F
STEWART VICKI L
TURNER JOHN JOSEPH
WOMACK KIMBERLY A

Associate in Science

CLASSING CHARLES DAVID
DILLON GARY D
ESTEP MARSHEL
HEMMERLE TAMARA J
KLEIN DONNA S
LEWIS JULIE M
ROSS CHEREE R
SMITH LLOYD COOPER
WRIGHT CHARLES R

Associate in Applied Science

ALEXANDER TERESA ANN
BARBER PAUL VERNON
BARTLEY VIVIEN L
BOLNER SHERRY BETH
BREWER JULIE A
DILLON NAZCY C
DUDLEY SUZETTE Y
EVANS DAVID LEE
GABBARD LARRY F
HUGHES HELEN M
HUSH TAMMY GAIL
LESTER BARBARA SUE
MARTIN ESTHER T
MCKENZIE PHYLLIS A
MUNCY MARY E
MUNN ANGELA L
NAGEL AMY
NELSON LARRY W
ORR KIMBERLY JEAN
PETERSON MICHAEL
PORTER ALTHEA
PRIODE MICHAEL HEATHER
SAMMONS PAUL M
SIMMS JOHN ASHBY
SPEARS JOHN M
WARREN SANDRA G
WHITE LORI S

ELIZABETHOWN COMMUNITY COLLEGE

Associate in Arts

ANDERSON KATHLEEN E
ANDERSON-JEFFERS ANGELINA H
BARNES SHAUNTA D
BEAM BARBARA D
BRADY MIKKI M
BRAUER BILLY R
BROWN CHARMARINE P
COOK JUDITH W
EASTER CHARLENE G

EDWARDS LARRY J
FISHER VALERIA T
GILLIARD DEBBIE L
GRISWOLD SHANNON R
GRUBBS LESLEY G
HANCE RHONDA L
HELLINGER EARL E
HILLARD REBECCA H
JOHNSON KORTNEY D
JONES JAMES E
KAY KRISTYN A
LYNN NANCYE K
MAHONEY BRETT J
MASERO ARETI
MATTHEWS KELVIN B
MEREDITH LISA S
MINK SARAH L
MITCHELL MARK A
MULLINS KAREN M
O'BRIEN LEWIS A
PERKINS TAMMY L
POAT KAREN Y
PRIDDY DIANE G
QUACKENBUSH VANESSA G
RECTOR GAIL E
RHEW DANNY T
ROBINSON CHRISTINA D
ROGERS ANTHONY B
SMITH CARRIE S
SNYDER TIMOTHY L
STURGEON PEGGY B
SWEENEY PAULA R
THOMPSON VIRGINIA D
TURNER KATHY J
WEBB KRISTA D
WHITLEY DONNIE K
YOUNG ROSE M

Associate in Science

ADAMS TRACY D
BRYAN PATRICIA A
COOPER RONALD A
HART LISA M
HAYES MEREDITH R

INGRAM ALETHEA K
KAUFFMAN RONALD D
LACEFIELD WAYNE R
MACKEY JAMES A
MCNEELY MICHAEL S
NEWTON STEPHEN G
RAYFORD JOYCE A
RENFROW JEAN R
ROY CHRISTY C
RUBIO LANIE R
SHERWIN JOHNNIE M
SIMPSON JOHN M
WARDRIP CATHERINE A
WESLEY CHRISTINE
WILLIAMS KENT F
WIX ADA M

Associate in Applied Science

ABSHER DOUGLAS O
BOONE MARY J
BUNDY CHERYL J
BUSH BETTY D
CARABELLO CHERYL E
CASEY KIMBERLY A
CECIL JENNIFER L
CLAGGETT ELIZABETH A
CLARK JESSICA A
COLEMAN LISA F
COTTRELL DEBRA F
COX LISA R
DICKERSON RONALD L
DOWNS TAMELA S
EDLIN KELLY R
ENGLAND DONNA K
FEREA REBECCA G
GIBSON KIMBERLY R
GROSECLOSE KIM M
HAWKINS MELANIE D
HEGGIE DELANIE M
HUNTER ALFREDA S
JOHNSON CANDY L
KELLER NORMA G
LEASOR KAREN A
LOGSDON SAUNDRA H

LYFORD MICHELLE R
MAJOR DONNA E
MALLOY SUZETTA C
MATTINGLY TERA L
MCINTOSH JULIE A
MEEKS SHIRLEY G
MEERS POLLEY A
MINK NORMA J
MITCHELL CHERYL D
MITCHELL LAURA L
NORMAN ALICIA K
OLESON APRIL L
OSBORNE VALORIE J
OVESIN TASHAWNA G
PALMER RENEE M
PAYTON AMY R
PFEIFFER YOUNG HOA
PIERCE STACEY W
PRINDLE REGINA L
RANDALL KATHERINE S
ROUNTREE ANNETTE
SANCHEZ ANJA U
SANDERS HEIDI G
SAVAGE MICHELLE B
SCHULTZ CAROLYN J
SCOTT JAMES O JR
SILMAN AMBER C
STEARSMAN TAMMY F
THOMAS SHARON R
TURNER DONNA L
WEST DONNA L
WHITWORTH SHERRY L
WILKINSON ROBERT M
WILSON GEORGE B

HAZARD COMMUNITY COLLEGE

Associate in Arts

ASHWORTH JENNIFER
BAKER DWAYNE E SR
CAMPBELL CRAIG S
CAUDILL CINDY

CAUDILL LISA K
CLEMONS STEPHEN W
COLLETT JAMES M
COLLETT JOE E
COLLETT JUANITA L
COLLETT LANA
COLLETT SUSAN N
DUFF ALLISON DAWN
GROSS JEFFERY R
HALL JERRY
HARRIS AMY
MELTON BYRON
MORGAN ELBERT W
MULLINS MARY
NANTZ PATRICIA ANN
NEACE DEANNA LEIGH
OWENS HELEN LYNETTE
PATTON MELISSA JO
PIGMAN ACACIA LEE
REID SUSAN C
ROBERTS LINDA C
ROLLINS BRINTON
SIZEMORE YALONDA JEAN
SLONE WANDA K
STATZER THOMAS B
TURNER CHRISTY MOORE
YOUNG SHERRY LYNN

Associate in Science

CAMPBELL GINA JO
HOWARD SCOTT C
JOHNSON SHANE
MORGAN ELIZABETH
NAPIER WILMA J
NOBLE PAMELA
RILEY TAMMY
SANDLIN JOELLA
SMITH MARSHA
STACY KIMBERLY SUE
TAYLOR PATRICIA ANNE
THORNSBERRY NEVALEA

Associate in Applied Science

ADAMS NANCY A
BARKER DEBORAH ADDINGTON
BENTON KATINA D
CAUDILL BELINDA O
COOK BRENDA F
COUCH FREDDIE JOE
FLEMING LESHIA SWORD
FLETCHER BERNICE
GROSS CINDY
HAJI ABJULKAREEN
HENSON JOYCE
HOSKINS MARSHA
JACOBS GRETA
JONES CHRISTY
KILBURN MICHELE
LARKEY ANNELLA C
MULLINS KIMBERLY D
NOBLE SANDRA
PARKS RACHEL SUE
POTTER LARRY GILL
PRATER ELAINE
PRATT JOQUETTA S
PRATT SUSAN G
RITCHIE SARAH R
ROBINSON BRENDA GAIL
SIMPSON ANGELA R
SLONE EULAH VAN
SORRELLS AVONELL
SPURLOCK ALLYSON NICHOLE
STIDHAM SARAH JANE
STRONG BARBARA A
TURNER JOY C
WILLIAMS MELODY
WILLIAMS TONJA C

HENDERSON COMMUNITY COLLEGE

Associate in Arts

BERNING LARRY
DAVIS ZALANA

GRIFFIN KATHY
HAYS VICKY
LACER BOBBY
O'NAN TREVA
SALE BILLY

Associate in Science

COOMES TIMOTHY
MONTOKA LORI
TUDOR DENNIS
WARNER MELISSA

Associate in Applied Science

ABBOTT STACY
ALLEN ANNE
ANKERS MELODY
BAIRD KAREN
BOWMAN REBECCA
BURTON MICHAEL
CASTLEN MARY
CHRISTIE JAN
CONDER RHONDA
COOMES JONNIE
CUNDIFF LEAH
DAILEY NORMA
DEATON KERRY
DEWEESE JOYCE
DUNN KIMBERLY
DZIENNIK KIMBERLY
ELLIS HOLLY
FLEMING JAMES
FLINT CHERYL
FRANEY ANGELA
GILLIM SANDRA
GLENN VIRGINIA
GORECKI SUZETTE
GRANT NELDA
HALSRUD ALLEN
HARRIS CINDY
HARVEY CARA
HEFLEY LORI
HEICKEN ANGELA
HOWARD SHANNON

ISOM DEBRA
JOHNSON TRACY
KING GREGORY
LANE CATHY
LANE DEBORA
LONG PHYLLIS
MARTIN SARAH
MCBRIDE GAIL
MILLER TAMBRA
MORRIS VONDA
MUDD JENNIFER
NASH EDNA
O'BRYAN ANN
PILE JANIE
PRICE LINDA
RHODES MARILYN
ROBINSON-ATWOOD CHERYL
RUSSELBURG MELANIE
SALMON MARY
SCOTT KELLIE
SEPP DEAN
SHEFFER CONNIE
SHELTON ANGELA
SIMPSON TERESA
STUMPH RONDA
SYERS NYRA
TAPP ROBERT
TICHENOR HOLLY
WANINGER MARY
WILKERSON HOWARD
WOOSLEY TERESA
YOUNG LINDA
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POLLY CHRISTOPHER DARREN
QUILLIAN MARY A
REED BRENDA GAIL
SHELL MELORA NICHOLE
SIMPSON EVELYN MAE
SMITH LEONARD C
STURGILL EUGENIA COOK
SWEAT JUDY ANN
TAYLOR MELISSA KAYE
TRENT ANGELA FAYE
WALTERS SHEILA
WASHAM ANGELIA JO
WEBB HEATHER RACHELLE
WIDENER SALLY DARLENE
YEARY VICILLA

Associate in Science

BLONDELL ADAM SHAY
BREEDING MICHELLE
BUCHANAN JOYCE LYNN
CRIDER ROBERT
DAMERON SHARON LEE
GARRETT BRANDON RUDOLPH
LEWIS DELOIS
LUCAS ANGELA R
MAGGARD DOUGLAS ANDREW
MCMULLEN MADONNA GLEE
MILES FLORA
MONROE CHERYL R
NOLAN DONNA RUTH
PARROTT OPAL TERRY
PITT ANDREA LYNNE
RICE JILL ELIZABETH
WEST CRAIG A

PR 5A

Office of the President
December 12, 1995

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 University Senate.

Background: In order that the degrees may be conferred upon the individuals completing requirements in December as soon after the close of the semester as possible, it is recommended that the Board of Trustees give its approval contingent upon certification by the Registrar and the University Senate that all requirements have been satisfactorily completed.

Action taken:



Approved



Disapproved



Other

**OFFICE OF THE UNIVERSITY REGISTRAR
CANDIDATES FOR DEGREES
November 21, 1995**

GRADUATE DEGREES

Ph.D.	147
Ed.D.	17
Ed.S.	3
M.A.	96
M.A.EDU.	6
M.A.ID.	3
M.A.T.C.	1
M.B.A.	41
M.F.A.	3
M.H.A.	12
M.M.	2
M.P.A.	7
M.R.C.	15
M.S.	102
M.S.ACC.	5
M.S.AGR.	1
M.S.BIO.E.	6
M.S.C.D.	2
M.S.CHE.E.	5
M.S.CIV.E.	16
M.S.C.NUT.	5
M.S.EDU.	40
M.S.E.E.	11
M.S.E.M.	2
M.S.FAM.S.	10
M.S.FOR	2
M.S.L.S.	28
M.S.MAEN.	1
M.S.MSE.	2
M.S.ME.	5
M.S.MIN.	4
M.S.NUR.	31
M.S.P.H.	8
M.S.P.T.	2
M.S.P.S.S.	1
M.S.R.M.P.	1
M.S.W.	54
TOTAL	697

PROFESSIONAL DEGREES

J.D.	12
M.D.	4
Pharm	6
TOTAL	22

UNDERGRADUATES

Agriculture	
B.S.AGR.	56
B.S.A.E.	2
B.S.F.S.	2
B.S.L.A.	3
TOTAL	63
Allied Health	
B.H.S.	110
TOTAL	110
Architecture	
B.ARCH.	14
TOTAL	14
Arts and Sciences	
B.A.	204
B.S.	56
TOTAL	260

Business and Economics

B.B.A.	132
B.S.A.	62
B.S.B.E.	2
TOTAL	196

Communications and Information Studies

B.A.	59
B.S.	13
TOTAL	72

Education

B.A.EDU.	89
B.A.EDU.	2
TOTAL	91

Engineering

B.S.AGR.E.	10
B.S.CHE.E.	4
B.S.CIV.E.	45
B.S.C.S.	27
B.S.E.E.	43
B.S.MAEN.	5
B.S.M.E.	15
B.S.MIN.E.	3
TOTAL	152

Fine Arts

B.A.	28
B.F.A.	7
B.M.	7
B.M.EDU.	2
TOTAL	44

Human Environmental Sciences

B.A.ID.	4
B.A.FAM.	31
B.S.DIE.	15
B.S.H.E.	5
B.S.H.M.	9
B.S.MAT.	18
TOTAL	82

Nursing

B.S.N.	12
TOTAL	12

Pharmacy

B.S.PHARM.	8
TOTAL	8

Social Work

B.A.S.W.	45
TOTAL	45

GRADUATE DEGREES	697
PROFESSIONAL DEGREES	22
UNDERGRADUATE DEGREES	1149
TOTAL	1,868

Candidates for Degrees November 21, 1995

The Graduate School Dean: Daniel R. Reedy Doctor of Philosophy

Albert, Maria
Anderson, Charles Edward
Bahrami, Hassan
Banerjee, Linda C.
Bao, Yimin
Barnes, Edward L., Jr.
Beavers, Gregory Mark
Beavers, Lynnda Sue
Bellamy, David Scott
Best, Michael John
Bilitski, Theresa Lynn
Boggess, Carol Brownscombe
Bogia, Benjamin Preston
Bronstein, Albert
Buckles, Adrian Dale
Carwell, David Hargis
Chambers, Orlando D.
Chen, Chin-ting
Chen, Hsien-Jung
Chen, Ruihua
Cholewinski, Pawel
Chu, Meihua
Chung, Yun-Lyoung
Clements, Richard Keith
Collins, Judith Arnold Roberts
Cooley, Tony Lee
Cooper, Juett Ray
Crowe, Donald Vincent
Curtis, Mary B.
Danielsen, Kristin
Darwazea, Nabil B.
Das, Sudip Kumar
Day, James Carl
Deibel, Michael Anthony
Duggirala, Srinivas Sivarao
Dunn, Melissa Ann
Everard, Kelly M.
Fenger, Clara Kim
Ferrer, Ernesto
Figuerola, Efrain
Gagliardi, Antonio Ricardo T.
Ganas, Monica Helen
Garrett, Jan Elizabeth
Gillotti, Catherine Marie
Gorman, Linda S.
Gray, Sandra C.
Guo, Meiwen
Hager, Gregory Todd
Hanson, Richard Harris
Hare, William Wuah
Hensley, Kenneth L.
Hentz, Nathaniel George
Hinkle, John Eugene
Howell, Cynthia Maureen
Huang, Cancan
Huang, Shaohua
Hylin, Edward Carl
Ibarra, Paloma

Isinika, Aida Cuthbert
Ivezic, Zeljko
Ji, Cheng
Johnson, Suzann O'Koon
Jones, Susan Marie
Kercher, Michael Darwin
Khattar, Nada Hanna
Kiernan, Barbara S.
Klusewitz, Madeline Ann
Okonye, Paul
Krimm, Tim W.
Krishnaswamy, Rajendra Kumar
Kryst, Sandra
Kuo, Yung-Kang
Leedham, Cynthia Ann
Li, Kuang-min
Li, Qing-Shun
Li, Tianquan
Li, Yi
Li, Zhong
Lin, Shrong-Shi
Lou, Ruiming
Lou, Zhuoming
Lumm, Donald Karl
Manuel, Sonia Machele Rogers
Mars, John Carlyle
Mathiyalakan, Sathasivam
Maxwell, Mary Katherine Gilchrist
Lambert-McDowell, Mary Beth
McLean, Milton Ray
Mikitiuk, Artur Piotr
Miller, Kenneth R, Jr.
Miller, Marilyn Sue
Mitchell, Grace Spradling
Mohan, Ram S.
Montgomery, Sara Jane Deatherage
Mooney, Kenneth Wayne
Moreno-Brown, Iris
Murphy, Elizabeth Anne
Niu, Hairong (Helen)
Nnoromele, Salome Chidiebere
O'Connor, Richard Michael
Oo, Cheah Yee
Page, Richard C.
Paterson, William E.
Phillely, Melissa Louise
Pogue, Robert T.
Porter, Lawrence Alton
Qian, Qingshan
Rajack, Theresa Ann Nisa
Reber, David R.
Reece, Debra Jean
Reeves, Jeanne Marie
Rodis, Nikolaos Paul
Roller, Jonathan Brian
Roos, Gun Mikaela
Ruff, Rowena McClinton
Salazar, Abraham Jose
Sandefer, Erik Paul
Sexton, Karen H.
Shah, Anup Devidas
Shenoy, Ujjwala Vivek
Sherburne, Cora Lou Montgomery

Siciliano, Paul David
Sloan, Rebecca
Soto, Patricia Wells
Spencer, Mark Benner
Staten, Ruth Robinson
Taylor, Matthew Francis
Ulrich, Lisa Jane
Vara Rust, Marie Soledad
Vincent, Teresa Gail
Vingralek, Radek
Waltermire, Gregory Lee
Wang, Mao
Wang, Ming-Chian Ken
Wang, Zhengping
Weatherly, David Charles
Wells, Clark Paul
Whitney, Michael William
Wilke, David
Woods, Jane Cole
Wyse, Margaret Anne
Xiang, Youqing
Xie, Chengsong
Xu, Jinzhong
Yang, Yunpeng
Ye, Rong
Zhu, Jian

Doctor of Education

Barber, George Daniel
Bohn, Cynthia Faye
Cleaver, Becke Adams
Dailey, David Wayne
Gibson, David Richard
Gooden, Susan H.
Howard, Michael Nolan
Martin, Carolyn Sue Adkins
Moore, John Allen
Parker, Steve Robert
Seabolt, John Patton
Settle, John C.
Sjarif-Arifin, Popon
Stanley, Rodney Bryan
Strange, Johanna Fitch
Weaver, Rosa Lee
Weis, Roger Michael

Educational Specialist

Black, Jr., John William
Fisher, Thomas Francis
Kohler, Mindy Sloan

Master of Arts

Adipurwawidjana, Ari Jogaiswara
Adkins, Audrey Marilyn
Allen, Benjamin William
Atkinson, Serena Darlene
Barosh, Michele Bernadette
Barquero, Ernesto MI
Barron, Heather L.
Berg, Patti J.
Bertram, Wanda R.
Black, Kate J.
Boetel, Brenda Lynn

Burch, Kimberly Rae
 Burton, Deborah Ann Conkwright
 Carter, Douglas Wayne
 Charles, Sonya Marie
 Chico, Irene Olga
 Cohen, Michael Andrew
 Cooper, Ashley French
 Coveney, Nancy Coman
 Culp, Kenneth Bradley
 DeGrand, Alexander Philip
 Delgado, Rachel Stephanie
 Deo, Vinita N.
 Droddy, Jesse Daryl
 Dunn, Jennifer Ann
 Dutton, Gregory Scott
 DuVall, Jennifer Lynn
 Englebright, Jason Alan
 Evans, John Bryant
 Fouts, Thomas Edward
 French, Michael William
 Gilmartin, Mary
 Goldcamp, James C.
 Gray, John Edward
 Gress, Robert Joseph
 Hac, Joan Adele
 Hackel, Marc Allen
 Hale, Shelda A.
 Han, Zaijin
 Harvey, Elizabeth Dawn
 Ijams, Brenda Weber
 Jackson, Mark Andrew
 Jones, Ricky Lee
 Jun, Jinkyung
 Kerr, JeanAnn H.
 Ketz, Laura R.
 Kirk, Beverly Kay
 Kirsch, Hannah Katherine
 Klinedinst, Daniel Owen
 Kolty, Patricia Christine
 Krumrey-Fulks, Karen S.
 LaBaugh, Michael David
 Lee, Sunyoung
 Leech, Nell Ewing
 Lin, Yan
 Lowthert, William H. IV
 Lucas, Kristin Holly
 Maher, Amy Elizabeth
 Matheny, Sarah Margaret
 McDorman, Maureen K.
 Mehanna, Monica Pugh
 Moerland, Stephen Gerald
 Myers, Matthew Preston
 Nacerodien, Fadi
 Nooruddin, Vaseema Perveen
 Nordstrom, Timothy William
 Paden, Lawrence Edward Jr.
 Paimer, Matthew Scott
 Pitts, Melissa Bell
 Polutta, Melanie Kae
 Ratliff, Herbert Boyce III
 Rhorer, Marc Alan
 Rolland, Frederique F.
 Ross, Vanessa Louise
 Sadananda, Keerthi
 Scambler, Douglas John
 Sexton, Jeffrey Allan
 Shipala, John A.
 Shoemaker, Leigh A.
 Siorean, Catlaine

Sosby, Brian Anthony
 Stadelman, Frances Helen
 Steams, Sarah Dickey
 Tabar, Mary Patia Rae
 Thompson, Timothy Parke
 Thorn, Mary Christianna
 Trainor, Bradley Jay
 Urch, Kathleen
 VanZandt, Margaret Sherry
 Wada, Mami
 Ward, Eliot Felix
 Wells, Jack Christopher
 Wilder, Jay Hugh
 Williams, Lynne Elbert
 Wilson, Noel Elizabeth
 Zoch, Andre'

Master of Arts in Education

Henry, Norma J. (Manasco)
 Hibbard, David Lee
 Keet, Charles Alfred
 Lynn, Jennifer
 Nickel, Beth Ann Cunningham
 Schelling, Julie L.

Master of Arts in Interior Design

Black, Laura Jane Kielar
 McClanahan, Brenda Pickett
 Whitmore, Mandy Lee

Master of Arts in Textiles & Clothing

Calkin, Alicia Gail Pigman

Master of Business Administration

Antle, Larry Martin
 Blitch, Robert Wade
 Brockway, Stanley Joe
 Claypool, Stephen Travis
 Click, Tommy Joe
 Combs, Bradley Eliot
 Cox, Patrick Benjamin
 Cunningham, Kathleen Kerr
 Dunnigan, William Michael
 Fields, Timothy Paul
 Finley, Brian Charles
 Fister, Mary Margaret
 Foster, Matthew Sinclair
 Gill, Phillip Keith
 Halcin, Candance Deborah-Leigh
 Hassel, John Alan
 Hatalkar, Lakish S.
 Holt, Richard W.
 Howes, James Knox
 Inman, Maryanne Meyer
 Iorio, David Vincent
 Jefferson, Wade Hampton IV
 Johnson, Janet Vanlandingham
 Koller, Rebecca Halpin
 Lansdown, Robert Darrell
 Lewis, Jason S.
 Lewis, Joseph Patrick
 Liscomb, Todd William
 McCourt, Holly Kathryn
 Moore, Shawn Lee
 Read, Mark Thomas
 Reynolds, Michael Andrew

Rowe, Melissa Anne
 Ruh, Daniel Paul
 Skees, William Edward
 Sliker, Wendy Elizabeth
 True, Rene' Francis
 Turpin, Mark Robert
 Weldon, Brian Thomas
 Wever, Michael Dean
 Wheeler, Elizabeth Neville

Master of Fine Arts

Correll, Cheryl Chapman
 Hall, Rebecca Waller
 Shaver, Michael C.

Master of Health Administration

Collins, Greta P. Crutcher
 Durham, Robert Hunter
 Fitzgerald, Rachael Ann
 Hadi, Nawal Al-Khatib
 Helm, Karlene Michelle
 Kezele, Vickie Wilson
 McDonald, Erica Elizabeth
 Miller, Shelly Jean
 Rozen, Jeffrey Todd
 Steinfeld, Steven Bowden
 Stricklin, Joseph Todd
 Vandertoll, John J.

Master of Music

Buehner, Barbara Ann
 Kirtland, Lisa Ann

Master of Public Administration

Adams, Nita Norris
 DuPont-Ewing, Annette Clara
 Jakway, Julia Martin
 Kuebler, Jeffrey John
 Schuette, Lisa Lynne
 Stetter, Dana Leigh
 Strossman, Martha K.

Master of Rehabilitation Counseling

Cain-Duce, Allison B.
 Conliffe, Stacie Baker
 Cook, Cathy Lee
 Cook, Peter Winston
 Duke, Wesley W.
 Eadens, Brenda Kaye
 Edelen, Daniel
 Hamlin, Jennifer Sale Buchanan
 Lampton, Jennifer Anne
 Matherly, Paula Michelle
 Moore, Ashley Elizabeth
 Peter, Lori Suzanne
 Sheppard, Kathleen Ann
 Ulm-Singleton, Sharom C.
 Weber, Vickie Burkhead

Master of Science

Anderson, Eric D.
 Anderson, Perry Lamar
 Baddley, Charles Edmond
 Bajaj, Maneesh
 Barnhill, William Brian
 Lindsey, Kimberly Ann Bartley
 Bonzo, Barbara Ann
 Bosworth, Christopher Maling

Brooks, William Ellis
Brown, Mary E.
Brown, Russell Wayne
Cannon, Dennis Lowell
Carlson, Lynn Alan
Carter, Timothy Paul
Casey, David Todd
Childress, Robert Scott
Cope, Eugene Harrison
Cordova, Matthew Joseph
Corley, Shiela Diane
Cumbee, Bradley Scott
Cunningham, Lauren Lisa Crowe
Dane, Amy Jo
DeHaan, Kerda Isa Maria
Dowdy, Thereseann Cunningham
Ergas, Michael Louis
Estes, Kyna Keeton
Ethington, Melinda L.
French, James L.
Fry, Jann Elise
Gobin, Robert Michael
Grant, Kirsten M.
Griffin, Ashley Stewart
Guo, Yingshi
Gupta, Pankaj
Haskins, Kristin Elizabeth
Hendricks, Richard Todd
Hiett, Michael Westphal
Hines, Daryl Beecher
Huang, Li
Huang, Qun Le
Huffman, Dana Michelle
Ibrahim, Wissam Hashem
Inman, Tina Hanlon
Jewell, Ann L.
Johnston, Gregory Scott
Kamat, Rohini Madhav
Khuda, Nuralain
Kirk, Michael Vance
Klebaur, Jennifer Elizabeth
Knapp, Elizabeth Ann
Krishna, Balekudru A.
Kroll, Jennifer A.
Lemieux, David Alan
Li, Min
Lim, Leong Link
Liu, Gang
Liu, Lin
Livingston, Benjamin F.
Lonon, Andrea Michelle
Lou, Zhuoming
Luo, Gang
Marksberry, Steven Clark
Marriott, Justin David
McCoy, Holly Kellam
McCracken, Charles Truman, Jr.
Meyers, Charles Edward
Peckler, Dacelle Breyon
Petersen, Carl
Prange, Linda Diane
Rangnekar, Vidya Vivek
Ren, Quanxing
Ritzert, Angela Beth
Sadr, Amir
Saha, Hemedi Mkuzi
Samples, Curtis Michael, Jr.
Shi, Wei
Shoemaker, Jared Daniel

Sirek, Nicholas Steven
Smith, Robert Glenn
Smith, Ryan Allan
Spohn, Bryan Gordon
Stoddard, C. Scott
Sutherland, Robert C.
Tang, Yinzi
Tashtoush, Bassam Mousa
Taylor, Page Boisseau
Theiss, Barbara Lynn
Thompson, Jeffrey Allen
Thron, Christopher Penniman
Tietjen, Wendy Weger
Tiong, Ing Chiong
Traboulsi, Ashraf
Tumuluri, Gopala Krishna
Wang, Derong
Wang, Xi
Warrell, Mark Joseph
Warren, Lori Kay
Watson, Anna Edna Jean (Westman)
Waxenberg, Lori Beth
Xie, Jian
Yalkut, Denis Adal
Yan, Yaomin

Master of Science in Accounting

Dean, James Michael
Fuller, Jill Renee
Hicks, Vincent Theron
Sears, Larry Eugene
Wood, Jennifer Grimsley

Master of Science in Agriculture

Greenwell, Joseph Michael

Master of Science in Biomedical Engineering

Holle, Kevin Joseph
Lai, Jie
Lei, Quanhong
Resig, Philip Patrick
Spear, Christopher Gene
Zhong, Jian

Master of Science in Chemical Engineering

Broda, Michelle Elizabeth
Chapekar, Manish N.
Pofahl, Sherry Spyke
Srikantapura, Srikanta Narayan
Wright, Jamie L.

Master of Science in Civil Engineering

Agarwal, Mukta
Arduz, Luis Jorge
Badawi, Ahmad M. H.
Bawa, Shashi
Belcher, Brian J.
Bullock, Matthew Alan
Chirwa, Evans Nkhalambayausi
Day, John Edwin
Eckert, Gregory Kenneth
Goodpaster, Stuart Clay
Leslie, Gerald Graham III
Mauney, Philip Cary
Popplewell, Cynthia Lee

Scott, Brian Douglas
Sun, Liecheng
Woods, James Edward, Sr.

Master of Science in Clinical Nutrition

Burge, Edwina Carol
Holtz, Marvin Edward
Makris, Angela
Hahn, Mary Grace
Wells, Sarah Wexler

Master of Science in Communication Disorders

Owens, Robert Brian
Patterson, Jane Kelly

Master of Science in Education

Black, Melissa Louise
Bottorff, Laura Ann
Brown, Bonnie Camille
Brown, Lisa A.
Coulston, Charles Hamilton
Eades, Carol
Flynn, Joyce Keeney
Forgy, Katherine Anderson
Franklin, Jeffrey
Fredricks, John David
Green, Cindy Dianne
Grigar, Mary Elizabeth
Hall, Danny Edward
Harmon, Richard Lee
Herndon, Steven Blane
Higgins, Stephen Francis
Huffman, Leon Ross
Humphrey, Eileen Fallon
Ison, Lynda Lucas
Johnson, Ralph Francis
Jones, Glenda Yaden
Jones, Richard C.
Jreisat, Sawzan
Kamar, Katherine Marie
Long, Tracey Lynette
Maciag, Karen Gibson
McLean, Carol Anne
McQueary, John David
Mueller, Kristin Louise
Perry, Robert David
Priddy, Melva Sue
Rice, Jennifer Leigh
Rintamaa, Margaret Fleming
Schellenberger, Melissa Olana
Stanley, Tricia Jeanette
Stewart, Rita G.
Stokley, Candrea B.
Thomas, Joyce Louise
Timberman, Dorothy Rich
Tokie, Harold Raymond, Jr.

Master of Science in Electrical Engineering

Adapa, Kranthi Kiran Bala
Arnold, Bruce Thomas
Gopalakrishnan, Sundar
Luo, Zhonghui
Moore, Wilda Emily
Nelvagal, Sudhir Sridhar
Noe, Gary Lee

Phillips, Michael Todd
Raman, Sudhakar
Russ, Andrew Douglas
Zhang, Lan

Master of Science in Engineering Mechanics

Shao, Xiaoyao
Wang, Yang

Master of Science in Family Studies

Comer, Charles Murphy
Dickison, Brett Darren
Freeman, Paige Lisbeth
Goodwin, Kristi Donn
Hawkins, Shawna Jean
Hunsaker, Floyd L.
Jones, Virginia Ann
Kimmel, Linda Carol
LeFevres, Deborah Short
McCarthy, Amy Taylor

Master of Science in Forestry

Herald, Timothy Douglas
Wang, Yating

Master of Science in Library Science

Bach, Pamela L.
Boissonneault, Gilbert Andre
Busroe, Jonathan Andrew
Ceddia, Pamela Sue Bosse
Cobbs, Pamela Leigh
Critchfield, Ronald Thomas
Cummings, Margie Ann Halcomb
Eberhart, Edith Clare
Folker, Valerie Anne
Grande, Alison Ingrid
Green, Diane Elizabeth
Jacob, Beth Kathryn Elam
Lembright, Karen Leigh
Malone, Judy C.
McFall, Ellen Mattingly
Miller, Dennis Sherman
Morgan, Judith Ann
Nunn, Bonnie Diane
Obermeyer, Leslie Rae
Paquette, Laura Lynne
Philp, Susan Leigh
Riggs, Susan Head
Rosene, Richard Marlin
Rudd, Andrea Gail
Sanders, Robert Lee
Schmeisser, Jean Wollenberg
Wood, Pamela Celeste
Wuest, Christine LaVerne

Master of Science in Manufacturing Systems Engineering

Ashley, Jeffrey, Jr.
Zhou, Ying

Master of Science in Materials Science and Engineering

Mayes, Jessica Laurel

Master of Science in Mechanical Engineering

Dong, Yaomin
McKay, Matthew Lowell
Murphy, Calvin Dale
Rao, Vijay
Zhong, Xiaochun

Master of Science in Mining Engineering

Brooks, Steven Mark
Hogue, Joel Scott
Pang, Bingyuan
Wang, Tianjin

Master of Science in Nursing

Adkins, Nancy Lee
Akey, Jackie Cook
Benge, Tina Marie
Bowen, Jane Marable
Butler, Shirley Faye Williams
Campbell, Terry Sims
Castle, Ethel Gilliam
Conkright, Laurie Nye
Dukes, Edna Ann
Ferguson, Sara Daugherty
Fisher, Donald Edward
Goff, Shirley H.
Hager, Polly Ann
Hopkins, Winnifred Jo Nunley
Hudson, Andrea Lee
Little, Jennifer Rose
McGee, Lisa Dodd
McGuire, Russell Clinton
McKinney, Barbara Carolyn
Mitchell, Becky Huff
Montgomery, Mary Runyon
Niemeier, Tamara Dawn
Ponder, Judy Lynn Stevens
Pratt, Sandra Hoskins
Rentroe, Rebecca Ann Salisbury
Sherrard, Jacqueline Jo
Sloan, Thursa C. Sellards
Slone, Nancy Lee Neal
Smarth, Jozy Merizier
Woods, Sherry Lynn
Wright, Connie L. Massey

Master of Science in Physical Therapy

Bellew, James William, Jr.
Brosky, Joseph Anthony, Jr.

Master of Science in Plant and Soil Science

Huang, Yan

Master of Science in Public Health

Foye, Alison Janet
Gilliam, Katherine Marie
Hall, Cathy Lynn (Marsh)
Kaelin, Colleen Marie
Keane, John Patrick
Powe, Tahelia Carelle
Scheerer, Amy Lynn
Stea, John

Master of Science in Radiological Medical Physics

Cashon, Kenneth W.

Master of Social Work

Baker, Alesia Jo Browning
Black, Amy Charmaine
Bosworth, Elli Wiloughby
Brown, Angela Diane
Brown, Julie Kay
Burkhead, Judy H.
Chapman, Melinda Ann
Clemons, Nanette
Cloud, Richard N.
Coates, Andrea Cathrine
Combs, Alexandria Renee'
Copley, Michelle Dawn
Comette, Rebecca Hazel
Cornwall, Michael Robert
Cote, Laura Ann
DeGraaf, Nathan A.
Dickison, Holly Lynn Spoonamore
Duerr, Jennifer Mary
Endicott, Goldie Karen
Fellows, Marie Rene'
Garrett, Laura Rochelle
Garrett, Susan Marie Lurger
Gibson, Jerelena Letisha
Graves, James Anderson
Gray, Seth William
Hamel, Nelson E.
Haney, Carol I.
Justice, Wilma L. Criswell
Karp, Kimberly Ruth
Lakes, Kimberly Jo
Houston-LeBrun, Susan
Lee-Barbacone, Renee'
Legarreta, Angela M.
Lugo, Angela Michele
McHugh, James Allen
Miracle, Bonnie Hargis
Morrison, Valerie Cole
North, Susan Snowden
O'Neill, Paul Staunton
Ray, Elizabeth Ann
Reeves, Carolyn Rose Shafer
Zachary, Susan Ann
Robins, Amy Lynn
Robinson, William Harold
Schairer, James Martin
Schelling, Sheldon C.
Seals, Shelia Faye
Shropshire, Sonia
Sorg, Carol Lynn
Stegman, Ruth Frances
Taulbee, Katherine
Trumbo, Tonya Michelle
White, Sr., Vincent Eugene
Wilkerson, Robin Lynn

College of Law

Dean: David E. Shipley

Juris Doctor

Adams, Amy Elizabeth
Bucklew, Leslie Wayne
Davis, Alfreddie Hasan

Farmer, Todd Andrew
 Fugate, Charles Daugherty II
 Greer, John Michael
 Jefferson, Wade Hampton IV
 Kuebler, Jeffrey John
 McCall, John C.
 Moss, Jeffrey Colson
 Vandiver, Lisa Gamblin
 Vinegar, Rodney

College of Medicine

Dean: Emery A. Wilson, M.D.

Doctor of Medicine

Dave', Nishith Uday
 King, Michelle Renee
 Lutts, Mina Hazrati
 Nguyendon, Tammy Hang

College of Pharmacy

Dean: Jordan L. Cohen

Doctor of Pharmacy

Bausch, Gregory J.
 Bradley, Traci Ann
 Gouws, Andre Marius
 Howard, Thurmon E.
 Payne, Thomas L.
 Siemens, Diane Marie

Bachelor of Science in Pharmacy

Houston, Cristie F.
 Joseph, Jack Kelly
 Lawson, Lisa Jane Franklin
 Low, Jeffrey Kneeland
 Reynolds, Chad Marion
 Stakelbeck, Tracy Lynn
 Warren, Renita Delaine
 Wilson, Susan C.

College of Agriculture

Dean: C. Oran Little

Bachelor of Science in Agriculture

Abrams, Greg Lee
 Akers, Harold Eugene II
 Allen, Vivan Ann
 Barker, Celia Oldfield
 Blair, Tammy Dawn
 Bradshaw, Casey Stewart
 Branstetter, Emily Dawn
 Brown, Joseph Clinton
 Calendar, Anthony David
 Caravello, Holly Michele Willett
 Carter, Wyndee Gail
 Clark, Joey David
 Clouse, Robert J.
 Collins, Daniel Glenn
 Cundiff, Robert E.
 Elmore, Troy Allen
 Goehle, Carey J.
 Greenwell, Joseph Nicholas
 Hayes, Larissa Lee
 Holman, James Christopher

Horne, Jessica Greer
 Hundley, Charles Broussard
 Hunt, Kathryn Robalyn
 Jenkins, Chet Jeffery
 Johnson, Kandice Jo
 Keeler, Jennifer Marie
 Lauer, Chad Stephen
 Long, Matthew Christopher
 Mains, Nathan William
 Martin, David B.
 McGarvey, Rebecca Denise
 Newsome, April Renee
 Parker, Christopher Scott
 Patton, Julia Mary
 Prewitt, Kerry Lynn
 Reid, Rollie C.
 Robertson, Allan S.
 Rokuroda, Saori
 Sampson, Mark B.
 Samuels, Donald Wayne
 Schaefer, Michele J.
 Skinnell, Bryan Thomas
 Sorenson, Justin Wade
 Stottmann, Christina Marie
 Sutherland, William Bradley
 Swope, William Joseph II
 Toomey, Shelley Rena
 Turpen, Scott Edward
 Utterback, Laura Lynn
 Vavrina, Robert Theodore III
 Vincent, Ian Michael
 Wall, Veronica Ann
 Wallace, Christopher Kent
 Weiss, Anna F.
 Wuestefeld, Jason Lee
 Wyles, Jeremy P.

Bachelor of Science in Agricultural Economics

Gambrell, Charles R.
 Hays, Michael David

Bachelor of Science in Forestry

Lyle, Benjamin William
 Porter, Charles E., Jr.

Bachelor of Science in Landscape Architecture

Hamilton, Joe Michael
 McGuire, David Garrard
 Shoemaker, Matthew Wade

College of Allied Health

Dean: Thomas C. Robinson

Bachelor of Health Sciences

Adams, Bethany Faye
 Adams, Melanie Ann
 Alexander, Jonathan T.
 Arnold, James Toby
 Baer, Sherri Lynn
 Barkman, D'Ann Bernadette
 Begley, Devona Carol
 Belhasen, Loretta P.
 Bentley, Kathleen J.
 Berry, Lisa Michele
 Bobys, Maxine Elaine
 Boren, Jonathan David

Bowling, Crystal Leah
 Boyd, Terri L.
 Brock, Brian Harrison
 Brooks, Troy David
 Browning, John David II
 Burt, Gerald Spencer
 Cain, Etta M.
 Carmody, Thomas C.
 Carpenter, Melissa Kay/Cummingham
 Cecil, Beth Ann
 Cochran, Carlos Franklin, Jr.
 Conn, Dina Faye
 Cook, John Vamon
 Cowen, Greg Lindsay
 Coy, Steven Mitchell
 Culton, Shirley N.
 Dietz, Dana Marie
 Duby, Cherie Ann
 Duby, Mitchell
 Duncan, Michelle Engler
 Fitzgerald, William Thomas
 Fletcher-Green, Carmela
 Foster, Jennifer McCoy
 Gerner, Sarah Heywood
 Goulbojme, Shawn Christopher
 Grau, Kellie Michele
 Hathaway, Valerie Ann
 Helton, Kimberly Oller
 Herrell, Phillip Brent
 Hiatt, Jennifer Lynn
 Hicks, Dana Jackie
 Hoskins, David Evans
 Huels, Amy Kathleen
 Humber, Timothy Joe
 Hume, David Newton
 Hunt, Sheila A.
 Hutchins, Bradley Joseph
 Isreal, Kay Ann
 Istre, Derek M.
 Jackson, Mark
 Jennings, Suzette Martin
 Johnson, Carla J.
 Jones, Matthew Thomas
 Kennedy, Elizabeth Hager
 Kerr, Keren Jane
 Kincaid, Chad Benton
 Ladd, Nathan Ray
 Lyles, Adrianna Lee
 Maguet, Eric Brittion
 Mantle, Julie Anne
 Massik, Diane Downes
 Mathis, Ann Wilson
 McMillen, Emily Lynn
 McQueary, Martha Takken
 Menne, Lisa Michele
 Milam, Stacie Dawn
 Mills, Angela Marie
 Moore, David W.
 Morifuji, Marc K.
 Morris, Brenda Lynn
 Mosolgo, Susan Paige
 Napier-Adams, Juliana
 Nelson, Rebecca Ann
 Ochs, Kevin Todd
 Oestlyngen, Lene Pihl
 Parrott, Dianne McKenna
 Pennington, Lisa Stephens
 Pfister, Tonya D
 Plambeck, Sheri Lynn

Polivick, Jennifer Sue
 Pope, Renel Shay
 Rauck, Kathy Ann
 Robinson, Heather Carol
 Robinson, Jill Anne Obley
 Rogers, Ashley McNeal
 Rothwell, Nikki J
 Ryan, Shelley Walker
 Schneider, Carla Jane
 Shaw, Charles Philip
 Smiley, Jennifer Annette
 Soyk, Alecia Lee
 Stacy, Laura Lynne
 Stewart, Carmen Leigh
 Stewart, Stephen Lloyd
 Stirsman, Tracy Renee
 Stover, Joanna Bowman
 Thessen, Carolyn
 Thompson, Danita Bartley
 Turner, Bridgette Monique
 Underwood, Margot Hillary
 Walroth, Michelle Marie
 Ward, Rebecca May
 Williams, Cynthia Reed
 Wilson, Kathryn Virginia
 Winebrenner, Derek L.
 Woolley, Melba Mechelle
 Young, Leslie LeAnne
 Zullo, Jason Craig

College of Architecture

Dean: David Mohney

Bachelor of Architecture

Combs, Rufus Todd
 Cottongim, Christopher Douglas
 Johnson, Jack Erwin Page
 Joseph, Jeremiah B. G.
 Littrell, Denis G., Jr.
 Neal, James McKenzie
 O'Quinn, Donna Gayle
 Owens, Thomas Edward
 Ratliff, Tracy Michelle
 Rawlings, Eric Andrew
 Russell, H. Michael
 Sirek, Paul William
 Snyder, Robert Andrew
 White, Steven Matthew

College of Arts & Sciences

Dean: Richard Edwards

Bachelor of Arts

Abner, Patrick Dale
 Ackley, Kathryn Lynn
 Adams, Felicia Sue
 Adams, Kristin Regina
 Afghan, Mohammad Aamer
 Aiken, Jennifer Joy
 Allen, Christopher Morgan
 Antoniadou, Marina Rovertos
 Arvin, Althea Faustine
 Baird, Michael D.
 Baker, Alice Lynn
 Baldes, Cynthia Lea
 Bales, Leslie Martin
 Bardin, Jane Ann
 Barnes, Joseph Douglas

Barnett, Jeffrey Milford
 Barney, Robert John
 Barren, Jamesina Susan
 Batterton, Ann Forrest
 Beard, Lara Howard
 Begley, Samuel Ernest II
 Benton, Grandon Parker III
 Berdine, Lara B.
 Berger, Jonathan David
 Biber, Amy McIntosh
 Bingham, Gregory Donald
 Bohringer, Beth A.
 Boling, Jason Allen
 Bosco, Michelle A.
 Bowling, Monica Patricia
 Brinegar, Paula Ann
 Brown, Paul Arnold
 Browning, Anthony Craig
 Bruning, Stephanie Lyn
 Buck, Chad Anthony
 Bullock, Angela Lynn
 Burnette, Jane Miliene
 Bush, Marta Jean
 Cahill, Kerrie
 Campbell, John Rogers
 Campbell, William F.
 Carson, Christen L.
 Carvallo C., Jose Luis
 Chambers, Charles Douglas
 Clair, Renee Michele
 Cochran, Catina Ann
 Collinsworth, Mark
 Compton, Walter Lee
 Cooke, Kevin Ross
 Corbin, Shannon Denise
 Correa, Suzanne
 Coulter, Stephanie Kay
 Cox, Mark Allene
 Crawford, Jon Jared
 Dargusch, Caroline Sells
 Darsie, Lisa Harrison
 DeAngelo, Danielle Catherine
 DeHart, Michael Joseph
 Decker, Katherine Lee
 Dickerson, Catherine Anne
 Doty, Gloria Lee
 Doyle, Mary Elizabeth
 Eagle, Frances Ann
 Elliott, Amanda J.
 Ellis, Chuck O.
 Elmore, Christopher
 Enderle, Shawn O
 Ericson, Mark Edward
 Farmer, Bradford Neil
 Fisher, Tom B.
 Fitzpatrick, Calisa M.
 Flaherty, Steven Christopher
 Flanigan, Thomas Daniel
 Foss, Kristin Elizabeth
 Franks, Audra Jean
 Frey, Matthew Alan
 Friel, Mark Edwin
 Frucci, Jason R.
 Gera, Jennifer Ann
 Gibson, Scott Hunter
 Goldsworthy, Richard Charles
 Goodman, Kerri Lynn
 Gregory, Scott Allen
 Hansford, Christopher Alan

Harlin, Thomas F.
 Harrison, Elizabeth Kelly
 Harrod, Gregory Kirk
 Hester, Chie Gloria Usui
 Hickey, John William III
 Hicks, Chester Luther
 Hinkle, Robert Randolph
 Holbrook, Jason Reed
 Horenstein, Devin Hayne
 Huber, Charles Horton, Jr.
 Ireland, Jackson Craig
 Iskandarsjah, Ichsan Nugraha
 Jackson, Scott Allan
 Jarrard, Porter C.
 Jensen, Natalie Elizabeth
 Johnson, Carrie Christine
 Johnson, Christin Wynne
 Jones, Candace Lynn
 Jones, Trinia Anne
 Jordan, Patrick Thomas
 Kennedy, Lindsay Page
 King, Donna Jill
 King, William Peyton II
 Knuckles, Douglas Trent
 Kossen, Janine Faye
 Laber, Jeffrey William
 Lavit, Daniel Allen
 Leach, Elizabeth Anne
 Leigh, Amber Jalynn
 LeMaster, John Travis
 Lentz, Laurin Ashley
 Leppert, Matthew Bonfield
 Letcher, Caryn Alicia
 Logan, Kimberly Dawn
 Long, Marshall Tyler
 Lovins, Elizabeth James
 Maddox, Jenny Lea
 Maddox, Meredith Leigh
 Mann, Sean Cameron
 Martin, Teresa Lee
 McDonald, Whitney Isabel
 McQuillen, Deanna Joyce
 Mendenhall, Leigh Anna
 Mikkelsen, Betsy Ellen
 Miller, Rebecca Lynn
 Minton, Jennifer Lynn
 Monhollen, Erica Rae
 Moore, Andrew Nathan
 Morris, Kimberly Rae
 Morrow, Holly Anne
 Moseley, James Alexander
 Motta, Lucille Marie
 Murphy, Todd M.
 Newsom, Heather Elizabeth
 Newsom, Jodi Lynn
 Opiela, Justin Joseph
 Park, Jeong Hyuk
 Parrish, Jason M.
 Partridge, Christopher Ryan
 Pehlke, Todd Matthew
 Peppiatt, Virginia C.
 Petit, Patricia Monique
 Piercy, Susanne Palmer
 Pike, Jerry Daniel
 Pottinger, Regina Kay
 Prigge, Mark Andrew
 Raderer, Todd Samuel
 Ramsey, James Thomas III
 Randall, Heather Amanda

Rather, Susan Kay
 Reid, Timothy Lyles
 Rice, Candace Leann
 Richards, Heather Jo
 Richardson, Amy Kathleen
 Richardson, Patricia
 Ridgeway, Charla D. Billingley
 Rodgers, Karen Terrell
 Rose, Gina M.
 Royalty, Lance
 Ruckriegel, Dana Lynn
 Scalf, Darla Renee
 Scalos, Julie A.
 Schermer, Denise Amy
 Schlegel, Michael Ulrik
 Schultz, Kenneth Jerome
 Sebastian, Charles
 Shearer, John Oakland
 Singh, Amanda Elaine LaGrand
 Sluder, Rose
 Slusher, Phillip Sean
 Smalley, Jack Ricardo
 Smith, Joseph Patrick
 Smith, Maryann Morbeck
 Speakes, Martha May
 Spencer, Jeffrey David
 Spires, Joanna Baird Moore
 Stacy, Donnie Ray
 Stahmer, Albrecht Graham
 Stettler, Jennifer Jon
 Sutherland, Melissa Muir
 Tackett, Michael Kirk
 Tattershall, Kathryn Ann
 Taylor, Jennifer Lynn
 Thomas, Katherin Lee
 Thomas, Leah Michelle
 Van Peurse, Peter H.
 Wakefield, Michael Barr
 Walters, Tamara Morgan
 Warnecke, Laurie C.
 Wells, Daniel Edward
 Westerman, Christopher Griggs
 White, Elizabeth Anne
 Wiggins, Brian Wayne
 Wilkins, Brian Stuart
 Williams, Sylvia E.
 Winstead, Samuel Steven
 Wirasakti, Anastasia Ira
 Wright, Julie Ann
 Yule, Shaena O'Brien
 Yuttayong, Wanaporn

Bachelor of Science

Allen, Jerry Michael
 Avery, William Ryan
 Baker, Alice Lynn
 Baker, Angela Fahey
 Bennett, Howard Nicholas
 Boggs, Larry Gene, Jr.
 Burge, Erin Jeffrey
 Casey, Stephen Forest
 Chaffins, Melony Dawn
 Collins, Ann Renee
 Combs, Monica Susan
 Conkright, Darin S.
 Corbin, Shannon Denise
 Cornelius, Kyra Lynn
 Cox, Thadis Cesar
 Crutcher, Dawn Alicia May

Daniels, William Kenneth, Jr.
 Dick, Tonya Renee
 Durham, Kevin Michael
 Foster, James Marshall
 Gann, Ronald Scott
 Harris, Jason Lewis
 Heist, Elmer Patrick
 Henson, Verda Rae
 Humphrey, Craig Lothman
 Jackson, Trevor Chandler
 Jaeger, Michael John
 Johnson, James Todd
 Jones, Mark E.
 Kelley, Lorenda Rae
 Layman, Erica Jane
 Mackin, Mary Lucille
 Martin, Bethany Leigh
 Mayo, Christopher Kelly
 McLoney, Gregory Stewart
 Millay, Brenton Eric
 Morgan, Lisa Suzanne
 Muncy, Mark Vincent
 Osborne, Dorinda Ann
 Owens, James Arnold III
 Paranthaman, Kesavan G. Leonard
 Perry, David Allen
 Ramsey, Bryan LeEdward
 Remley, David Andrew
 Richardson, Rebecca Lynn
 Roberts, Anna Marie
 Schneider, David Brian
 Singayac, Alelei Mary
 Sloan, Walker Edmund
 Slone, Arnold Dewayne
 Sowards, Keith Thomas
 Steffey, David Allen
 Turner, Craig Tyler
 Wells, Deena Ann
 Yau, Yieu San
 Younce, Ruby Anne

College of Business & Economics

Dean: Richard W. Furst

Bachelor of Business Administration

Barnard, Jeffrey Brian
 Barnett, Kent C.
 Bay, Brice J.
 Bessler, Michael Edward
 Bowling, Heath Foster
 Boykin, Lori Lynn
 Brankin, Christopher Fitzgerald
 Broder, Andrew Scott
 Bromley, Greg S.
 Brown, Joseph Clinton
 Brown, Shane Michael
 Brumfield-Rogers, Shawn Rene
 Byer, Jon W.
 Caico, Maria Ann
 Campbell, Todd Jason
 Carruthers, Kristi Diane
 Cave, Melissa Dawn
 Chan, Ching Fai
 Chew, Yew-Yek
 Chong, Yoke Lin
 Chung, Andrew Seisoon

Claggett, Shawn
 Claypool, Michael Shane
 Clements, Mary Ruth
 Cobb, Michael Barton
 Collins, Eric Todd
 Cooksey, Clay Farris
 Davies, David Jerome St. John
 Davis, John David
 Davis, Miller Chadwick
 Day, Michael J.
 Downs, Charles Douglas
 Dozer, Christopher Alan
 Eades, Tracey J.
 Easley, Nikki S.
 Edwards, Robert Lee
 Farah, Edward Jebron
 Fisher, Todd Christian
 Fitzpatrick, Gary Anthony
 Fong, Yih Huah
 Freebersyser, Joel
 Gagner, Christopher Joseph
 Gordon, Huntly Scott
 Greenwell, Michael Sean
 Grindstaff, Thomas Forrest
 Grizzell, Linda Louise
 Gurney, Scott Eric
 Harris, Gregory Olan
 Harris, Michael Robert
 Hassan, Hazezean Haslah
 Haynes, James Allen
 Helton, Kimberly Michelle
 Hibbs, Scott Anthony
 Hicks, Stuart Brian
 Howe, Deena Michele
 Isaacs, Rachel Lynn
 Jackson, DeShonne LaMont
 James, Jeff Lynn
 Janes, Kimbra Lynn
 Johns, Kimberly Ann
 Johnson, Chasity Anesha
 Justice, Jason Ledford
 Kendig, Christina M.
 Kennedy, Nancy Elizabeth
 Kessans, Brian Michael
 Lau, Sing Hung
 Lee, David Cheong-Guan
 Lewis, Chatham Elizabeth
 Litton, Jenifer Alice
 Lok, Po Kwong
 Lombardo, Gregory Brian
 Maamor, Azliazmin
 Madden, Jason Aaron
 Maninderpreet, Singh
 Marr, Christopher A.
 Matile, Michael William
 McDaniel, Denise Barton
 McGraw, Melissa Anne
 McKinney, Diane Myers
 McNeil, Daniel Patrick
 Miniard, Patrick Alan
 Mitchell, Mark Shane
 Mitchell, Vanessa Ann
 Montgomery, David Adolph
 Moore, David M.
 Nall, Bradley Michael
 Ng, Sheau Wei
 O'Nan, Joseph Benton III
 Osborne, Ryan Tracy
 Partin, Jimmie Ray, Jr.

Patel, Manish K.
 Pee, Mui Khim
 Penrod, Steven Todd
 Pezzarossi, Bert Thomas
 Pietragallo, Louis Daniel
 Poh, Swee L.
 P'Pool, Jeffrey Todd
 Ramsey, Rhonda Lynn
 Rice, Cheri Lea
 Riffle, Stephanie Jane
 Rogers, Corey M.
 Rogers, Jeffrey R.
 Roth, Jennifer Ellen
 Rudolph, Clyde Lee III
 Russell, Michael T.
 Sanders, Scott Edward
 Schmidt, Cheryl Leigh
 Schneidau, Jennifer Lynne
 Schuler, Christina
 Scroggy, William T.
 Seiler, Michael J.
 Shelton, Brian Lynn
 Shope, Brandon Scott
 Smither, Thomas Dailey, Jr.
 Speaks, Theresa Ellen
 Spoltman, Thomas W.
 Stettler, Melissa Ann
 Stone, Dianna Aldridge
 Sutherland, Philip Edward
 Tan, Ying-Chau
 Thornberry, Deidre Joan Powell
 Webb, Sam C.
 Wehr, Jennifer Lee
 Wellman, Gerald Park, Jr.
 West, Jonna Suzanne
 Weyer, Darin Theodore
 Wiley, Timothy Grant
 Winters, Timothy Thomas
 Woods, Thomas Edgar
 Wright, Delbert Bradley
 Wu, Shuo-Ting
 Yap, Gin Bee

Bachelor of Science in Accounting

Allison, James Claybrooke III
 Baldwin, Jeffery Donald
 Beaven, David Troy
 Beaver, Laura Beth
 Boardman, Laura Marie
 Bowman-Toner, Dorothy Annette
 Burchett, Jacquelin Anne
 Claggett, Tonya Lynn
 Clark, Nancy Jeanne
 Cordle, Cynthia Jayne
 Davis, Kelly Marie
 DeVier, Susan Larrick
 Durham, Linh M. Lai
 Gish, Christopher Michael
 Graham, Anna Gay
 Hance, Daniel Scott
 Harris, James Coleman IV
 Hatten, Bryan F.
 Heil, Elizabeth E.
 Hicks, Mary Beth
 Jin, Xin
 Johnson, Jennifer Marie
 Kambourides, Georgios Kosta
 Keller, Stephen Scheider

Kennedy, Nancy Elizabeth
 Knight, Kevin Lane
 Lane, Brian Douglas
 Lewis, Margaret Susan
 Lewis, Roger Neil II
 Lutz, Matthew James
 Marsee, Emily Sue
 Masters, Farida R.
 May, Tammy Ann
 Miniard, Patrick Alan
 Mitchell, Hugh Trigg, Jr.
 Palmer, Martin W.
 Pedigo, Patricia Lynn
 Ray, Sayantan
 Reynolds, Andrea Michelle
 Ricker, Stephanie Nicole
 Riffle, Stephanie Jane
 Roland, Jason Lee
 Rose, Elizabeth Ann
 Samaan, Wasfi Anton
 Sievers, Charles Slade
 Sorg, Mitzi Onkst
 Sparks, Stephanie
 Stanley, Matthew D.
 Sundy, Terry Glenn, Jr.
 Swilling, Stephanie Nicole
 Teegarden, Rebecca Rae
 Trout, Joshua Gabriel
 Unkraut, Scott W.
 Walden, Roxanne Gaylee
 Walker, Chad Austin
 Walker, Robin Lynn
 Wang, Wei
 Ward, Michael Daniel
 Wedge, Steven Patrick
 Yeap, Wai Meng
 Young, Natalie Lynn
 Yuen, Wai-Ying

Bachelor of Science in Business & Economics

Fellingham, Kerrie Ann
 Waters, Kevin Wayne

College of Communications & Information Studies

Dean: Douglas A. Boyd

Bachelor of Arts

Aker, Christine Marie Krupp
 Bennett, George Brian
 Blair, Ayana Nataka
 Boling, Ronald Brent
 Bradley, Molly Jo
 Bukhari, Suhair Abdulrhman
 Chan, Tak Shing
 Cheng, Suwen
 Davidson, Deborah Carol
 Davidson, Nina T. N.
 DeVary, Kirsten Coburn
 Dodson, Kirk Steven
 Dy, Rosiyn June
 Engelhardt, Sara Elizabeth
 Fournaris, Jennifer Lee
 Fox, Tomara Dawn
 Gardiner, Scott Charles
 Gaukel, Emily June
 Goody, Katherine Powers

Graham, Sally White
 Grove, Jay Mark
 Gwaltney, Traci Lyn
 Heinzen, Judy A.
 Hines, Kimberly Ann
 Jones, Angela Renee
 Jones, Beth Ann
 Kang, Hyunseung
 Kennedy, Michael Alan
 Larkin, Kathy Withrow
 Lundgren, Peter Mark
 Manby, Ann Katherine
 Marshall, Crystal Lynn
 Martin, Jeannie Mari
 Meade, Cara Lynn
 Meyer, Jessica Danielle
 Mills, Sonya R.
 Mossberg, Joy Marlowe
 Nails, Jessica Leigh
 Nicholson, Monica Leigh
 Pearce, Elizabeth W.
 Pelly, Carol
 Petway, Holly Celeste Terry
 Rehman, Kristin Maria
 Roth, Jessica Ann
 Ryan, Jill Constance
 Sando, Jill Elizabeth
 Schreiber, Douglas Michael
 Sorg, Hannah Dawn
 Tackett, Jessica Corey
 Truitt, Cycely L.
 Vandervort, Carrie Lynn
 Vittitow, Michael Stephen
 Wallingford, Whitney Ann
 Watson, Michael Alexander
 Williams, Jason Tyler
 Winder, Gwenda Fugate
 Wollert, Daniel Allen
 Wright, Jennifer Lynn
 Young, Michael Joseph, Jr.

Bachelor of Science

Barnett, Harold Slade
 Board, Ronald Neil
 Clarke, David Anderson
 Harrison, Christopher Cartmell
 Hayworth, Christopher Sidney
 Herr, Meredith Elissa
 McLaurin, Raymond Jeffrey
 Ramsey, John S.III
 Ranvier, Christopher Gene
 Robertson, Julie Anne
 Say, Aydin
 Thomas, Alison Paige
 Yancey, John Rockett, Jr.

College of Education

Dean: Shirley C. Raines

Bachelor of Arts in Education

Ackley, Kathryn Lynn Barlow
 Alcorn, Sean Reed
 Aldridge, Lena Rachelle
 Ardisson, Anita Denise
 Baxter, Jeffery Edward
 Bird, Anna Biggerstaff
 Bissmeyer, Ingird Marie
 Bowman, Erica Renee

Browning, Robert Darrin
 Calvert, Jill W.
 Conley, William Eric
 Davis, Gina Lee
 Dawson, Dermonti Farra
 Dodge, Brian Ray
 Elkin, Amy Suzanne
 Farris, John Warren
 Fawbush, Jennifer H.
 Floro, Scott Phillip
 Ford, Jason Edward
 Foster, Julie Maria
 Frye, Ronza Jo Robinson
 Fuson, Stephen Michael
 Garner, Beverly Carson
 Goodrich, Kathryn K.
 Graves, Kathleen Weaver
 Griffin, Mark Thomas
 Hampton, Ashley Wood
 Hatfield, Rhonda G.
 Hazlett, John Henry II
 Henry, Michelle Goins
 Henry, Shawn Anthony
 Huddins, William Thomas
 Hudkins, Jennifer Michelle
 Jenkins, Margaret Tiffany
 Kahle, Tara Michelle
 Keith, Amy Michelle
 Kelly, Tricia Noel
 Kenney, Kristi Lyn
 Kircher, Evelyn
 Kirschner, Keith Andrew
 Kirtley, Gerrie Denise
 Lanham, Lori Nicole
 Lee, Yvette Denny
 Lonaker, Glenn R.
 Lusk, Leigh Ann
 Lutz, Donald
 Marinaro, Michael Christopher
 Mattingly, Beth Anne
 Mattocks, Heather Lynn
 May, Holly Lynn
 Mays, Kimberly Denise
 McNaney, Jennifer Lynn
 McIntosh, Lori Ellen
 Merritt, Candice Wynette
 Meyer, Kimberly Clark
 Miller, Brian Richard
 Miracle, Cynthia Ann
 Nichols, Jennifer Noel
 O'Banion, Kelli Ann
 O'Banion, Shelli Lynn
 Parker, Heather Leighann
 Peveler, Kristen Kathleen
 Pinson, Kelly Marie
 Pitts, Kathleen I.
 Plotts, Shaele Kristen
 Powers, Jonathan Jason
 Prewitt, Anjanette
 Pulley, Andrea Grace
 Quatman, Kevin Moore
 Rinaldo, John S.
 Risner, Amy Riggle
 Robey, Jennifer Lynn
 Schneider, Gregory Scott
 Sellars, Candace LaShawn
 Shapouri, Maryam
 Simpson, Shannon Paige
 Smith, Rhonda Christine

Stevens, Monica Rachelle
 Stokley, Laura Cecile
 Stuckel, Susan Loft
 Taylor, Julie Ann
 Thomas, Lori Michelle
 Thompson, Tim G.
 Tipton, Kimberly Marie
 Toier, Melissa Leigh
 Wagner, Jeanna Raquell
 Whittaker, Sara Jane
 Willhoite, Marlena Carol
 Wilson, Keen Alan

Bachelor of Science in Education

Etherredge, Cecil Morgan
 Fenwick, Danny Martin

College of Engineering Dean: Thomas W. Lester

Bachelor of Science in Agricultural Engineering

Bailey, Lonnie Dale
 Collins-Camargo, Francis Xavier
 Followell, Joyce Ann
 Hines, Thomas Maurice, Jr.
 Johnston, Jonathan Wayne
 Lim, Teng Teeh
 Mitcham, David Cole
 Moberly, Charlotte Anne
 Moss, Christopher Gavin
 Wattenberger, Jason

Bachelor of Science in Chemical Engineering

Baier, Owen Wade
 Britt, Robert Andrew
 Bruser, Jonathan Matthew
 Pollard, Charlene

Bachelor of Science in Civil Engineering

Alexander, Gene Allen
 Bailey, Richard Marc
 Baker, Kelly Amon
 Barnes, April M.
 Beattie, Charles Milton
 Bischoff, Anthony William
 Brothers, Kathleen Ann
 Brueggemann, Andrew Peter
 Callihan, Joshua Lawson
 Chaudoin, Jr., William Joseph
 Clements, Wade Branson
 Craft, Michael Joe
 Cross, Benjamin Phillip
 England, Jeffrey Alan
 Gillies, Matthew Arnold
 Godsey, Alex Spencer
 Hardin, Tye John
 Howerton, Richard Layne
 Ishmael, Terry
 Ivey, Gregory Scott
 Jacob, Jason Erick
 Keith, Jerry Franklin II
 Khan, Altaf
 King, Jamie Bret

Knarr, Robert Lawrence
 Kozenski, Scott Richard
 Marshall, Amy Renee
 Mesta, Edward Hugh II
 Ng, Khing Yeu
 Nodurft, Elizabeth Nancy Gingerich
 Pourghasemi, Abbasgholy
 Pousa, Antonio Elier
 Price, Craig Thomas
 Rekeweg, Terry James
 Reynolds, Beve Shannon
 Rister, Bradley Wayne
 Shah, Ajay
 Shewmaker, Christopher Dale
 Snyder, Michael Scott
 Thompson, Robert Michael
 Von Behren, Barron Todd
 Walls, David Mark
 Weaver, Stephen
 Wilcoxson, Jonathan Douglas
 Wilcutt, Christopher William Bates

Bachelor of Science in Computer Science

Antoniadis, Vasilios Bill
 Baynham, Mary Kristin
 Beaver, Laura Beth
 Brown, Michael Scott
 Burch, Jennifer B.
 Cook, Michael Allen
 Dew, Duane Wesley
 Du, Yan
 Fannin, Scott Alexander
 Fong, Pooi Ling
 Goh, Wee Jack
 Helton, Daniel Keith
 Hornback, Raymond R., Jr.
 Lau, Chee Hoo
 Leber, Jeremy Landon
 Leong, Cheryl Lai Lween
 Linton, Paul J.
 McCamish, Patrick Eugene
 Morris, Roger K.
 Nally, John Douglas
 Osborne, Dorinda Ann
 Salzer, Mark Richard
 Smith, Garrett Wade
 Steen, William Roger
 Tan, Jin Keat
 Ulitskaya, Anna Aleksandrovna
 Xu, Leizhou

Bachelor of Science in Electrical Engineering

Aman, Husnain
 Beaver, Jason Clay
 Blevins, Dirk Foster
 Brown, Loren Keith
 Carpenter, Mark Wesley
 Carver, Rustin Ray
 Caudill, Cindi Marie Sauer
 Chan, Chee-Cheong
 Cho, Lai Kim
 Christopher, Angela Michele
 Corsmeier, Mark Steven
 Ding, Ming Hui
 Dixon, Timmy Joe
 Fisk, Mark Alan

Gillespie, Bryan David
 Gist, Christopher L.
 Hall, Paul Kevin
 Hon, Kah Kee
 Horn, James L.
 Jones, Robert Kevin
 Khong, Yun-Jaan
 Lau, Cheh Chai
 Lear, Brian Edward
 Lee, Eric Seng Kar
 Lietzow, Gina Renee
 Lowe, Tommy O.
 Mastin, W. Craig
 Miller, Ronald Joe
 Moonesinghe, Ajitha Sanath
 Ong, Chong-Wee
 Ong, Edwin Y.
 Penick, Leslie Lee
 Perkins, James Earl
 Quek, Pau Loke
 Riley, Jonathan Daniel
 Spencer, William Shannon
 Tee, Thye Heng
 Teo, Herr Chuan
 Todd, Shane Hunter
 Verst, Thomas Bernard
 Vogel, Valerie Renee
 Von Hagel, Christopher Joseph
 Wilson, William Preston

Bachelor of Science in Materials Engineering

Batts, Kevin Matthew
 Patel, Rachana B.
 Ricketts, Chad Kenton
 Shurtz, Grant Eliot
 Woodey, Marni Rae

Bachelor of Science in Mechanical Engineering

Arbuckle, Daniel Logan
 Baker, Stephanie Dawn
 Bumb, Kameron Jerome
 Burdine, Charles O. II
 Desai, Chetan Ramlal
 Gardner, Jason D.
 Goff, William George III
 Jackson, Scott Christopher
 Keller, Terry Joseph
 Martono, Budiono
 Moseley, Dwayne David
 Thomas, James Lonnie
 Tneh, Wah-Keang
 Tohme, Yazid Elias
 Yates, Stephen L.

Bachelor of Science in Mining Engineering

Buchanan, Jarrod Alton
 Durham, Danny Edward
 James, Frederick Allen III

College of Fine Arts Dean: Rhoda-Gale Pollack Bachelor of Arts

Berry, Amy Louise

Birky, Stacie Marie
 Bordy, Sarah Catherine
 Combs, Cheri Lynn
 George, Christi Lyn
 Graham, Kara Elizabeth
 Graham, Melia Louise
 Hawkins, Yvonne Frances
 Hoblitzell, Jodeen Roann
 Holder, Winnifred Lou
 Lindstrom, Karl Gustav
 MacCracken, Anne Marie
 Mace, Sarah Ellen
 Maguire, Ann Louise
 McElwain-Case, Christa Lynette
 Melvin, Leslie Alison
 Merkle, John Deppish
 Miller, Lynda Vi
 Ohno, Yumiko
 Osborne, Bernadette Burke
 Parrish, Dennis Logan
 Pieper, Brian Timothy
 Sizemore, Edgar Duane II
 Sobczak, Melody Sunshine
 Tally, Thomas Preston
 Taylor, James William
 Trinler, Michael Ray
 Weaver, Amy Lynn

Bachelor of Fine Arts

Feola, Natacha A.
 Genet, Laurie Kristin
 Gonzalez, Lorena Maria
 Palmer, Mark Andrew
 Porter, Jared Brett
 Thomas, Megann Colvin
 Tomecek, Barbara Jean

Bachelor of Music

Bottom, Stephen Kirk
 Gleason, Jenny M.
 Hartung, W. David
 McGough, Julie Ann
 Murray, Michele Lynn
 Taylor, Elizabeth Dell
 Turay, Gregory J. II

Bachelor of Music in Music Education

Cahill, Brian William
 Goins, David Wayne

College of Human Environmental Sciences Dean: Retia S. Walker

Bachelor of Arts in Interior Design

Eilers, Amy Michelle
 Frederick, Heather Lorraine
 Hau, Ling Helena
 Smith, Andrea Karen

Bachelor of Science in Dietetics

Hargan, Jana Lynn
 Hayes, Paula Jo
 Hofacre, Jodie A.
 Hoffman, Jennifer Jeannine

Hudson, Heather Lenore
 Klarich, Helen Ivana
 Kwok, Annie Sze Wan
 Overton, Andrea Danielle
 Poe, Wendie Elise
 Rivera, Tricia Franciel
 Scholes, Lisa Marie
 Shugars, Margaret Sue
 Snyder, Dianne Lynne
 Taulbee, Cheri Laverne
 Wright, Jill Louise

Bachelor of Science in Family Studies

Bernard, Alisa Deborah
 Conner, Laura Kimberly
 Curry, Jennifer Laura
 Dane, Jennifer Lynn
 Dupin, Sharon Jean
 Flowers, Kathleen K.
 Forbes, Suzanne Jeannette
 Gibson, Michael Ward
 Gross, Michael Houston
 Hahn, Robert Franklin
 Higgins, Teelisha Bledsoe
 Humkey, Stacey Lynn
 Jarrard, Stephanie Ann
 Jones, Randolph Nelson
 Kowalski, Pamela Leigh
 Kuczak, Susanne Denise
 Langston, Elizabeth Ann
 McWilliams, Jennifer
 Mosley, Shirleyne Smool
 Palmer, Katherine J.
 Perraut, Tera Renae
 Plyler, Tracie Lynn
 Rahiya, Melissa Lee
 Scholes, Lisa Marie
 Smith, Christine Rene
 Snyder, Che' Bianca
 Stevenson, Wade A.
 Taylor, Gail Nicole Quinn
 Thompson, Erin Elizabeth
 Vozos, Anastasia K.
 Warrix, Dewana Kaye
 Wubbolding, Susan Marie

Bachelor of Science in Home Economics

Bush, Mary Catherine
 Curry, Melissa Ann
 Layne, Paula Sue
 Schultz, Ann Lynn
 Stidham, Sandra

Bachelor of Science in Hospitality Management

Adams, Christopher Deaven
 Asher, Eldon Brian
 Barnes, Derek Scott
 Goad, Rodney Paul
 Merritt, Gregory Alan
 Riggelman, Jennifer Louise
 Taylor, Trey A.
 Wrinn, Stephanie Lora
 Ziegler, Jed Robert

**Bachelor of Science in
Merchandising, Apparel &
Textiles**

Chaney, Christina Anne
Coleman, Carmeliya Clarice
Colucci, Melissa Anne
Frakes, Tracey Ann
Frantz, Cynthia Ann
Hall, Eleanor Virginia
Jain, Amit
Kaufman, Claire Allison
Loo, Ting Yoke
Meece, Jennifer Wayne
Nally, Kristie Lynn
Rhoads, Jennifer Ann
Roberson, Jeffrey Lewis
Roberts, Kathryn Alexandra
Robinson, Kristin Marie
Shaw, Darci Lynn
Tackett, Leesa Grea
Walton, Victoria Lynn

**College of Nursing
Dean: Carolyn A. Williams**

Bachelor of Science in Nursing

Cole, Russell Martin
Goff, Shirley H.
Krasnopolsky, Sandra Leigh
Lamp, Colleen Mary
McFarland, Tonya Ann
Mills, Katherine
Otter, Maria Mercedes
Pratt, Sandra Hoskins
Sloan, Thursa C. Sellards
Stone, Nancy Lee Neal
Wesley, Debbie Lynn Neal
Willis, Holly Michelle

**College of Social Work
Dean: S. Zafar Hasan**

Bachelor of Arts in Social Work

Ashworth, Julie Christine
Bass, Gene Andrew
Campbell, Kayla Monique
Chambers, Veronica Mae
Chan, Ching Fai
Comley, Patricia Ann
Cravens, Jennifer Lynn
Crockett, Kimberly Kaye Sewell
Davis, Deborah Lynn
Denning, Cassandra Jean
Dorroh, Jennifer Renee
Fitzpatrick, Kedra Lynn
Gnau, Kelli Ann
Green, Pauletta
Grubbs, Saprina Crystal
Haynes, Stephanie Lynn
Holman, Dawn Marie
Hughes, Anna Cole
Hyden, Shelley Becker
Jennette, Kimberly Suzanne

Jewell, Terra Venai
Johnson, Conrad Patrick
Jones, Barry Thomas
Jordan, Christie Lyn
Kuxhaus, David B.
Lynch, Margaret Elizabeth
McGinnis, Heather Rochelle
Miller, Ann Pickett
Morgan, Rachel Lynn
Pendygraft, Lori Suzanne
Powers, Charisie Shay
Prenatt, Kimberly Anne
Rainwater, Melissa Ann
Schornick, Sara Elizabeth
Schweer, Bryce Ann
Smith, Leon Ashford
Snardon, David Lawrence
Sweeney, Colleen Michelle
Taylor, Kathy Annette
Thompson, Amy Elizabeth
Weider, Flora Denise
Wiley, Lisa Renee
Wilks, Thomas Dean
Williams, Donita A.
Wyatt, Michael Randall, Jr.

PR 5B

Office of the President
December 12, 1995

Members, Board of Trustees:

APPOINTMENTS TO UNIVERSITY OF KENTUCKY
BUSINESS PARTNERSHIP FOUNDATION

Recommendation: that approval be given to the appointment of the following as members to the Board of Directors of the University of Kentucky Business Partnership Foundation for four-year terms beginning immediately and extending through the Fall 1999 Board meeting.

Appointments

Terry N. Coleman
Gary B. Knapp
Michael R. Whitley

Background: These appointees were unanimously recommended for membership appointment to the Board of Directors of the University of Kentucky Business Partnership Foundation at their November 10, 1995 meeting. The Articles of Incorporation of the University of Kentucky Business Partnership Foundation, as approved by the Board of Trustees at its meeting on August 25, 1981, require that these appointments be approved by the Board of Trustees.

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

PR 6A

Office of the President
December 12, 1995

Members, Board of Trustees:

AMENDMENT TO AGREEMENT BETWEEN UNIVERSITY OF KENTUCKY
AND KENTUCKY MEDICAL SERVICES FOUNDATION

Recommendation: that the Board approve the following amendment to the existing agreement between the Board of Trustees of the University of Kentucky and Kentucky Medical Services Foundation, Inc., which was approved by the Board of Trustees on June 13, 1995, having been negotiated pursuant to the "Board of Trustees Resolution Regarding Medical Practice Plan" adopted on June 20, 1978 and later amended.

Section 19. ADMINISTRATION OF DEPARTMENTAL FUNDS

A. Foundation, after making provision for (1) the costs of its administration and costs relating to billing and collection, (2) reimbursement of University expenses pursuant to Section 5 hereof, (3) the College of Medicine Academic Enrichment Fund pursuant to Section 8 hereof and (4) provision of professional liability insurance pursuant to Section 18 hereof, and (5) provision of payment of actual expenses incurred by it which are attendant to the production of clinical income and (6) such reserves as are reasonably determined by the Foundation's Board of Directors, and (7) other obligations which are agreed to by the Foundation and are made pursuant to any agreement with, at the written request of, or ratified in writing by the University of Kentucky, agrees that it will maintain its accounts in such a manner that income attributable to the professional clinical activities of each of the following departments or divisions shall be shown separately on books maintained by the Foundation from any other fund or funds held by said Foundation:

Anesthesiology
Clinical Program Units

Diagnostic Radiology
Emergency Medicine
Family Practice
Kentucky Clinic Frankfort
Kentucky Clinic Hazard
Kentucky Clinic Prestonsburg
Kentucky Clinic South
Internal Medicine
Neurology
Ob/Gyn
Ophthalmology
Pathology and Laboratory Medicine
Pediatrics
Preventive Medicine & Environmental Health
Psychiatry
Radiation Medicine
Physical Medicine and Rehabilitation
Surgery

Background: The Board action on June 20, 1978 provided that:

The president is authorized to negotiate and execute a contract subject to approval of the Board of Trustees, with an appropriately qualified organizational entity for carrying out necessary functions and assuming the responsibilities involved in the administration of income for professional services under the plan.

The existing agreement between the University and Kentucky Medical Services Foundation, Inc, which is attached, specifies that the Foundation keep separate accounts for the several departments and divisions identified in paragraph 19 of the contract. The planned extension of the provision of medical services by faculty of the College of Medicine into other medical practice/provider sites will necessitate a separate accounting of the revenues and expenses incurred at those sites, which sites will be denoted Clinical Program Units for purposes of the agreement.

Action taken: ☒ Approved ☐ Disapproved Other _____

THIS AGREEMENT made and entered into this 13th day of June, 1995 by and between the BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY, a statutory body corporate existing pursuant to Section 164.100 et seq. of the Kentucky Revised Statutes (hereinafter referred to as the University) and KENTUCKY MEDICAL SERVICES FOUNDATION, INC., a non-stock, non-profit corporation formed pursuant to Chapter 273 of the Kentucky Revised Statutes (hereinafter referred to as the Foundation).

WITNESSETH:

Section 1. RECITALS

A. Foundation is organized for the purposes stated in its Articles of Incorporation as a non-stock, non-profit corporation and will use and apply the whole or any part of its income and principal exclusively for charitable, scientific, or educational purposes at or for the benefit of, the University of Kentucky Medical Center.

B. University faculty in the clinical departments or units of the College of Medicine have heretofore executed agreements with Foundation, known as "Practice Agreements and Assignments" whereby said faculty have assigned to Foundation their professionally generated clinical income.

C. The recruitment and retention of the members of the medical faculty of the University will be improved by permitting the said members to supplement, by income from the practice of

medicine, the salaries provided by the University.

D. The University recognizes that the medical practice activities of its faculty members can be conducted in a more efficient and economical manner if those faculty members who produce income are permitted, through the medium of the Foundation, to exercise a larger voice in the expenditure of the funds so produced.

E. The University has heretofore established, a "geographic full-time medical service plan", the said geographic full-time plan having been adopted on June 20, 1978, as amended on March 3, 1980, September 15, 1981 and June 19, 1984; said action is hereby incorporated by reference as if set out in full herein.

F. The aforementioned action of University's Board of Trustees authorized the University's President to negotiate and execute a contract, subject to the approval of said Board, with an appropriately qualified entity for carrying out necessary functions and assuming the responsibilities involved in the administration of income for professional services under the plan.

NOW THEREFORE, the parties hereto agree as follows:

Section 2. DEFINITIONS

A. "The Plan" means the geographic full-time medical service plan for the University of Kentucky College of Medicine established by action of the Board of Trustees of said University dated June 20, 1978, as amended on March 3, 1980, September 15, 1981 and June 19, 1984.

B. "Clinical Income" means the following income attributable to members of the Plan: (1) all compensation, income and payments (direct or in kind and whether characterized as fees, retainers,

or otherwise) for professional services rendered or to be rendered, including, but not limited to those relating to the diagnosis, treatment or evaluation of patients or others and consultation, and (2) all payments whether direct or in kind (excluding actual travel costs) for providing advice, consultation, serving on boards or committees, overseeing, supervising or other participation with any person or entity involved with (a) health or medical care, (b) evaluation or care of patients, (c) drugs, (d) therapy of any kind, (e) accident or disease prevention, (f) health or medical care facilities, (g) programs involving health or medical care or (h) health or medical care of any other type, and (3) witness fees and payments relating to depositions, testimony or other evaluations in the capacity of a witness, and (4) all other income which relates to or would not exist but for the professional education, experience, or training of members of the Plan. The Dean has the authority to approve exceptions to clinical income and is required to document the nature of the exception and the reason. Provided, however, that nothing contained herein shall be deemed to include in the term "clinical income" any item excluded therefrom by paragraph II, B of the plan.

C. "Practice Agreements" means those documents, denominated Practice Agreements and Assignments heretofore executed by certain members of University's faculty, the University, and the Foundation.

D. "University" as used herein, whenever approvals or consents are necessary, shall mean the approval or consent of the President or his or her designee unless the President determines that approval by the Board of Trustees is necessary.

Section 3. NATURE OF THE AGREEMENT

Pursuant to Paragraph III, A. of the aforementioned action of University's Board of Trustees dated June 20, 1978, as amended on March 3, 1980, September 15, 1981 and June 19, 1984, University hereby recognizes Foundation as an "appropriately qualified organizational entity" as described therein for carrying out necessary functions and assuming the responsibilities involved in the administration of income for professional services under University's "geographic full-time medical services plan".

Section 4. BILLING AND COLLECTION

Foundation agrees that it will accept, pursuant to practice agreements, the assignment of all clinical income by participants in the plan and, in accordance with such assignment, agrees to bill the amount of duly established charges for professional services to parties determined to be responsible for payment of such charges.

Section 5. REIMBURSEMENT OF UNIVERSITY

A. In accord with paragraph II, D. 2 of the plan, the parties recognize that Foundation must reimburse University for actual expenses incurred by it which are attendant to the production of clinical income.

B. Foundation agrees to pay to University, as reimbursement for the expenses attendant to the production of clinical income, University's actual annual costs, as determined by clinical department or unit expenditures as reimbursement of personnel expenses and other current expenses, in direct support of the operation of the Kentucky Clinics.

Payments hereunder shall be in the following manner:

1. The University will submit statements of actual expenditures for each month by the 15th day of the succeeding month. KMSF will reimburse the University of Kentucky by the 22nd day of that month.

C. In addition to the above, Foundation agrees that it will reimburse University for all "plan income", as that term is defined in paragraph II, C., 2 of the plan paid to faculty by University.

Section 6. REIMBURSEMENT OF FOUNDATION

A. The parties recognize that University receives certain services from Foundation, for which it is due reimbursement as specified herein below.

B. University agrees to pay to Foundation on behalf of members of the Department of Diagnostic Radiology for the provision of x-ray interpretation services to the University student Health Service during the period July 1, 1995 - June 30, 1996 a sum not to exceed Twenty-One Thousand Seven Hundred Ninety-Five (\$21,795.00) Dollars.

C. University agrees to pay Foundation for provision of health services at Kentucky Clinic Prestonsburg by University Health Services an amount equal to \$1,000.00 per annum for each physician providing services at that site, payable in two (2) equal installments on July 15 and January

15 of each fiscal year.

D. University agrees to pay to Foundation on behalf of the clinical faculty members of the College of Medicine, for provision of specified physical examinations to certain University employees, a fee for each examination.

E. University agrees to pay Foundation on behalf of clinical faculty members of the Department of Pathology, for provision of pathology services to the University Health Service, a fee of \$6.00 per patient for pap smears, whether normal or abnormal, for the professional component. All other pathology professional services are to be reimbursed at 50% of the usual and customary fee for each service rendered.

F. University will make payment to Foundation quarterly, on the last calendar day of each quarter beginning September 30, 1995, for services as described in paragraph B and C hereinabove. University will make payment to Foundation monthly, on the last calendar day of each month beginning July 31, 1995, for services as described in paragraphs D and E.

Section 7. COST SETTLEMENTS

A. The parties recognize that the provision of medical services in the current competitive environment may at times require a joint effort on the part of the University and University Hospital and the Foundation in the formation of new delivery systems. These efforts may at times require the sharing of cost between the parties. Formulas for the sharing will be developed and mutually agreed to by the parties, which may result in payment by the University to the Foundation, or by the Foundation to the University.

Examples of such joint efforts include but are not limited to:

1. Discounts to University of Kentucky employees and their dependents as part of the University of Kentucky Health Plan.
2. The operation of the UK Health Care Plans.
3. The operation of certain marketing efforts.
4. Payment to the Fund for Advancement of Education and Research for the Medical Center for services rendered to clinical departments or units of the College of Medicine by members of practice plans of the Colleges of Allied Health, Nursing or Pharmacy.

B. The parties also agree that data exchanges between the computer systems, regardless of mode, of the University and the Foundation will be payable at cost by the receiving party, or offset by an exchange of data deemed by both parties to be payment-in-kind.

C. Foundation may, on behalf of the members of the clinical departments of the College of Medicine, acquire real and/or personal property to be utilized in the production of clinical income resulting from teaching, research and service functions performed by the members of the clinical departments. Acquisition of said real and/or personal property must be authorized by the Board of Directors of Foundation.

Section 8. ACADEMIC ENRICHMENT FUND

A. Consonant with Section II, D. 3 of the plan adopted by University's Board of Trustees on June 20, 1978, as amended on March 3, 1980, September 15, 1981 and June 19, 1984, Foundation agrees that it will pay to The Fund for Advancement of Education and Research in the University of

Kentucky Medical Center (hereinafter Fund), an amount equal to one and one-half (1.5%) percent of the actual clinical income collected by said Foundation. The Fund will deposit said payments in an account maintained for the purpose of providing an academic enrichment fund to be used by the Dean of the College of Medicine in support of the programs of said College and for related purposes. Amounts due hereunder will be computed by Foundation on a monthly basis as income is received and remitted to the Fund within twenty-five (25) days after the close of each monthly accounting period.

B. Foundation further agrees that it will deposit, in an account maintained by Foundation, on the same basis as provided in subsection A. hereinabove, an additional amount equal to three and one-half (3.5%) percent of the actual clinical income collected by said Foundation, said funds to be used by the Dean of the College of Medicine for the enrichment of the programs of the College and for related purposes in his sole discretion.

Section 9. PARTICULAR COVENANTS OF THE FOUNDATION

A. Foundation's Articles of Incorporation, as filed with the Secretary of State of the Commonwealth of Kentucky on June 19, 1978, as amended have been inspected by the University as a condition precedent to University's entry into this agreement. Foundation covenants that it will not, absent the written agreement of the University, amend or otherwise alter said Articles or adopt any by-law or other operating practice which would effectively alter the character of said Foundation.

B. Foundation covenants it will not engage in the practice of medicine, nor will it without the written consent of the University solicit, administer, receive, perform, or accept any gift, grant,

devise, bequest, contract or other arrangement with or from any governmental unit, entity, or subdivision or any person, corporation, partnership, association or other entity whatsoever except as specifically permitted herein or as necessary for normal business operations. Provided, however, that nothing contained herein shall be construed to prohibit the Foundation (subject to the approval of the Dean of the College of Medicine) from negotiating and executing contracts providing exclusively for professional services by faculty who have executed practice agreements.

C. Foundation covenants that it will not without the written consent of the University merge with any other corporation or convey all or substantially all of its assets to any other corporation, partnership, or other entity except as specifically provided herein and that, in the event of its dissolution its Board of Directors shall cause its assets to be applied and distributed as follows: (a) all liabilities and obligations of the corporation shall be paid, satisfied and discharged, or adequate provisions shall be made therefore; (b) assets held by the corporation upon a condition which occurs by reason of the dissolution, shall be returned, transferred or conveyed in accordance with such requirements; and (c) all of the remaining assets of the corporation shall be transferred or conveyed to the Board of Trustees of the University of Kentucky, or its successor, to be used for medical education and research, if said University or its successor, shall qualify as a public corporation and an instrumentality of the State of Kentucky or as an exempt organization under Section 501(c) (3) of the Internal Revenue Code of 1954, as amended; and if said University or its successor shall not so qualify, then to some other organization or organizations organized and operated exclusively for charitable, educational, or scientific purposes in the field of medicine as shall at the time qualify as an exempt organization or organizations under Section 501(c) (3) of the Internal Revenue Code of 1954, as amended.

Section 10. MEMBERSHIP AND BENEFITS

A. University agrees that it will assist the Foundation to enforce the terms of the practice agreements entered into by members of University's clinical departments of its College of Medicine by requiring adherence to said agreements as a condition of continued employment as a member of University's faculty.

B. University agrees that it will require, as a condition of employment as a member of University's faculty in a clinical department or unit that new members of its faculty execute said practice agreement in form identical to said agreements heretofore executed or as the form of same may be modified by mutual agreement of the parties hereto from time to time.

C. Foundation agrees that it will not, absent the written consent of University, bill for, collect or administer any item of income for any person or entity not holding membership in the plan, nor will it permit persons not members of the plan to serve as voting members on its Board of Directors, nor will it provide any benefit or other thing of value to any person or entity not a member of the plan except for (1) termination benefits to former members as provided by action of Foundation's Board of Directors, (2) incidental benefits indirectly accruing to employees of the Medical Center by virtue of Foundation's activities, (3) students and House Staff of University, (4) payment to nurses incident to their recruitment to the University Medical Center, (5) education and technical training costs of persons involved in patient care activities (6) education and technical training costs of persons indirectly involved in patient care activities if approved on a case by case basis by the Dean of the College of Medicine or the Chancellor for the Medical Center, or (7) to persons who engage the services of the Foundation pursuant to the provisions of Section 22.

Additional Activities, or (8) to persons whose employment is authorized by Section 11.B., or (9) payments in the ordinary course of its business.

D. In order to provide University of Kentucky Health Plan patients with a unified bill, Foundation is authorized to bill and collect the following items: clinic Pharmacy charges, patient deductible and non-covered items, fees generated by the faculty in the clinical practice plans of the colleges in the Medical Center and Oral Surgery fees. The collection and billing shall be in accord with that certain contract entered into between the University and the Foundation.

E. In certain contractual relationships for the provisions of patient care services it may be necessary or advantageous to present a unified billing, incorporating charges from a University patient care organizational entity(ies) and Foundation members. In such cases, the Foundation is authorized to bill and collect on behalf of the University patient care organizational entity(ies) provided a proposed unified billing arrangement has been developed and agreed to by the parties and has been reviewed by University legal counsel.

Examples of such unified billing include but are not limited to:

1. Charges for hospital and physician services under the terms of an agreement with Humana or Healthwise Health Care Plans for the provision of kidney transplantation services.
2. Hourly charges for physician, dental, and nursing services rendered at the Family Care Center under the terms of an agreement with the Lexington-Fayette Urban County Department of Social Services.
3. University of Kentucky Health Care Plans.

F. Foundation shall assume responsibility for the costs of drugs and supplies to be used in

the patient care programs in the clinics and is hereby authorized to bill, collect, and deposit in foundation accounts revenue from these non ancillary items.

G. Foundation agrees that it will strictly enforce the terms of its practice agreements, report promptly to University in the event any individual fails or refuses to abide thereby and join with University in any appropriate action, in law or equity, necessary to secure compliance therewith.

Section 11. PERSONNEL

The parties recognize that the Foundation must employ various individuals to carry out its functions hereunder; however, the parties also recognize, and hereby declare their intention to adhere to, those provisions of the plan adopted by University's Board of Trustees on June 20, 1978, as amended on June 19, 1984, particularly those portions which provide that University must retain responsibility and authority for the appointment of faculty and house staff, the determination of institutional staffing patterns and the maintenance of balance among programs and their component activities.

Accordingly, with respect to employment of personnel by Foundation, the parties agree as follows:

A. Foundation staff

The Foundation may employ an executive director and such assistants, including secretarial and clerical personnel as may be determined by its Board of Directors to be necessary or appropriate to permit said Foundation to bill and collect professional fee income, to administer its funds in accord

with the terms of the geographic full-time plan, and to fulfill any other authorized activities of Foundation.

The Foundation is authorized to house computer equipment as may be required to communicate with its central computer and house sufficient employees in the Kentucky Clinic Buildings for the purpose of providing billing and financial information to patients of University physicians who are members of the plan and other activities as mutually agreed. In addition, Foundation is also authorized to utilize designated storage space in the basement of the Kentucky Clinic Building for information necessary to the billing function.

B. Other personnel

During the term of this contract Foundation agrees that it will not have any employees other than the employees authorized in Section 11. A. to perform services in University's patient care or college programs. Provided, however, that this provision shall not be construed to prohibit specific agreements between the parties whereby Foundation will employ personnel for service duties which generate income, provided, however, that such professionals may be employed only upon the recommendation and approval of the Dean of the College of Medicine and approval of same by the Chancellor for the Medical Center, with payment of salary and related costs to be from income produced by such professional activity.

C. Equal opportunity-affirmative action

Foundation agrees that it will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, handicap or disability . The Foundation agrees that it will take affirmative action to ensure that applicants are employed and employees are treated during employment, without regard to their race, color, religion, sex, national

origin, age, handicap, or disability. Such action shall include, but not be limited to the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising; layoff or termination; rates of pay or other compensation; and selection for training. The Foundation agrees that it will, in all solicitations or advertisements for employees, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, handicap, or disability. The Foundation agrees that it will indemnify and save harmless the University, the Board of Trustees of the University including the individual members thereof, officers, agents and employees of the University by reason of any action by law or equity or by reason of any administrative proceeding initiated by any person arising out of any such employment action or practice of Foundation, including the payment of attorney fees and other costs of such action or proceeding.

Section 12. USE OF UNIVERSITY FACILITIES

The parties recognize that paragraphs III, B. 4, b, d, g and i of the "geographic full-time plan" adopted by University's Board of Trustees on June 20, 1978, as amended on March 3, 1980, September 15, 1981 and June 19, 1984, require that institutional control be maintained with respect to direction and supervision of institutional activities and programs, assignment and use of space in institutional facilities, determination of goals, objectives and priorities and the maintenance of balance among programs and their component activities.

Accordingly, Foundation and University agree that University will provide space within the University Hospital, Kentucky Clinic and other space officially designated for the conduct of the

patient care operations.

With respect to any other facilities which University may from time to time provide to Foundation, Foundation shall be deemed a licensee without any property right whatsoever in said premises or facilities and shall, upon demand of University, vacate same.

Section 13. MEDICAL RECORDS

The parties agree that all medical records relating to the care of patients in University facilities or as a part of University programs, are and shall remain the property of University and that Foundation has no right or property interest therein. Provided, however, that nothing herein shall be construed to limit access to said records by members of University's faculty, staff, and students pursuant to existing University procedures. Provided, further, that University agrees to provide or make available to Foundation such information and data from patient records and program data maintained by university as may be necessary for Foundation to perform its billing and collection functions herein provided, including such information and data as may be necessary to meet the requirements of third-party or other payors as the basis for payment for services.

Section 14. INSPECTION AND AUDIT

A. Foundation agrees that, in accord with paragraph II, B. 1, of the action of University's Board of Trustees dated June 20, 1978, as amended on June 19, 1984, its books, records and accounts are open at all reasonable times to inspection and audit by appropriately

designated University representatives.

B. The parties agree that the University's Internal Auditors may conduct an audit of Foundation's operations and accounts for the period ending June 30, 1995 and such other audits, including audits to determine compliance with this agreement, the terms of the action of University's Board of Trustees on June 20, 1978, as amended on June 19, 1984, and the terms of the departmental agreements referred to in Section 20 hereof, as may be deemed necessary or advisable by the University of Kentucky Controller and Treasurer, and that Foundation's agents and employees will cooperate to the fullest extent possible with University's auditors designated to conduct same. Further, the parties agree that a firm of Certified Public Accountants, mutually agreeable to the parties, will be employed by the Foundation to perform an independent audit of the Foundation's books, records and accounts for the year ended June 30, 1995.

C. The Parties agree that Foundation will be furnished information by University sufficient for Foundation to verify the nature and detail of expenditure of funds paid to University under the provisions of Section 5. B hereinabove.

Foundation agrees that it will furnish to University the following reports.

Annually

Audited Financial Statements to include:

Opinion of Independent Certified Public Accountants

Balance Sheet

Statement of Changes in Fund Balances

Statement of Current Revenues and Expenditures

Supplementary Schedules

Quarterly

Financial Statements to include:

Balance Sheet

Statement of Operations

Gross Billings

Collections

Financial Allowances

Bad Debts

Aging Trial Balance of Accounts Receivable by:

Patient liability

Third party payor

Reports of Delinquent Account Activity upon written request of University Treasurer to include:

Referrals

Collections

Section 15. DEFAULT

A. In the event of any failure of Foundation to pay any sum due to University hereunder within thirty (30) days after written notice of such default shall have been mailed to Foundation, or any failure to perform any other of the terms, conditions or covenants of this agreement to be observed or performed by Foundation for more than thirty (30) days after written notice of such

default shall have been mailed to Foundation, or if Foundation shall become bankrupt or insolvent, or file any debtor proceedings, or take or have taken against Foundation in any court pursuant to any statute either of the United States or of any State a petition in bankruptcy or insolvency or for reorganization or for the appointment of a receiver or trustee of all or a portion of Foundation's property, or if Foundation makes an assignment for the benefit of creditors, or petitions for or enters into an arrangement therewith, then University may terminate this agreement. Provided however, that should any default occur which cannot reasonably be corrected within such thirty (30) day period then Foundation shall have such additional time to correct said default as may be reasonably necessary if Foundation promptly initiates, and expeditiously carries out, appropriate action to correct such default.

B. University may at its election terminate this agreement with respect to any department without termination of the entire agreement for the same reasons and in the same manner as provided hereinabove.

Section 16. PROFESSIONAL LIABILITY

Nothing contained herein shall be construed to provide that any member of University's clinical faculty, house staff or student is acting as an agent of Foundation when providing care to patients in University facilities or as a part of an approved University program. University agrees that, when so acting, said faculty, house staff and students shall be considered agents of said University and that payment of claims or judgments may be made on their behalf from the fund provided pursuant to KRS 164.941 or other University funds.

Section 17. MANAGEMENT AND INVESTMENT POLICIES

A. The parties recognize and agree that the reimbursement of University costs incurred attendant to the production of clinical income and the provision of a sum equal to ten (10%) percent (which sum is inclusive of the (5%) five percent described in Sections 8A. and B.) of Foundation's gross clinical income received for the purpose of providing an academic enrichment fund for University's College of Medicine constitute the second and third charges, respectively, upon Foundation's gross income, the first charge being Foundation's ordinary and necessary expenses incurred for costs of administration and in billing and collecting said income and providing for the central administration of Foundation.

B. Foundation agrees that funds deposited in a separate account pursuant to Section 8, paragraph B, Academic Enrichment Fund and the separate account pursuant to its contribution for self-insurance identified in Section 18, paragraph B shall be invested only in the following: (1) direct obligations of the United States Treasury; (2) other appropriate securities issued by federal agencies (including the Federal National Mortgage Association, the Export Import Bank, Federal Intermediate Credit Bank, Federal Home Loan Banks, Federal Land Banks); and (3) certificates of deposit collateralized by direct obligations of the federal government, federal agency obligations which qualify for direct investment under this recommendation, general obligations of the Commonwealth of Kentucky or obligations of the University of Kentucky.

Foundation shall be entitled to the investment income derived from said account, provided however investment income derived from balances attributed to the academic enrichment fund

identified in subparagraph A. and Section 8, paragraph B. hereinabove shall be credited to said account.

Section 18. PROVISION OF PROFESSIONAL LIABILITY INSURANCE

A. Under the restructured professional liability insurance program of total self insurance, Foundation agrees that it will pay the University, as reimbursement, for its portion (52.64%) of the costs of the following: (i) payments required pursuant to KRS 164.941 in one (1) lump sum payment within five (5) working days of receipt of amount due, and (ii) costs of claims administration in twelve (12) equal installments the first said installment being due and payable on July 31, 1995 and monthly thereafter until June 30, 1996.

B. In addition, Foundation has agreed that between July 1, 1995 and June 30, 1996, it will cause to be deposited in a separate account within the Foundation the sum of 52.64% of the additional contributions for self insurance, said account together with interest accruing thereto to be held solely for the purpose of payment of legal fees, settlements, judgments arising for liabilities defined in KRS 164.941 (3) and for lump sum payments referenced in previous paragraph 18A. No monies in said account shall be expended for any other purpose than as provided in this Section without the written agreement of University, nor shall such monies be encumbered, pledged or otherwise hypothecated. The monies in said account shall be invested only as provided in Section 17 hereof. Payment to the separate account may be in equal installments, provided that the full 52.64% shall be deposited by June 30, 1996.

C. In sum, Foundation agrees to pay in both assessments and contributions 52.64% of the total program costs of 1995-96 as determined by KRS 164.941 and the Malpractice Risk Management Committee.

Section 19. ADMINISTRATION OF DEPARTMENTAL FUNDS

A. Foundation, after making provision for (1) the costs of its administration and costs relating to billing and collection, (2) reimbursement of University expenses pursuant to Section 5 hereof, (3) the College of Medicine Academic Enrichment Fund pursuant to Section 8 hereof and (4) provision of professional liability insurance pursuant to Section 18 hereof, and (5) provision of payment of actual expenses incurred by it which are attendant to the production of clinical income, and (6) such reserves as are reasonably determined by the Foundation's Board of Directors, and (7) other obligations which are agreed to by the Foundation and are made pursuant to any agreement with, at the written request of, or ratified in writing by the University of Kentucky, agrees that it will maintain its accounts in such a manner that income attributable to the professional clinical activities of each of the following departments or divisions shall be shown separately on books maintained by the Foundation from any other fund or funds held by said Foundation:

Anesthesiology
Diagnostic Radiology
Emergency Medicine
Family Practice
Kentucky Clinic Frankfort
Kentucky Clinic Hazard

Kentucky Clinic Prestonsburg
Kentucky Clinic South
Internal Medicine
Neurology
Ob/Gyn
Ophthalmology
Pathology and Laboratory Medicine
Pediatrics
Preventive Medicine & Environmental Health
Psychiatry
Radiation Medicine
Physical Medicine and Rehabilitation
Surgery

B. Thereafter, Foundation agrees that it will expend the funds maintained by it in the aforementioned accounts only in accord with the departmental or divisional agreement relating to each department or division. Said departmental agreements are recognized as a material portion of this agreement. Therefore the parties agree that University shall retain custody of all funds accruing to the account of departments for which an approved departmental agreement has not been executed. Said departmental or divisional agreements may be amended from time to time, as provided in said agreements, with the approval of the Dean of the College of Medicine.

Section 20. NOTICES

All notices, demands and requests hereunder shall be in writing and shall be given by United States Registered or Certified Mail or by messenger delivery, in the case of University to:

Vice Chancellor for Clinical Professional Services

MN-150

University Medical Center

800 Rose Street

Lexington, Kentucky 40536-0084

In the case of Foundation to:

Kentucky Medical Services Foundation, Inc.

729 South Limestone

Lexington, Kentucky 40508

Each party may from time to time change its address for purposes of notice by giving to the other party notice of such change of address. Any notice, demand or request given by United States Registered or Certified Mail, as provided herein, shall be deemed served on the date it is deposited in the United States mails properly addressed and with postage fully prepaid.

Section 21. RECORDS ACCESS

Pursuant to Public Law 96-499, Section 952, the Foundation agrees to make available upon written request from the Secretary of Health and Human Resources, the Comptroller General, or the Department of Human Services of the State of Kentucky or any of their duly authorized representatives, access to this contract and all other service agreements written or oral entered into or renewed since December 5, 1980, and access to books, documents, and records necessary to verify costs of services provided by such arrangements exceeding \$10,000 in a 12-month period. Access will be permitted until four years have expired after completion of services furnished, and in accordance with the applicable federal regulations.

If the Foundation carries out any of the duties under this contract through a sub-contract with a related organization, with a value or cost of \$10,000 or more over a 12-month period, such sub-contract shall contain a clause to the effect that until the expiration of four years after the furnishing of such services pursuant to the sub-contract, the related organization shall make available, upon written request from the Secretary or Comptroller General, or any of their duly authorized representatives, the sub-contract, books, documents and records of such organization that are necessary to verify the nature and extent of such costs.

Section 22. ADDITIONAL ACTIVITIES

The University recognizes that in the changing health care delivery environment, the future condition of the University of Kentucky Medical Center and the University of Kentucky College of

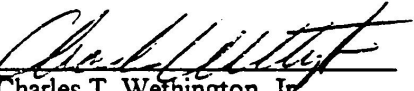
Medicine will depend on adjusting to those changes. The Foundation recognizes that it can assist the University to make these adjustments and that it should do so when such assistance can be provided without having a material negative impact on the Foundation's primary duty to bill and collect on behalf of its members. Thus, subject only to the limitation that the Foundation not engage in the practice of medicine or duplicate other activities of the University of Kentucky Medical Center, the Foundation with the prior written approval of the University shall be entitled and is authorized to engage in and pay for the expenses of business activities of any and/or all types, (directly or indirectly, as an owner, investor or through a wholly or partly owned subsidiary, pursuant to a contract and/or joint venture and/or in any other manner) including but not limited to the provision of administrative services, a Management Services Organization (MSO), and other services to individuals and entities within and/or outside the Plan. It is also authorized with prior written approval of the University to incur obligations in connection therewith, as contemplated by or authorized pursuant to this Agreement. The University shall determine whether duplication of activities exists and a means for resolution of same.

Section 23. TERM

The term of this agreement shall begin on July 1, 1995 and end on June 30, 1996.

IN WITNESS WHEREOF, the parties hereto have executed this agreement, pursuant to proper authorization of their respective governing boards, as of the day and year first above written.

BOARD OF TRUSTEES OF
THE UNIVERSITY OF KENTUCKY

BY: 
Charles T. Wethington, Jr.
President
University of Kentucky

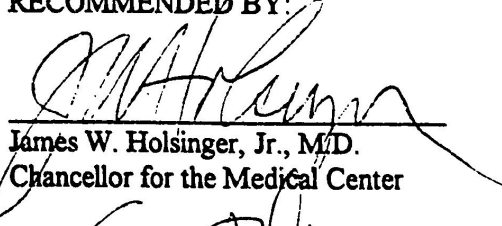
ATTEST: _____

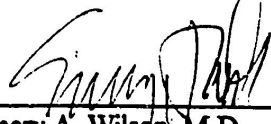
KENTUCKY MEDICAL SERVICES
FOUNDATION, INC.

BY: 
President

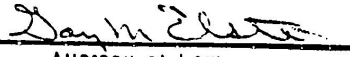
ATTEST: _____

RECOMMENDED BY:


James W. Holsinger, Jr., M.D.
Chancellor for the Medical Center


Emery A. Wilson, M.D.
Vice Chancellor for Clinical Professional Services

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

By: 
Attorney at Law

PR 6B

Office of the President
December 12, 1995

Members, Board of Trustees:

NEW MULTIDISCIPLINARY CENTER

Recommendation: that the Board of Trustees approve the establishment of the Kentucky Injury Prevention and Research Center.

Background: In June 1994, the Kentucky Cabinet for Human Resources authorized the Kentucky Prevention and Research Center (KIPRC) to serve as an extension of the Department of Health Services and to be located within the University of Kentucky. "Working group" status in the University was approved by the Administration until university center status was considered for approval by the President and the Board of Trustees.

The overall mission of the center is to implement injury prevention and control programs and to enhance and expand research, education, and training in injury prevention. Faculty from different academic departments in three colleges in the Medical Center would participate in the center. The Director of the Center would report to the Chancellor of the Medical Center. Initial funding would derive from contracts with the Department for Health Services. Because injury is now recognized as a major health problem in the United States, substantial sums of money are competitively available for injury prevention programs. At present there are three federally funded injury surveillance grants for FY 95 with a combined value of about \$400,000. The criteria for establishing a center are in accordance with the recently approved University Administrative Regulations.

Action taken:



Approved

☐ Disapproved

☐ Other

FCR 1

Office of the President
December 12, 1995

Members, Board of Trustees:

ACCEPTANCE OF INTERIM FINANCIAL REPORT FOR THE
UNIVERSITY OF KENTUCKY FOR THE FOUR MONTHS ENDED
OCTOBER 31, 1995

Recommendation: that the Board of Trustees accept the University of Kentucky consolidated financial report for the four months ended October 31, 1995.

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

As of October 31, 1995, the University had realized income of \$448,194,000 representing 44% of the 1995-96 estimate of \$1,028,544,000. Expenditures and commitments total \$363,184,000 or 35% of the approved budget of \$1,028,544,000.

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

CONSOLIDATED BALANCE SHEET
UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS
OCTOBER 31, 1995
with comparative totals for October 31, 1994
(in thousands)

	1995-96					1994-95	
	Current Unrestricted Funds	Current Restricted Funds	Loan Funds	Endowment Funds	Plant Funds	Totals	Totals
ASSETS							
Cash and cash equivalents	\$ 140,387	\$ 64,495	\$ 1,633	\$ 436	\$ 152,583	\$ 359,534	\$ 303,528
Notes, loans, and A/R (less bad debt allowances of \$11,616)	94,176	16,779	19,990	766	2,584	134,295	117,009
Investments	9,867	18,258		130,823	102,791	261,739	212,354
Property, plant, and equipment					1,205,935	1,205,935	1,143,854
Inventories and other	14,516	78				14,594	13,568
Total Assets	\$ 258,946	\$ 99,610	\$ 21,623	\$ 132,025	\$ 1,463,893	\$ 1,976,097	\$ 1,790,313
LIABILITIES AND FUND BALANCES							
Liabilities							
Accounts payable	\$ 28,167	\$ 3,994	\$ 253		\$ 322	\$ 32,736	\$ 29,363
Employee withholdings and deposits		16,172				16,172	10,288
Other liabilities	2,351	519			5,419	8,289	7,770
Liability for self insurance	34,278					34,278	28,891
Deferred income	8,610	11,306				19,916	18,482
Bonds payable					348,314	348,314	312,931
Capitalized lease obligation					37,342	37,342	35,792
Net deferred revenues and appropriated fund balances	92,947	2,394				95,341	84,249
Total Liabilities	166,353	34,385	253		391,397	592,388	527,766
Interfund Balances	(26,267)	31,418			(5,151)		
Fund Balances							
Current unrestricted							
Working capital	103,356					103,356	88,731
Future operating purposes	9,374					9,374	7,894
Other	6,130					6,130	7,487
Current restricted		33,807				33,807	28,659
Loan			21,370			21,370	20,622
True endowments				\$ 74,387		74,387	66,276
Term endowments				7,539		7,539	6,179
Quasi endowments				50,099		50,099	43,815
Plant							
Retirement of indebtedness					46,374	46,374	45,643
Renewal and replacement					87,956	87,956	71,173
Allocated for designated projects					89,405	89,405	85,275
Net investment in plant					853,912	853,912	790,793
Total Fund Balances	118,860	33,807	21,370	132,025	1,077,647	1,383,709	1,262,547
Total Liabilities and Fund Balances	\$ 258,946	\$ 99,610	\$ 21,623	\$ 132,025	\$ 1,463,893	\$ 1,976,097	\$ 1,790,313

CONSOLIDATED STATEMENT OF CURRENT FUNDS REVENUES AND APPROPRIATED FUND BALANCES
UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS
FOR THE FOUR MONTHS ENDED OCTOBER 31, 1995
with comparative totals for October 31, 1994
(in thousands)

	(A)	(B)	(C)	(D)	(E)	(F)
	1995-96				1994-95	
	<u>Original Budget</u>	<u>Revised Budget</u>	<u>Realized To Date</u>	<u>%</u>	<u>Realized To Date</u>	<u>%</u>
General Fund						
(1) State appropriations	\$ 330,338	\$ 330,338	\$ 165,031	50	\$ 159,924	50
(2) Student fees	124,407	124,407	63,384	51	61,969	51
(3) Federal appropriations	15,241	15,241	4,633	30	4,838	32
(4) County appropriations	5,823	5,823	1,460	25	1,199	21
(5) Endowment income	802	802	197	25	179	23
(6) Investment income	8,287	8,287	3,790	46	2,985	49
Gifts and grants						
(7) Affiliated corporations	8,764	9,790	2,297	23	2,405	24
(8) Other	5,207	5,435	907	17	1,042	20
(9) Sales and services	29,406	29,420	8,571	29	7,810	29
(10) Fund balance	<u>14,542</u>	<u>14,542</u>	<u>14,542</u>	100	<u>9,140</u>	100
(11) Total General Fund	542,817	544,085	264,812	49	251,491	48
(12) Auxiliary Enterprises	38,564	38,803	15,703	40	14,594	39
(13) Restricted Funds	77,100	80,534	24,601	31	25,005	33
(14) Affiliated Corporations	123,993	124,168	42,449	34	39,333	33
Hospital						
(15) Revenues	211,354	225,354	85,029	38	72,628	38
(16) Fund balance	<u>15,600</u>	<u>15,600</u>	<u>15,600</u>			
Total Revenues and						
(17) Appropriated Fund Balances	<u>\$ 993,828</u>	<u>\$ 1,028,544</u>	<u>\$ 448,194</u>	44	<u>\$ 403,051</u>	43

CONSOLIDATED STATEMENT OF CURRENT FUNDS EXPENDITURE SUMMARY BY PROGRAM - ALL FUNDS
UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS
FOR THE FOUR MONTHS ENDED OCTOBER 31, 1995
with comparative totals for October 31, 1994
(in thousands)

	(A)	(B)	(C)	(D)	(E)	(F)
	1995-96			1994-95		
	Original Budget	Revised Budget	Expended/ Encumbered To Date	%	Expended/ Encumbered To Date	%
(1) Instruction	\$ 242,379	\$ 238,616	\$ 75,763	32	\$ 72,994	31
(2) Research	120,948	122,772	39,728	32	38,111	33
(3) Public service	87,196	87,522	32,625	37	28,995	36
(4) Academic support	63,141	64,369	21,630	34	21,439	33
(5) Student services	24,147	25,255	8,581	34	7,660	34
(6) Institutional support	44,099	46,413	12,914	28	14,311	33
(7) Student financial aid	59,660	59,900	23,339	39	22,689	40
(8) Operation and maintenance	45,893	47,494	15,434	32	13,357	31
(9) Mandatory transfers (debt service)	32,809	32,809	32,623	99	31,543	99
(10) Hospital	211,759	241,359	77,077	32	57,935	31
(11) Auxiliary enterprises	61,795	62,035	23,470	38	21,618	37
(12) Total Expenditure by Program	\$ 993,828	\$ 1,028,544	\$ 363,184	35	\$ 330,652	35

EXPENDITURE SUMMARY BY CATEGORY OF EXPENDITURE
UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS
FOR THE FOUR MONTHS ENDED OCTOBER 31, 1995
with comparative totals for October 31, 1994
(in thousands)

	(A)	(B)	(C)	(D)	(E)	(F)
	1995-96			1994-95		
	Original Budget	Revised Budget	Expended/ Encumbered To Date	%	Expended/ Encumbered To Date	%
(13) Personnel costs	\$ 554,941	\$ 555,674	\$ 183,676	33	\$ 170,263	32
(14) Operating expenses	352,272	357,665	110,892	31	108,912	33
(15) Mandatory transfers (debt service)	41,382	41,382	36,061	87	33,530	90
(16) Capital outlay	45,233	73,823	32,555	44	17,947	46
(17) Total Expenditure by Category	\$ 993,828	\$ 1,028,544	\$ 363,184	35	\$ 330,652	35

CONSOLIDATED SUMMARY OF NET DEFERRED REVENUES AND APPROPRIATED FUND BALANCES
UNIVERSITY OF KENTUCKY AND AFFILIATED CORPORATIONS
FOR THE FOUR MONTHS ENDED OCTOBER 31, 1995
with comparative totals for October 31, 1994
(in thousands)

	(A)	(B)	(C)
	1995-96		1994-95
(1) Realized Revenues		\$ 418,052	\$ 393,911
Appropriated Fund Balances			
(2) Current Unrestricted Fund	\$ 14,542		9,140
(3) University Hospital	<u>15,600</u>		
(4) Total Appropriated Fund Balances		<u>30,142</u>	<u>9,140</u>
(5) Total Revenues and Appropriated Fund Balances		448,194	403,051
(6) Expenditures/Encumbrances	363,184		330,652
(7) Less: Reserve for Encumbrances	<u>(8,675)</u>		<u>(9,267)</u>
(8) Total Expenditures		<u>354,509</u>	<u>321,385</u>
(9) Excess/(Deficit) Restricted Receipts Over Transfers to Revenues		<u>1,656</u>	<u>2,583</u>
(10) Net Deferred Revenues and Appropriated Fund Balances		<u>\$ 95,341</u>	<u>\$ 84,249</u>

FCR 2

Office of the President
December 12, 1995

Members, Board of Trustees:

REPORT OF LEASE

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

A new lease between the University of Kentucky (Department of Psychiatry) and the City of Covington, 638 Madison Avenue, Covington, Kentucky, for property located at 636 Madison Avenue, Covington, Kentucky, effective December 12, 1995 through June 30, 1996, for the use of 720 square feet of office space, at an annual rate of \$7,560.00, be accepted and made a matter of record.

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

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

FCR 3

Office of the President
December 12, 1995

Members, Board of Trustees:

APPROVAL OF LEASE

Recommendation: that the Assistant to the President for Fiscal Affairs be authorized to negotiate and execute the following:

The renewal of a lease between the University of Kentucky (Hazard Community College) and the Hazard Independent College Foundation, P. O. Box 1052, Hazard, Kentucky, for property located in the old Hazard Post Office Bldg., Main Street, Hazard, Kentucky, effective January 1, 1996 through June 30, 1996, for the use of 13,240 square feet of office/classroom space, at an annual rate of \$75,130.00.

Background: FCR 5, dated October 5, 1985, authorized the President or his designated representative to enter into leases and easements not exceeding \$30,000 in value and required that all leases in excess of \$30,000 be approved by the Board of Trustees.

Action taken:

☒ Approved

☐ Disapproved

☐ Other

REVISED

FCR 4

Office of the President
December 12, 1995

Members, Board of Trustees:

PATENT ASSIGNMENT
RESEARCH AND GRADUATE STUDIES

Recommendation: that the Board authorize the President to execute an assignment on behalf of the Board of Trustees to the University of Kentucky Research Foundation the following Letters Patent of the United States and the invention represented thereby: Kenneth B. Ain, Serial No. 08/531,025, filed September 20, 1995.

Background: Kenneth B. Ain has invented certain improvements in METHOD FOR ELIMINATION OF INTERFERENCE OF HUMAN AUTOANTIBODIES IN THE PERFORMANCE OF ASSAYS FOR ENDOGENOUS ANALYTES. He has assigned his rights to the invention to the University of Kentucky. In accord with usual practice, it is recommended that the University assign the patent to the University of Kentucky Research Foundation.

Action taken:

☒ Approved

☐ Disapproved

☐ Other

A S S I G N M E N T

WHEREAS BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY is the sole and exclusive owner, by virtue of the assignment executed on September 6, 1995 and filed for recordation in the U.S. Patent and Trademark Office on September 20, 1995, of the following application for Letters Patent of the United States and the invention represented thereby:

Serial No.: 08/531,025
Filed: September 20, 1995
Inventor: Kenneth B. Ain
Entitled: METHOD FOR ELIMINATION OF INTERFERENCE OF HUMAN
AUTOANTIBODIES IN THE PERFORMANCE OF ASSAYS FOR
ENDOGENOUS ANALYTES

WHEREAS, UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION, a corporation organized and existing under the laws of the Commonwealth of Kentucky, and having a place of business in Lexington, Kentucky is desirous of acquiring the entire right, title and interest in and to said invention and in and to the aforesaid application and invention thereof, and in, to and under any and all Letters Patent which may be granted on or as a result thereof in any and all countries;

NOW, THEREFORE, for and in consideration of the sum of One Dollar (\$1.00) and other good and valuable consideration, the receipt of which is hereby acknowledged, the said BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY sells, assigns, transfers and sets over to said UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION the entire right, title and interest in and to the aforesaid application and invention thereof, and in, to and under any and all Letters Patent which may be granted on or as a result thereof in any and all countries, including all foreign rights and priority rights, the same to be held and enjoyed by said UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION, its successors, assigns and legal representatives, to the full end of the term or terms for which said Letters Patent may be granted, reissued, or extended as fully as the same would have been held and enjoyed by said BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY had this assignment, sale or transfer not been made; and said BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY hereby authorizes and requests the Commissioner of Patents of the United States and any official of any country or countries foreign to the United States whose duty it is to issue patents on applications as aforesaid to issue to said UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION, as assignee of the entire right, title and interest in any and all Letters Patent of the United States which may be issued or granted including any continuations, continuations-in-part, divisions, reissues, re-examinations or extensions thereof, on or as a result of the application heretofore identified, in accordance with the terms of this agreement, and hereby covenants that it has the full right to convey the entire interest herein assigned and that it has not executed and will not execute any agreement in conflict herewith.

IN TESTIMONY WHEREOF, BOARD OF TRUSTEES OF THE UNIVERSITY OF KENTUCKY has caused these presents to be signed by the Chairman thereunto duly authorized, and its seal to be affixed and attested this 12th day of December, 1995.

BOARD OF TRUSTEES OF THE
UNIVERSITY OF KENTUCKY

S E A L

Edward T. Bialkitt
Chairman

ATTEST:

Lois C. Weinberg
Secretary, Board of Trustees

FCR 5

Office of the President
December 12, 1995

Members, Board of Trustees:

1995-96 BUDGET REVISIONS CENTRAL ADMINISTRATION

Recommendation: that the following revisions to the 1995-96 budget be authorized and approved.

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
A. <u>GENERAL FUND</u>			
1. Income Estimates			
Student Fees			
General			
Regular-Community			
College System	\$ 31,977,700	\$ 31,444,600	\$ (533,100)
Summer Session-Community			
College System	2,527,400	2,366,500	(160,900)
Self-Supporting			
Noncredit Fees	7,816,400	8,357,900	541,500
County Appropriations	5,823,300	6,194,200	370,900
Gifts and Grants			
Federal-Agriculture	1,210,300	1,260,800	50,500
Other Gifts and Grants	3,536,500	3,826,300	289,800
Sales and Services			
Departmental Sales and Services	19,159,800	19,744,000	584,200
			<u>1,142,900</u>
2. Expenditures			
Central Administration			
Fiscal Affairs			
Environmental Health and Safety	1,265,300	1,297,700	32,400
Information Systems			
Publishing Services	548,200	768,200	220,000
Research and Graduate Studies			
Academic Affairs			
Center on Aging	120,000	128,400	8,400
Council on Aging	489,000	494,000	5,000

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
A. GENERAL FUND (continued)			
2. Expenditures (continued)			
Community College System			
System-Wide Instructional			
Program Reduction	\$ -0-	\$ (694,000)	\$ (694,000)
Ashland	6,317,700	6,329,200	11,500
Elizabethtown	7,422,300	7,434,200	11,900
Hazard	5,074,500	5,089,800	15,300
Henderson	4,165,000	4,215,500	50,500
Hopkinsville	4,919,400	4,933,800	14,400
Jefferson	18,148,800	18,173,800	25,000
Madisonville	5,703,500	5,838,500	135,000
Maysville	3,786,500	3,831,000	44,500
Owensboro	5,194,400	5,234,700	40,300
Paducah	6,176,100	6,238,400	62,300
Lexington Campus			
Agricultural Cooperative			
Extension Service			
Agricultural Economics	1,870,900	1,896,400	25,500
Animal Sciences	1,366,200	1,391,200	25,000
Field Programs	22,853,400	23,224,300	370,900
College of Communications and			
Information Studies			
School of Journalism and			
Telecommunications	1,051,800	1,053,300	1,500
College of Engineering			
Center for Robotics and			
Manufacturing Systems	3,020,300	3,220,300	200,000
Transportation Center	82,000	443,600	361,600
Vice Chancellor for Administration/			
Business Affairs			
Student Financial Aid-			
Administration	811,100	946,700	135,600
Medical Center			
College of Dentistry			
Office of the Dean	1,176,300	1,191,300	15,000
College of Pharmacy			
Pharmacology and Experimental			
Therapeutics	1,184,300	1,193,100	8,800
Administration and Support			
Chancellor/Other Support Services			
Parking and Security	674,800	691,300	16,500
			<u>1,142,900</u>

3. Comments - The decrease in regular and summer session fees for the Community College System, which is due to enrollment declines throughout the System except for Hopkinsville and Lexington community colleges, will result in reduced instructional activity.

A. GENERAL FUND (continued)

3. Comments (continued)

The noncredit fees will support activities and workshops in the Council on Aging in Research and Graduate Studies, community service programs in Maysville Community College, increased activities in the Business and Industry Technical Assistance Center (BITAC) at Madisonville Community College, educational programs in the Center for Robotics and Manufacturing Systems, and the Asphalt Technologist Certification program in the Transportation Center.

The county appropriations increase will support the field programs in the Agricultural Cooperative Extension Service. The federal agriculture gifts and grants will support the Agricultural Economics and Animal Sciences programs in the Agricultural Cooperative Extension Service. The increase in other gifts and grants will support student activities in Elizabethtown, Hazard, Hopkinsville, Madisonville, Owensboro, and Paducah community colleges and programs in the Lexington Campus Student Financial Aid Administration Office.

Programs to be supported by increased departmental sales and services include programs in Environmental Health and Safety; the Center on Aging; Publishing Services; Ashland, Jefferson and Henderson community colleges; the School of Journalism and Telecommunications; the Center for Robotics and Manufacturing Systems; the Transportation Center; Pharmacology and Experimental Therapeutics; the College of Dentistry; and the Medical Center's Parking and Security.

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
B. <u>RESTRICTED FUNDS</u>			
1. Income Estimates	\$ 80,533,900	\$ 81,485,100	\$ 951,200
2. Expenditures			
Central Administration			
University Relations	41,100	54,900	13,800
Research and Graduate Studies			
Center for Applied			
Energy Research	85,000	90,000	5,000
Community College System			
Hazard	294,400	314,400	20,000
Hopkinsville	125,300	431,100	305,800
Jefferson	183,000	213,000	30,000
Madisonville	270,500	289,100	18,600
Maysville	220,800	228,500	7,700
Somerset	281,500	297,300	15,800
Southeast	76,500	116,500	40,000
Lexington Campus			
Agricultural Experiment Station			
Agronomy	779,300	788,200	8,900
Animal Sciences	628,300	632,300	4,000
College of Business and Economics			
College-Wide	281,000	357,100	76,100

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
B. <u>RESTRICTED FUNDS</u> (continued)			
2. <u>Expenditures</u> (continued)			
Lexington Campus (continued)			
College of Communications and Information Studies			
College-Wide	\$ 17,500	\$ 18,200	\$ 700
Scholarships	66,800	69,600	2,800
College of Engineering Transportation Center	463,000	488,000	25,000
Medical Center			
College of Dentistry			
College-Wide	183,700	226,000	42,300
Department of Oral Health Practice	86,600	88,200	1,600
College of Medicine			
Internal Medicine	1,884,800	1,892,300	7,500
Pathology and Laboratory Medicine	114,000	164,000	50,000
Surgery	1,029,700	1,040,500	10,800
College of Pharmacy			
College-Wide	565,600	592,100	26,500
Centers of Excellence			
Center on Aging	231,000	236,000	5,000
Center for Cancer Prevention, Education, Research and Patient Care	367,200	595,500	228,300
Student Aid	816,300	821,300	5,000
			<u>951,200</u>

3. Comments - Income restricted for the purposes indicated above will fund the proposed additional program activities.

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
C. <u>AUXILIARY SERVICES</u>			
1. Income Estimates	\$ 38,803,600	\$ 38,968,600	\$ 165,000
2. <u>Expenditures</u>			
Community College System			
Hopkinsville	499,400	589,400	90,000
Maysville	267,000	342,000	75,000
			<u>165,000</u>

3. Comments - The additional income generated will be used to support the respective auxiliary operation.

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
<u>D. AFFILIATED CORPORATIONS</u>			
1. Income Estimates	\$124,168,000	\$124,239,900	\$ 71,900
2. Expenditures			
Business Partnership Foundation	789,400	799,400	10,000
Equine Research Foundation	5,000	66,900	<u>61,900</u>
			71,900
3. <u>Comments</u> - The increase in the Business Partnership Foundation affiliated corporation budget will support the scholarship program and the increase in the Equine Research Foundation will support programs in veterinary science.			

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

FCR 6

Office of the President
December 12, 1995

Members, Board of Trustees:

JOE C. DAVIS FOUNDATION GIFT

Recommendation: that the Board of Trustees accept a gift of \$1,000,000 from the Joe C. Davis Foundation of Nashville, Tennessee, to Madisonville Community College's Partners in Progress Campaign.

Background: The gift is designated for the Madisonville Community College's proposed science and technology building. The foundation provided the gift on the condition that the college raise an additional \$3,000,000, in public and/or private funds. The business interests of the late Joe C. Davis included coal and mineral rights in Hopkins and Webster counties.

Action taken:

☒ Approved

☐ Disapproved

☐ Other _____

FCR 7

Office of the President
December 12, 1995

Members, Board of Trustees:

SUPER SERVICE, INC. PLEDGE

Recommendation: that the Board of Trustees accept a pledge of \$100,000 from Super Service, Inc. of Somerset, Kentucky to the proposed Classroom/Community and Student Center Project of Somerset Community College's Partners in Progress Campaign.

Background: Super Service, Inc. is a Somerset-based trucking company with 430 trucks and 650 employees serving customers nationally. Harris "Happy" Rakestraw, III, president of Super Service, Inc., is co-chair of the Lead Gifts Committee for Somerset Community College's Partners in Progress Campaign. Super Service, Inc. will make annual payments of \$20,000 from 1996 through 2000.

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

FCR 8

Office of the President
December 12, 1995

Members, Board of Trustees:

ESTATE OF HARRIETT IDOL YOUNG

Recommendation: that the Board of Trustees accept a distribution of \$1,321,715.50 from the Estate of Harriett Idol Young.

Background: Victor D. Young was born in Grayson County, Kentucky, on November 4, 1907 and died June 9, 1984. Mr. Young graduated from the University of Kentucky with a degree in electrical engineering. He worked for many years in the Panama Canal Zone as a civil servant. After his retirement from government work, he returned to his farm in Grayson County.

Harriett Idol Young was born on June 29, 1901, and died on July 4, 1993. She graduated from Central State College of Missouri, and was the first woman to receive a doctorate from Louisiana State University. Harriett Young met Victor Young in Panama while she was employed as a teacher in a government school. They were married in 1954.

In compliance with the terms of the Last Will and Testament of Harriett Idol Young, the University of Kentucky will establish the Victor D. Young -- Harriett Idol Young Student Loan Fund.

Action taken: ☒ Approved ☐ Disapproved ☐ Other _____

FCR 9

Office of the President
December 12, 1995

Members, Board of Trustees:

A RESOLUTION AUTHORIZING THE UNIVERSITY'S PARTICIPATION
IN THE DEVELOPMENT OF A HEALTH CARE SERVICES
CORPORATION TO MANAGE, PROVIDE AND DELIVER MEDICAL
SERVICES TO THE CITIZENS OF THE COMMONWEALTH

Recommendation: that the Board of Trustees take the following actions to facilitate the University's participation in the development of a health care services corporation:

1. That the Board endorse the University of Kentucky Chandler Medical Center's plan to form, organize, and invest in a for-profit corporation that will have the power to acquire physician and other medical practice/provider sites and to provide management services to medical practice/provider sites to broaden the Medical Center's network of physicians who will be available for teaching, research, and service, as described in the "Background" below.
2. That the Board authorize the expenditure of funds from University Hospital earnings and from Kentucky Medical Services Foundation physicians' practice income, not to exceed \$8 million, to provide capitalization for the health care services corporation.
3. That the relationship between the University of Kentucky and this newly formed corporation be set forth and described in a contractual agreement, which will be submitted to and approved by the Board of Trustees.
4. That the Board authorize the President of the University to execute all necessary documents and contracts to facilitate participation of the University in this corporation and to effectuate the purposes of the corporation.

Background: Success in the future health care environment will require that providers, including the University of Kentucky Medical Center, be structured to manage successfully the health care needs of variously defined populations of patients. The University of Kentucky Chandler Medical Center is working on many initiatives to

further develop its collaborative and integrated approach with health care providers throughout the Commonwealth to participate in and support the management of Kentuckians' health care needs. The Medical Center is proposing to form, organize and invest in a "for profit" corporation that would have the power to acquire physician and other medical practice/provider sites and to provide management services to medical practice/provider sites to broaden the Medical Center's network of physicians who will be available for teaching, research and service. (A tentative organizational structure for this corporation is shown on the chart attached to this recommendation.)

The new corporation will link the Medical Center to the private sector in an effort to improve clinical care, create delivery system efficiencies, and develop primary care capacity. The corporation will permit the University of Kentucky to extend availability of the expertise of its Medical Center to multiple locations for clinical care, for outreach training programs for students/graduate students/residents and for research. It will allow the Medical Center to utilize patient populations of different geographic areas in clinical research or experiences and thereby provide opportunities for adding to the knowledge base of the students/graduate students/residents, patient populations, and society in general.

The corporation will be complementary to the Commonwealth Health Alliance, which was formed a year ago with the University of Kentucky Medical Center as the principal investor. Commonwealth Health Alliance was formed primarily to create a network of health care providers across the Commonwealth, a network that included the Medical Center, other hospitals, and physicians. It is anticipated that the new corporation will acquire and/or develop new medical practice/provider sites, which will be available for use by the University and other Commonwealth Health Alliance members in providing greater access to medical care both within and without the Commonwealth. Present plans include an intention to acquire a pediatrics medical practice involving three physicians located in Corbin, Kentucky, presently known as Corbin Pediatrics Associates. This is an illustration of one kind of practice/ provider site that would be acquired by the new corporation.

Action taken:



Approved

☐ Disapproved

☐ Other

Proposed New Corporation Organization

