

Minutes of the Meeting of the Board of Trustees of the University of Kentucky, Tuesday, June 14, 2011.

The Board of Trustees of the University of Kentucky met at 1:00 p.m. (Lexington time) on Tuesday, June 14, 2011 in the Board Room on the 18th Floor of Patterson Office Tower.

A. Meeting Opened

Dr. E. Britt Brockman, chair of the Board of Trustees, called the meeting to order at 1:05 p.m. He asked Ms. Pam May, secretary of the Board, to call the roll.

B. Roll Call

The following members of the Board of Trustees answered the call of the roll: E. Britt Brockman (chair), Sheila Brothers, Penelope A. Brown, Jo Hern Curris, Dermontti F. Dawson, Oliver Keith Gannon, Carol Martin “Bill” Gatton, Pamela T. May, Everett McCorvey, Terry Mobley, Sandy Bugie Patterson, Joe Peek, Erwin Roberts, Charles R. Sachatello, Ryan M. Smith, James W. Stuckert, and Barbara Young. Absent from the meeting were William S. Farish, Jr., Billy Joe Miles, and C. Frank Shoop. Ms. May announced that a quorum was present.

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

The university faculty was represented by Chair of the University Senate Council Hollie Swanson, and the university staff was represented by Chair of the Staff Senate Jann Burks.

Members of the various news media were also in attendance.

C. Consent Items

Dr. Brockman called attention to the five consent items. They included the minutes for the regular meeting of the board on May 3, 2011; PR 2, which deal with personnel actions; and FCRs 1 through 3 which contain a gift from Kentucky Christian Foundation in fulfillment of a pledge to the Research Challenge Trust Fund; a renaming of the Orchestra Research Endowment to the Lee T. Todd, Jr. and Patricia B. Todd Music Outreach Endowment; and a new quasi-endowment in the Human Development Institute Scholarship Fund. Mr. Stuckert moved approval, and the motion was seconded by Dr. McCorvey. The motion carried without dissent. (See consent items listed below on the trustees website under agenda.)

Minutes	May 3, 2011
PR 2	Personnel Actions
FCR 1	Gift from Kentucky Christian Foundation to Replace Unfulfilled Pledge to Research Challenge Trust Fund

- FCR 2 Renaming of the Orchestra Research Endowment to the Lee T. Todd, Jr. and Patricia B. Todd Music Outreach Endowment
FCR 3 Human Development Institute Scholarship Fund Quasi-Endowment

D. Chair's Report

Dr. Brockman first recognized Micah Fielden, newly elected Student Government Association (SGA) president and welcomed him to the meeting. Mr. Fielden, who received a round of applause from the Board, will be sworn in office after June 30. Dr. Brockman also praised the outgoing SGA president and Board member Ryan Smith for his outstanding two years of service to the Board and to the University. Mr. Smith was applauded enthusiastically by the Board members.

Dr. Brockman next announced a Board retreat for late August at which the topic will be Strategic Vision. Mr. Mobley's committee on Athletic Oversight and Governance will most likely present its report in September at the board meeting. The committee wishes to involve President Elect Eli Capilouto in their first meeting.

He concluded his report by saying the collaboration of UK HealthCare with Norton Healthcare of Louisville was a prominent topic during the health care retreat held on June 13. Exciting opportunities are coming to both institutions as the collaboration begins on cancer, obesity, transplants, and residency training.

Dr. Brockman passed the floor to President Todd for his report.

E. President's Report and Action Items

President Todd began his remarks by discussing the press conference held that morning to announce that UK was named by the National Institutes of Health as a winner of an NIH Institutional Clinical Translational Science Award (CTSA). The concept of translational research recognizes that academic basic science and the knowledge gained must somehow be extended to real life situations so that the country receives a direct benefit from research expenditures in the form of jobs and improved medical treatment at the bedside. The award brings a total of \$20 million – \$4 million a year for five years – to the University for doing precisely that type of translation.

As part of the CTSA project, UK is developing the Appalachian Translational Research Network in collaboration with both in-state and out-of-Kentucky partners Marshall University, The Ohio State University, and the University of Cincinnati. Gearing our facilities up for the CTSA designation required concentrated effort by Provost Subbaswamy and Dr. Karpf for multiple years and involved investment and hiring of faculty and staff. The president acknowledged the contribution of faculty member Dr. Philip A. Kern, hired two years ago to be director of the group and also a speaker at the press conference that morning.

President Todd emphasized that perhaps most important is that UK is now ranked by NIH as highly as the other institutions – Penn State, UCLA, Kansas, and the University of Minnesota

– that also received the CTSA this year. Happenings in the medical field at UK have exceeded President Todd’s expectations.

F. President’s Report (PR 1)

UK Gets \$6.9 Million Federal Grant to Study Biofuels

President Todd turned to PR 1’s first item – the receipt of a \$6.9 million federal grant to help reduce America's reliance on imported oil, which has a potential impact of creating jobs for farmers and spreading the results of the research that UK does in Lexington and throughout the state. It is one of eight awards issued by the U.S. Department of Agriculture and the U.S. Department of Energy. The purpose of this UK project is to improve the economics for biorefineries by using on-farm processing to convert biomass (locally grown switchgrass and miscanthus) to a mixture of butanol, ethanol, acetone, and organic acids. The product can then be easily transported to a biorefinery for further processing. The project will integrate input from experts in a variety of disciplines, including plant and soil scientists, horticulturists, chemical engineers, and economists. The principal investigator is Sue Nokes, a professor in the Department of Biosystems and Agricultural Engineering.

Tempur-Pedic to Build \$18 Million Headquarters at Coldstream Research Campus

Lexington-based Tempur-Pedic, an international company that manufactures and distributes mattresses and pillows made from its proprietary pressure-relieving material, will build an \$18 million world headquarters at UK’s Coldstream Research Campus. Construction of the 100,000 square foot building is expected to begin this fall and should be completed by December 2012. The company will add 65 new jobs over the next five years for a total of 300 jobs. Provost Subbaswamy and Vice President for Commercialization and Economic Development Len Heller were instrumental in working with Tempur-Pedic scientists and executives to make this agreement.

Kentucky Film Premieres on KET, Includes UK Faculty

“Kentucky—An American Story” premiered on May 24 on Kentucky Educational Television. The film was narrated by film star and UK alumna Ashley Judd, directed by Academy Award winning filmmaker Paul Wagner, and written and produced by former UK history professor Daniel Smith. It is a provocative and entertaining documentary about the revealing connections between Kentucky's and America's past. Started by then-department-head Daniel Smith as a proposed UK Collaborative, the film offers commentary from UK history professors Ron Eller and Tracy Campbell, along with prominent Kentucky authors Silas House, Erik Reece, and Al Smith.

Jazz Ensemble Invited to Perform in Switzerland, Netherlands

President Todd announced that the UK Jazz Ensemble has been invited to perform at two major international jazz festivals this summer. The ensemble will be among a select group performing at the Montreux Jazz Festival in Montreux, Switzerland, and the North Sea Jazz Festival in Rotterdam, the Netherlands. Less than 10 percent of applicants to these two prestigious jazz festivals are selected to perform at the events, which showcase professional and legendary jazz musicians. The UK Jazz Ensemble will tour Europe June 28 through July 12 on the largest tour

ever mounted by a UK School of Music ensemble. The ensemble performs under the direction of Miles Osland, director of jazz studies and professor of saxophone.

Women & Philanthropy Network Awards 43 Undergraduate Scholarships

The University of Kentucky Women & Philanthropy Network awarded \$186,810 in need-based scholarships to 43 UK undergraduate students this year, up from \$169,000 to 39 students in 2010. Scholarships are given to UK students involved not only in science, technology, engineering, and mathematics, but also in health, education, music, art, and study-abroad programming. The Women & Philanthropy Network was established at UK in September 2007 in order to increase these types of opportunities throughout campus.

Faculty and Staff Awards and Achievements

President Todd pointed out that he usually does not elaborate on the many faculty and staff achievements listed in PR 1; however, he wanted to mention a very special achievement in this report. D. Allan Butterfield, Director of the Center of Membrane Sciences, was ranked as the 21st most influential proteomics scientist in the world, according to the proteomics laboratory, based on publication citations. Dr. Butterfield also was appointed as chair of the Neural Oxidative Metabolism and Death Study Section (NOMD) of the Center for Scientific Review (CSR) of the National Institutes of Public Health. The CSR is the portal for all NIH grant applications and their review for scientific merit. President Todd characterized Dr. Butterfield as a first-generation student, a professor who loves the University and who has done a world of good for us.

President Todd added that many other items in PR 1 are of interest and that the document merits close examination by the Board members.

G. University of Kentucky 2011-15 Diversity Plan (PR 3)

President Todd introduced PR 3, the University of Kentucky 2011-15 Diversity Plan. Credited to Associate Vice President for Institutional Equity and Equal Opportunity Terry Allen, Provost Subbaswamy, and Vice President for Institutional Diversity JJ Jackson, the diversity plan satisfies a requirement of the Kentucky Council on Postsecondary Education (CPE) for each postsecondary education institution to develop a diversity plan that uses specified criteria. The plan is ready to be approved by the Board. It will later be submitted to CPE for their consideration and approval at their September 2011 meeting. The president recommended that the Board approve PR 3.

Dr. Brockman asked for a motion of approval of PR 3. Mr. Smith moved approval. The motion was seconded by Dr. McCorvey. After brief discussion, it was passed without dissent. (See PR 3 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

H. Appointment/Reappointment to Board of Directors University of Kentucky Gluck Equine Research Foundation, Inc. (PR 4)

President Todd explained that PR 4 requests that the Board of Trustees approve the appointment of Stuart Brown, Rolf Embertson, and G. Watts Humphrey, Jr., and the

reappointment of Tom Goncharoff, Robert Stout, and Naoya Yoshida to the Board of Directors of the University of Kentucky Gluck Equine Research Foundation, each for a four-year term ending December 31, 2015. The president felt that these are very strong appointments, and he recommended that the Board approve them.

Dr. Brockman asked for a motion of approval for PR 4. Mr. Mobley so moved. Ms. Curris seconded, and the motion passed without dissent. (See PR 4 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

I. Reappointment to Board of Directors University of Kentucky Research Foundation (PR 5)

PR 5 involves the UKRF Board reappointment of Henry Jackson as a public member for a three-year term ending June 30, 2014. President Todd referred to Mr. Jackson's rich background as shown in his attached biographical sketch and encouraged the Board to approve his reappointment.

Dr. Brockman asked for a motion of approval for PR 5. Mr. Stuckert moved approval. Ms. Patterson seconded, and the motion passed without dissent. (See PR 5 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

J. Candidates for Degrees (AACR 1)

Ms. Brown, chair of the Academic Affairs Committee, gave her report. The first action item of the committee was AACR 1, which lists candidates for degrees in August 2011. Ms. Brown moved acceptance of AACR 1. Mr. Dawson seconded her motion, and it passed without dissent. (See AACR 1 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

K. Creation of the Department of Otolaryngology-Head and Neck Surgery (AACR 2)

Ms. Brown relayed the highlights of AACR 2's request, the creation of a Department of Otolaryngology – Head and Neck Surgery, and asked for its approval. Her motion was seconded by Dr. Sachatello and passed with no dissent. (See AACR 2 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

L. Change in Degree – Gatton College of Business and Economics (AACR 3)

AACR 3 recommended a change in the name of a degree in the Gatton College of Business and Economics from the Bachelor of Business Administration with a major in Decision Science and Information Systems to Bachelor of Business Administration with a major in Analytics. Ms. Brown moved acceptance of AACR 3. Mr. Gatton seconded her motion, and it passed without dissent. (See AACR 3 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

M. Deletion of Degree – College of Education (AACR 4)

Ms. Brown said that AACR 4 asks the Board to approve the deletion of the Master of Arts in Education degree with a major in Education – Distributive Education, effective fall 2011 semester. Ms. Brown moved acceptance of AACR 4. Mr. Dawson seconded her motion, and it passed without dissent. (See AACR 4 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

N. Proposed Amendment to Governing Regulation, Part X, (Entrepreneurial Leave) and Administrative Regulation 3:1 (University of Kentucky Retirement Plan) (AACR 5)

Ms. Brown gave the second reading of AACR 5, a proposed amendment to Governing Regulation X which would establish for faculty employees an Entrepreneurial Leave. In order to implement the revision to GR X, after the initial reading it was further recommended that the Board of Trustees approve a revision to Administrative Regulation 3:1 (AR 3:1). The revision adds entrepreneurial leave as a type of leave for which a faculty employee may make up his/her retirement contributions following the leave. In addition, Section III.D of AR 3:1 is being amended to include the 457(f) plan as another plan option for Excess Limits or Contributions. Ms. Brown moved acceptance of AACR 5. Mr. Stuckert seconded her motion, and it passed without dissent. (See AACR 5 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

O. Finance Committee Report

Mr. Stuckert, chair of the Finance Committee, reported that the committee met that morning, and most of the Board members attended the meeting. At that meeting, details of the proposed FCRs were vetted. He briefly reiterated the consent items which were FCR's and moved on to FCR 4.

P. Fiscal Year 2011-2012 Operating and Capital Budget (FCR 4)

Mr. Stuckert explained that at the morning meeting Vice President Angie Martin had explained in detail the features of the Operating and Capital Budget. He moved approval of FCR 4. Dr. Gannon seconded the motion, which passed without dissent. (See FCR 4 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

Q. Acceptance of Interim Financial Report for the University of Kentucky for the Nine Months Ended March 31, 2011 (FCR 5)

Mr. Stuckert introduced FCR 5, which 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 Humanities Foundation, University of Kentucky Equine Research Foundation, University of Kentucky Center on Aging Foundation,

and Central Kentucky Management Services. He moved for adoption of FCR 5 and was seconded by Mr. Mobley. The resolution passed with no dissent. (See FCR 5 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

R. 2010-11 Budget Revisions (FCR 6)

Mr. Stuckert moved the approval of FCR 6, which asked the trustees to authorize an increase of \$4.6 million resulting from revised income and expense estimates from the UK Athletic Association. He was seconded by Ms. Brothers. There was no dissent, and the vote was unanimous for the adoption of FCR 6. (See FCR 6 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

S. Accept Lexmark International, Inc. Gift and Approve the Renovate Old Northside Library Building Project (FCR 7)

Mr. Stuckert asked the Board to accept the Lexmark gift of \$1 million to renovate the Old Northside Library into Biology and STEM facilities. He moved approval of FCR 7 and was seconded by Ms. Curris. The motion passed without dissent. (See FCR 7 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

T. Renovate Research Labs (FCR 8)

Mr. Stuckert said that FCR 8 requests approval of the initiation of research lab renovations in the Chemistry-Physics Building for a cost of \$832,000. Mr. Stuckert moved approval of the request. Dr. Gannon seconded, and the motion carried without dissent. (See FCR 8 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

U. Disposal of Personal Property (FCR 9)

Mr. Stuckert said that FCR 9 is a recommendation for the Board to approve a plan for Fiscal Year 2011-2012 with regard to routine disposition and disposal methods for personal property. Mr. Stuckert moved approval. Mr. Roberts seconded, and the motion carried without dissent. (See FCR 9 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

V. Patent Assignment Report (FCR 10)

Dr. James Tracy, Vice President for Research, gave a report on the content of the Patent Assignment Report in the morning meeting and detailed the 14 patents that have been filed, as well as the fiscal-year-to-date activity as of March 31, 2011. Mr. Stuckert moved to approve the report. Mr. Smith seconded, and the motion carried without dissent. (See FCR 10 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

W. Authorization to Negotiate to Acquire University Lofts (FCR 11)

FCR 11 grants the Executive Vice President for Finance and Administration approval to enter into negotiations to acquire University Lofts located at 236 Bolivar Street at a price not to

exceed \$6.7 million. The acquisition, if successful, would be used to house student instructional space for the College of Fine Arts. Mr. Stuckert moved approval. Dr. McCorvey seconded. After brief discussion, the motion carried without dissent. Its passage received an enthusiastic round of applause from a large contingent of College of Fine Arts faculty, staff, and students in attendance. (See FCR 11 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

X. Proposed Amendment to Governing Regulations: Technical Corrections (FCR 12)

Mr. Stuckert explained that FCR 12 is the first reading of an amendment to Governing Regulations, Part II (GR II). The proposed revision does not include substantive changes. The revision consists of technical corrections necessary to bring the GR into consistency with other University regulations and practices. Mr. Stuckert moved approval. Ms. Curris seconded, and the motion carried without dissent. (See FCR 12 on the Board of Trustees website, www.uky.edu/Trustees, under agenda.)

Y. Investment Committee Report

Dr. Brockman passed the floor to Mr. Gatton, chair of the Investment Committee, for his report. Mr. Gatton stated that the Investment Committee met that morning to review performance results and conduct other business. The Endowment had a net market value of \$909.5 million as of April 30, 2011. For the 10 months ended April 30th, the Endowment pool returned 20.7 percent, which is in line with the policy benchmark return of 20.9 percent.

The Committee approved the Endowment Investment Policy, which is formally reviewed and approved on an annual basis. Minor changes were made to the target asset allocation and manager structure, which is designed to produce an average annual return of 7.5 percent over the long term, defined as 10 years or more. If achieved, the 7.5 percent annual return should allow the University to support the 4.5 percent annual spending and management fee withdrawals and maintain the inflation-adjusted value of the Endowment.

The Committee met in a special session at Keeneland on Monday, June 13 and heard presentations from two of its investment managers, Grosvenor and PIMCO. Grosvenor manages an absolute return strategy for the University, and PIMCO manages a real return strategy and two fixed income strategies for the University. Grosvenor and PIMCO are the University's largest active managers with target allocations of 12 percent and 16 percent, respectively. The firms provided the Committee a market outlook and strategy update.

Investment staff and consultant R. V. Kuhns & Associates have issued Requests for Proposals to hire additional private equity and real estate managers. The University has been building the allocations to private equity and real estate slowly over the last several years in order to achieve vintage year diversification. Staff and R. V. Kuhns plan to make finalist recommendations at the September Investment Committee meeting.

Z. Student Affairs Committee Report

Ms. Patterson, chair of the Student Affairs Committee, reported on the morning's meeting, which featured interviews with successful UK students. The committee intends for such interviews and showcasing to become a regular feature at its meetings. Chosen for the first such meeting were Aleidra Allen and Joseph Quinn, both May 2011 graduates and Singletary Award recipients. Committee members talked with the students and asked what brought them to UK, what their memorable moment was at UK, what they enjoyed the most, what UK can do to entice pre-college students to come here, how students can be successful at college, and what their first involvement was as a student.

Mr. Smith spoke on this being a bittersweet time for him as he concludes his year as president of Student Government Association and as a member of the Board of Trustees. He gave an introduction of the incoming president of Student Government Association, Micah Fielden. A Lexington native, Mr. Fielden, majoring in Biotechnology and Agricultural Engineering, has been involved with Student Government for several years and will be a good advocate for the students.

AA. University Health Care Committee Report

Dr. Brockman reminded Board members that the Health Care retreat on June 13 comprised the meeting of the Health Care Committee. He asked Ms. Young to give the committee report. Ms. Young, chair of the committee, remarked that the retreat was attended by most of the board members and that it was a full day.

Dr. Karpf opened the meeting with a strategic plan update called "Moving Forward" and talked about how relationships with regional providers continue to mature and how the approach to subspecialty care continues to be refined. Then he discussed new initiatives and opportunities in beyond-Kentucky relationships with West Virginia, Ohio, and Tennessee and how a partnership with Norton Healthcare had strong opportunities for collaboration and growth.

Mr. Sergio Melgar presented the financial report. While the fiscal year has one month to go, UK should end the year positively. A good indicator is that volume increased in 2010, while the overall patient volume across the state actually has dropped 2.8 percent. Total operating revenue is expected to be just under \$890 million – an increase of nearly \$50 million over 2010. Operating income is expected to be approximately \$30 million, and strong investment income for the year will leave the net change in total assets for the year at approximately \$40 million. The balance sheet is expected to show cash and investments in excess of \$200 million.

Mr. Melgar also presented the budget for 2012. He noted that 2012 is likely to be a challenging year as operations have to adjust to the new outpatient care facility. The 2012 budget shows operating revenues anticipated to be \$967 million with an increase in volume to almost 34,000 discharges and a modest increase in outpatient activity. Operating income is budgeted at \$20 million. The results include an increase in depreciation of approximately \$18 million due to the new pavilion and additional increases in bad debt of \$8 million. The major risks for 2012 include adjusting operations to accommodate the new operating room facilities

and bed capacity for Pavilion A, increasing productivity of faculty and staff, meeting ambulatory EMR deadlines, Medicaid managed care, and bad debt and cash management in light of capital needs. The Health Care Committee moved and voted to accept the 2012 budget.

Dr. Richard Lofgren presented a clinical performance fund update. He noted that there has been a very significant improvement in the quality outcomes for the reduction in mortality – a huge accomplishment – and a significant improvement in patient safety indicators. Customer service scores have improved over the past six months and employee engagement continues to be enhanced. Efficiency metrics remain competitive compared to university health consortium benchmarks. This includes supply costs being lower this year compared to last year and the length of stay remaining competitive. There has been better than expected growth in surgical cases and new ambulatory business while the total number of discharges remains level.

Dr. Kevin Nelson presented privileges and credentials from UK HealthCare Chandler Hospital and Good Samaritan. The committee made a motion and all credentials and privileges were approved.

During the afternoon, the retreat featured several presentations. Dean Tim Tracy presented an update on the College of Pharmacy. Dr. Philip Kern offered an overview of the UK Center for Clinical and Translational Science. Dr. Linda Van Eldik discussed the Sanders Brown Center on Aging and a potential ongoing grant for that center. Dr. Mark Evers reported on an NCI designation update for the Markey Cancer Center. Dr. Emery Wilson, interim dean of the College of Medicine, gave an update on the College of Medicine.

Ms. Young concluded her remarks by saying that it was a full day.

BB. University Relations Committee Report

Ms. May, chair of the University Relations Committee, reported that the committee dealt with finishing its recent Presidential Search Committee business by suggesting that it would be appropriate to express its appreciation to the Extension offices around the state by preparing plaques to send to each. The Board agreed with their proposal. In addition, Ms May suggested that her group will also send a certificate of appreciation to all of the people who helped in planning the across-state trips that her group led.

In addition, Ms. May updated the committee on the busy schedule expected for UK Public Relations in the transition from the Todd presidency to the upcoming Capilouto presidency.

CC. Other Business

Dr. Brockman moved to other business and began the annual reports of the university's affiliated corporations by asking for a report from Trustee representatives on each corporation's board of directors.

DD. Athletic Association Board of Directors Report

Mr. Dawson reported on the Athletic Association Board of Directors meeting, which was held on May 26, 2011. At that meeting, Dr. Todd congratulated all of the student athletes for a remarkable season, especially the Softball team, for hosting the NCAA Super Regional, and the Rifle team for their national championship win. He also commended all student athletes for contributing over 200 hours of community service and noted their improvement in graduation rates and grade point average (GPA). President Todd thanked the Athletic Department for their contributions to campus, mainly through royalties and scholarships. He also expressed his pleasure with the culture created by Athletic Director Mitch Barnhart and his administration, and he thanked them for laying a great foundation.

The Athletic Association received a report from its Finance Committee meeting, at which Mr. Butler recommended the approval of two items: UK Athletics' fiscal year 2011 budget adjustments and the fiscal year 2012 budget presented by Ms. Lisa Peterson. Both recommendations were unanimously approved by the Board. Ms. Peterson also presented the 2012 budget of \$83.6M to the Athletic Board's full meeting

Mr. Mitch Barnhart gave the Athletic Director's report and congratulated the 66 May student-athlete graduates of the University of Kentucky. Over 14 teams posted a Spring GPA over 3.0, and Men's Basketball tied for the top academic progress rate (APR) in the SEC. In addition, UK is one of two schools in the SEC that has never had an APR penalty.

Mr. Barnhart congratulated several sports for their accomplishment this season: The Rifle Team and head coach Harry Mullins – national championship win; Men's Basketball – Final Four run; the Volleyball team for the sixth straight post-season run; Women's Basketball – NCAA 2nd round; Football for making their 5th consecutive bowl appearance; Men's Tennis and Eric Quigley set a record for number of victories in one year at 29; and Softball Team for hosting an NCAA Super Regionals.

EE. Gluck Equine Research Foundation Board Report

Dr. McCorvey gave the Equine Board report. The University of Kentucky Gluck Equine Research Foundation had a fall board meeting in November, a nominating committee meeting in March, and a spring board meeting in April.

The Gluck Foundation participated in organizing several outreach activities, including a Monthly UK Department of Veterinary Science Equine Diagnostic and Research Seminar Series; an International Symposium on Equine Reproduction in July 2010; Bi-monthly Kentucky Equine Networking Association dinner meetings in partnership with the Kentucky Horse Council, which began in September 2010; of course the Alltech FEI World Equestrian Games in September and October of 2010; the Kentucky Breeders' Short Course, January 21 and 22 of 2011; and the Rolex Three-Day Event, April 28 - May 1, 2011.

Gluck Foundation Promotions published “Research Report 2010” for the Gluck Center; the Bluegrass Equine Digest, a monthly e-newsletter with TheHorse.com, which was launched in June 2009, and which has more than 34,000 subscribers as of April 2011; the Gluck Equine Research & Service Report, published in spring and fall and sent to 2,600 donors and friends of the Gluck Foundation; and Board Bits, an internal newsletter emailed in summer and winter to board members, and to faculty and staff in the Department of Veterinary Science. The unit also created Gluck Center history cards; Gluck Center “postcards;” Animal Genetics Testing & Research Laboratory 25th anniversary cards; and a geriatric horse brochure for the immunology group. The Gluck Center has a social media presence on Facebook and Twitter.

In terms of Development, the Center has initiated a study as to the feasibility of a major campaign for all equine programs. They have pledges for calendar year 2010 of \$556,650 and donations for calendar year 2010 of \$763,439. There is a new hire, Dr. Martin Nielsen, who accepted in 2010 with a start date of August 2011. Three new Gluck Foundation board members, which were approved by the Board in PR 4 earlier.

FF. The University of Kentucky Mining Engineering Foundation Report

Mr. Stuckert gave the report from the Mining Engineering Foundation Board of Directors. He began with some remarks about mining engineering education in general and informed his audience that in some circles, the academic area was almost declared obsolete ten years ago; there are only 13 mining schools in America now. But the report from UK’s Mining Engineering department is positive.

The UK Mining Engineering Foundation Board met on November 5, 2010 and April 29, 2011. The 2010-11 activities of the board can be summarized as follows: The board provided financial support for the recruiting efforts of the department which resulted in a 2010-11 freshman class of 91. The class was the largest mining engineering freshman class in the United States. The incoming 2011-12 freshman class is projected to number around 60. The quality of the 2010-11 and the incoming 2011-12 classes is exceptional with an average high school GPA of around 3.6 and an average composite ACT score of 28.

The board provided \$142,635 in annual giving to the department’s Development Fund to support two staff positions and other activities of the department. The funding is in addition to the endowment earnings of \$76,000, which were used to fund the recruiting efforts and the Distinguished Lecture.

The board provided an additional \$300,000 in direct scholarship support from member companies. The support allowed a total distribution of around \$650,000 in scholarships during the 2010-11 academic year to 156 mining engineering students.

The Mining Engineering Board supported the efforts to request and secure \$1.2 million in funding from Mr. Joe Craft and Alliance Coal to initiate the Alliance Coal Academic Chair position at the University of Kentucky. Dr. Thomas Novak was the first hire for this position in November 2010.

The foundation played a key role in attracting a \$150,000 donation from the Richard Gilliam Foundation to develop a state-of-the art, 24-workstation computerized mine design room.

The unit also hosted National Mining Association President Hal Quinn, who delivered the 2011 Distinguished Lecture at the UK Boone Center and organized two mining professional workshops on the UK campus dealing with mine ventilation and mine blasting practices.

The board considered a proposal made by UK administration to change the structure of the foundation to an advisory board.

GG. The Fund for Advancement of Education and Research in the University of Kentucky Medical Center Report

Dr. Brockman reported that The Fund for Advancement of Education and Research in the University of Kentucky Medical Center (The FUND) was established in 1959 as a nonprofit corporation to promote, advance, and support the educational, research, charitable, and other purposes of the University of Kentucky Medical Center.

The FUND is the corporate entity that accepts and ensures accountability for the unrestricted revenues associated with the professional services provided by faculty who are members of the practice plans in the Colleges of Dentistry, Health Sciences, Nursing, and Pharmacy and by the physicians in the University Health Service. These professional faculty practice plan earnings are utilized for programmatic purposes within the Health Service and in the colleges where the faculty members hold their primary appointments.

The 2011-12 unrestricted FUND budget, as approved by the FUND Board at its annual meeting on May 18, 2011, is \$17.9 million. Of this amount, \$15.1 million, or 84 percent is generated by clinical programs in the College of Dentistry, with the remaining amounts generated by the University Health Service, the Colleges of Pharmacy, Nursing, and Health Sciences, and interest earnings. The 2011-12 restricted FUND budget is \$5.7 million, and \$5.34 million, or 94 percent, is donated from KMSF to the College of Medicine for purposes of enhancement of programs in that college.

HH. University of Kentucky Research Foundation (UKRF) Report

Mr. Roberts reported that the University of Kentucky Research Foundation Board met on May 16. Dr. Todd opened the program by welcoming everyone and thanking the UKRF board members for their commitment to UK's research mission. He commented on how successful the weekend's open house and dedication of the new patient care pavilion had been. He recognized the University's efforts to provide opportunities for students to engage with our faculty and become involved in research and creative discovery.

Dr. Todd also focused on some of the growth that has taken place over the past 10 years, not only in our research enterprise and increase in our student body, but also in the area of

economic development. He noted that for the second consecutive year, UK ranks first in creating start-up companies per \$10 million in research expenditures among its benchmark institutions. He also updated the board on recent activities at Coldstream, including the recent contract signed with Tempur-Pedic to expand their global headquarters and the approval for a TIF district to expand the city center for Coldstream, which will breathe new life into our innovative research campus.

Dr. James Tracy highlighted some accomplishments that have taken place in the Office of the Vice President for Research and Research Administration during 2010-2011, including the phased roll-out of the Electronic Internal Approval Form (e-IAF), several compliance audits which were passed, the work that has been done to improve communication with PIs and units, and the launching of the Virtual Publications Division. He also updated the board on the American Recovery and Reinvestment Act (ARRA) awards. As of April 30, 2011, faculty had received 184 competitive ARRA awards totaling \$111,512,501. He noted some future challenges for research at UK, including the uncertainty about the FY2012 Federal Research and Development Budget, the Congressional ban on earmarks, increasing cost of supporting research, research space limitations, and aging shared research equipment.

Dr. Tracy continued by presenting the budget. He described the various categories of support funded by the UKRF budget, in particular the budget categories directly supporting the faculty and academic units. The Board unanimously approved the UKRF 2011-2012 budget of \$52,189,400. This is an increase of \$782,575 from the 2010-2011 budget.

Provost Subbaswamy noted that during the last few years, no reductions have been made in the amount of F&A funds returned to faculty and units even when general fund budgets have been cut.

Mr. Henry Jackson was nominated to be re-appointed to a three-year term as a Public Member.

Ms. Martin reported that the independent audit for the fiscal year that ended June 30, 2010 performed by BKD was rendered an unqualified or "clean" opinion on the UKRF Consolidated Financial Statements. The Research Foundation is in good financial shape and on solid ground.

After these formal reports from each of the affiliated corporations, Ms. Curris gave comments about the UK Veterans Resource Center. A play, "Bringing it Home," a production on the lives of UK student veterans produced by the UK Department of Theatre, has been invited to the New York International Fringe Festival. The production, created as part of an interdisciplinary project with the Veterans Resource Center and the Louie B. Nunn Center for Oral History, will be staged in New York City in August. Ms. Curris thanked our veterans for their generosity in helping to bridge the gap between those who have served and those who have not by speaking personally on subjects that are no doubt painful to them.

II. Resolutions

Dr. Brockman thanked Ms. Curris for her remarks and then introduced the very important resolutions that would be read next. Ms. Brothers read the first resolution.

Ryan Smith

WHEREAS, Ryan Smith, member of the University of Kentucky Board of Trustees, has served this university, his fellow students, the greater Lexington community, and the Commonwealth of Kentucky with caring and determination, and,

WHEREAS, he has served as a member of the Board's Student Affairs Committee, and, as a member of the University Relations Committee, and,

WHEREAS, this graduate student from Louisville was elected as UK's 47th Student Body President in April 2009 and is completing his second, one-year term, and,

WHEREAS, he has successfully spearheaded several campuswide initiatives, including a safe ride program for students, Cats Cruiser, and Tally Cats, a program which encourages and rewards students for active participation in campus events, and,

WHEREAS, he has been a part of UK's outstanding student-run philanthropy, Dance Blue, and,

WHEREAS, he has been a member of the University Leadership Summit, the Kentucky Leadership Academy, and, the SEEDS program, part of UK's Violence Intervention and Prevention Center, and,

WHEREAS, he has served as president of the Sigma Chi Fraternity, and,

WHEREAS, he helped mobilize the UK campus community and led his SEC brethren in reaching out to aid tornado victims in Alabama, and,

WHEREAS, he has worked together with city leaders to find solutions to problems while considering the interests of a broad spectrum of stakeholders, and,

WHEREAS, he truly demonstrates a passion for making the University of Kentucky a better place,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of Kentucky expresses its sincere appreciation to Ryan Smith and wishes him well in all of his future endeavors, and orders that this resolution be made a part of the Minutes of the meeting.

Mr. Smith left the meeting at 2:00 p.m. and was not in attendance at the reading.

Mr. Roberts read the following resolution for Mr. Dawson:

Dermontti Dawson

WHEREAS, Dermontti Dawson, member of the University of Kentucky Board of Trustees, has served his alma mater, his community, and the Commonwealth of Kentucky with distinction, and,

WHEREAS, his service on the Board includes being a member of the Academic Affairs Committee, the Audit Subcommittee, the Finance Committee, the Investment Committee, the Nominating Committee, and the Student Affairs Committee, and,

WHEREAS, he is a member of the UK College of Education Alumni Hall of Fame, and together with his wife, Regina, recipients of the college's Philanthropists of the Year award, and,

WHEREAS, he is a member of the UK Alumni Association's Hall of Distinguished Alumni, and,

WHEREAS, he was a football standout for the Wildcats and is a member of the Kentucky Athletic Hall of Fame, and,

WHEREAS, he was a seven-time NFL Pro Bowl selection during his legendary 13-year career with the Pittsburgh Steelers, playing in 171 consecutive games, and,

WHEREAS, his Steeler teammates voted him the recipient of the Ed Block Courage Award in 2000, and,

WHEREAS, he was a nationally-ranked track and field athlete, wrestler, and football player at Bryan Station High School, and,

WHEREAS, Dermontti Dawson's Pro Foundation has done important work in helping young people and others in the local community and elsewhere,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of Kentucky expresses its sincere appreciation to Dermontti Dawson and wishes him well in all of his future endeavors, and orders that this resolution be made a part of the Minutes of the meeting.

Mr. Dawson responded that he would like to thank President and Mrs. Todd for all they had done for the University, and also to congratulate and thank the administration and the faculty as well because of their important role in making the University what it is. Also expressing his appreciation to the Board of Trustees, he thanked them for their friendship. He concluded his remarks with "It's been an honor to serve, and my time is up. It's time for me to move on to other things, but it's been a pleasure." Mr. Dawson received a round of applause.

Ms. Patterson read this resolution for Ms. Brown.

Penelope A. "Penny" Brown

WHEREAS, Penelope A. "Penny" Brown, member of the University of Kentucky Board of Trustees, has served her alma mater with enthusiasm and devotion, and,

WHEREAS, she has served the Board as chair and member of the Academic Affairs Committee, member of the Nominating Committee, member of the Student Affairs Committee, and, member of the University Relations Committee, and,

WHEREAS, she is a member of the University of Kentucky Research Foundation Board of Directors, and,

WHEREAS, her multitude of volunteer service endeavors on behalf of her home community of Corbin and the Commonwealth of Kentucky include Habitat for Humanity, Pride Environmental Center, and The Girl Scouts - Wilderness Road Council, and,

WHEREAS, she is a current member of the Gifted and Talented Board of the Commonwealth, and,

WHEREAS, she has served as a public school teacher in both Colorado and Kentucky, and, as Parent-Teacher Organization president for the Corbin Independent School System, and,

WHEREAS, she continues to educate others as a certified yoga and fitness instructor, and as a contributing writer for Fitness Plus Magazine, and,

WHEREAS, she is a respected commercial real estate developer, and,

WHEREAS, she is an accomplished actor in community theatre and a singer in her church choir, and,

WHEREAS, her tireless dedication to educational, civic, and charitable projects inspires others to get involved,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of Kentucky expresses its sincere appreciation to Penelope A. "Penny" Brown and wishes her well in all of her future endeavors, and orders that this resolution be made a part of the Minutes of the meeting.

Ms. Brown expressed her appreciation to the board saying that it is a great honor and privilege to work with all of Board members. She stated that "From every person in this room, I have learned something special. And I have learned how great UK is because of each one of you. It's been a pleasure." The Board thanked her with a round of applause.

Dr. Gannon read this resolution for Dr. McCorvey.

Everett McCorvey

WHEREAS, Everett McCorvey, member of the University of Kentucky Board of Trustees, has served this university, his community, and the Commonwealth of Kentucky with passion and dedication, and,

WHEREAS, he has served as a member of the Board's Academic Affairs Committee, the Human Resources Committee, and the University Relations Committee, and,

WHEREAS, he has previously served with distinction as a member of the UK Athletic Association Board of Directors, and,

WHEREAS, he has brought great honor to the University of Kentucky across the nation and around the world as director of its renowned UK Opera Theatre program, and,

WHEREAS, he is the Lexington Opera Society Endowed Chair in Vocal Studies, and,

WHEREAS, he is a recipient of the prestigious Acorn Award for teaching excellence from the Kentucky Advocates for Higher Education, and,

WHEREAS, he has performed at the Metropolitan Opera, Radio City Music Hall, the Kennedy Center, Queen Elizabeth Hall in London, England, and in countless other major venues across the globe, and,

WHEREAS, he is the founder and music director of the American Spiritual Ensemble, and,

WHEREAS, he produced the spectacular Opening Ceremonies for the 2010 Alltech FEI World Equestrian Games, and,

WHEREAS, he serves as University Orator at Commencement and other special occasions,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of Kentucky expresses its sincere appreciation to Everett McCorvey and wishes him well in all of his future endeavors, and orders that this resolution be made a part of the Minutes of the meeting.

Dr. McCorvey responded that he was honored to have served and to have been a part of some of the most important decisions that have been made at this university over the past three years. A special honor for him was having been chosen to be on the search committee for the 12th president. He thanked the Board for their support of UK's exciting Arts programs. He noted that the thing that has impressed him the most about being on this board is that the Board members are people who really love their university. "You don't have personal agendas; your

agenda is one, for the betterment of the students and the betterment of the Commonwealth of Kentucky.”

He thanked his fellow faculty colleague Joe Peek for his continuing service on the board, hoped that he had been an influence to Dr. Peek’s service in some way, and urged him to persist in doing his due diligence and helping to guide the faculty so that UK can continue to move forward. His thanks continued to include Peggy Way, whose behind-the-scenes efforts “keep this engine rolling;” Chair Britt Brockman, for being open and willing to listen to the faculty and their needs; and Provost Subbaswamy for his leadership in the academic realm of the university. He stated his gratitude to President and Mrs. Todd, to whom he referred as wonderful ambassadors for the University. He referred to President Todd’s tremendous leadership at the University and Mrs. Todd’s support of the president and of the students.

He concluded by saying, “It’s been a great run. I’ve been honored to serve, and I’ll still be around, and I look forward to continued service to the University. I think that we are in a good condition to continue to move forward.” Dr. McCorvey received a round of applause.

Dr. Brockman asked Mr. Stuckert to read the final resolution.

Lee T. Todd, Jr.

Mr. Stuckert thanked Dr. Brockman for the honor and asked for permission to digress before he read the resolution. He mentioned the love for the University of Kentucky that is personified by Lee Todd. And then he told a story about an encounter with Lee Todd 30 years ago in an alley in Louisville near Mr. Stuckert’s place of business, at which Dr. Todd sold him on supporting his dream of starting a company in Lexington with UK engineers. Mr. Stuckert bought in to his program, and that was the start of a relationship, because Lee Todd believed in Kentucky and the University of Kentucky.

Ten years ago, when Mr. Stuckert was on the selection committee for the university’s 11th president, Candidate Lee Todd made a remark in his final interview that “just bowled everybody over” and probably sealed his selection: “I don’t want to be a president of a university; I want to be the president of this university.” In Mr. Stuckert’s words, “And that was the end of the story, ... and lo and behold, he did become that for the past 10 years.”

Mr. Stuckert read the resolution:

WHEREAS, Lee T. Todd, Jr., president of the University of Kentucky for the past ten years, has served the University faithfully and admirably, and,

WHEREAS, under his leadership, the progress which UK has made as an institution is directly benefiting the Commonwealth of Kentucky in many profound ways fulfilling its land-grant mission, and,

WHEREAS, his vision and drive, which led to the design of the Top 20 Business Plan, have helped to change the culture and the outlook of the University, and,

WHEREAS, UK is enrolling record numbers of students, and retaining and graduating more of them, and,

WHEREAS, the quality of the students coming to the University continues to improve year after year, and,

WHEREAS, the research growth of UK has been tremendous during his tenure, reaching a record \$367 million in 2010-11, and,

WHEREAS, the enhancements to campus facilities under his leadership have been dynamic and transformative, including, but not limited to, a new research building, a new pharmacy building, and a marvelous new hospital, and,

WHEREAS, he has tirelessly traveled across the state to advocate for the Commonwealth's flagship university, and,

WHEREAS, his efforts to diversify the University have made the campus an even more welcoming and robust place for all to learn and share ideas, and,

WHEREAS, he has championed and helped execute a heightened level of entrepreneurial spirit and practice for UK and the Commonwealth, and,

WHEREAS, he has brought great honor and distinction to the University of Kentucky through his service in several national leadership positions in higher education, and,

WHEREAS, he has leveraged the university's widely known athletics program to effectively promote and highlight the academic success of the institution and its people, and,

WHEREAS, he has presided over a period of increased competitiveness for a multitude of UK's sports teams while simultaneously helping to foster a culture of compliance, and,

WHEREAS, he and his wife, Patsy, both graduates of this institution, have demonstrated their care and concern for students and all who love UK,

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of the University of Kentucky expresses its sincere appreciation to Lee T. Todd, Jr., and wishes him and Patsy well in all of their future endeavors, and orders that this resolution be made a part of the Minutes of the meeting.

Extended applause and congratulations followed the reading of the resolution. Dr. Brockman opened the floor to the President:

“Well, I have to think back 10 years ago when we walked in that door and the Board of Trustees were sitting here. I had been told that if I were chosen to be the next president, that they would have a press conference about two weeks after that. So I was sitting at home in a pair of

jeans, kind of listening to the news to see what was decided. And Ned Breathitt called and said “Can you come down?” So Patsy and I had to get dressed and come down. And I walked into the room and Governor Breathitt handed me a microphone and said “Here’s the next president of the University of Kentucky.” It just seems like it wasn’t that long ago.

“But when I listen to all the WHEREASes – and I can’t ask for anybody better than Jim Stuckert to read that. He didn’t tell you that in that alley shortly thereafter, he committed to help me raise \$1 million, and then after we ran out of that, he and Diane put some more in. So he personally has helped me with the dream that I had, and very few people understood.

“I listened to the budget presentation that Angie did so well today, as she has always done. And I look around, familiar with the people who had countless hours, are sitting back in the back as part of her staff. But I look down this row of people over here, and this group over here, that attend this meeting all the time as the unsung heroes and really do what gets done around here. I do hope, and I said to the group last night when they recognized us, that I do want to let you know how I feel about you in a better way than I have done in the past.

“Many of you made strong commitments to this place. You have turned down opportunities where you could have had more remuneration, I know, but I don’t think you could have had more fulfillment than what you have had having joined this group of people who made a difference. The people down this center aisle here have – we’ve been through a lot. A lot of tuition raises, a lot of hopes and dreams that we couldn’t quite fulfill, people who came here thinking we were going to be fully funded with our Top 20 plan, and then we basically went down the other side of that curve. But nobody gave up, and nobody whined, and nobody complained.

“It’s been such an honor for Patsy and me to serve in this. I have thanked her numerous times, not only for her support of me, but her value added for things like the Women & Philanthropy, like the Boone Center, like the look that you see around this campus that is a little more appealing than what it ever has been, inside and outside, and the love of the students. It’s so genuine. She’ll probably be hawking cookies on the corner down here somewhere.

“But we have thoroughly enjoyed – we’ve met so many people that we wouldn’t have met had we not done this. And we have watched you grow and we’ve watched you take on a task that is monumental. And when I think about the future of this place, it’s right here in this room. Now Eli will come and add his strength to it, but it’s those other levels that are there to make things happen. You need a spokesman, you need a head, but you’ve got to do the work. And you’ve done it.

“You’ve done it – so many things that you see in my expectations – I will make a list someday of the things I am “proud of” because of this. I even listened to the \$300,000 of coal severance money to go under mining scholarships, because we were going to shut it down. And it was an accomplishment that changed 200 kids’ lives. Every one of the juniors has a job at the end of their junior year. Things like that – that’s why it’s hard to say what you appreciate the most.

“It’s been a labor of love. It’s been an honor that I never thought would come my way. I don’t think she did either. We have known each other a long time, and we never even thought about this as a possibility. But to have been one of the presidents of this institution is far beyond anything that I can explain right now. It’s going to take a while to sink in. I will be back with many of you, to let you know what I think about you. I appreciate your coming and joining us and staying with us through this period of time, and that we could make a difference, and I think we have.

“One email I just got – I did sneak a look just a few minutes ago – Diane Snow sent me a message that we have been selected to be the site in 2014 for the National Conference for Undergraduate Research. This past year, we sent 23 young Kentuckians who had to submit their papers to be accepted, in competition with everybody in the country, we had 23 of them at that convention. North Carolina – Chapel Hill had one or two, and now we host the whole thing. So all the kids will be coming to this university.

“And those are the kinds of things that make a difference.

“I think we are respected more nationally sometimes than we are within the state. I am heading out tonight to go to a meeting of all the presidents of the Land Grant universities. One of the speakers tonight will be Dr. [Francis S.] Collins, [Director] of NIH, and I will have the pleasure of being able to bust a few buttons and say we got our CTSA today. But he will already know!

“People are watching what’s going on here. We can’t let up. This state deserves to have – I think Dr. Singletary – I’m going to get it right – Mike Richey over there knows better than I do – but he said his job was something like a conspiracy to give Kentucky a better education than it deserved, or something to that effect. And I think we have continued that conspiracy. We’ve got people who want to help. I think the legislature would have funded this plan if they had the funding to do it. And I hope to suggest to them right away — to suggest to them to find money to do it because we are not that far away from really making a difference.

“And when I hear – Eli was over in Pikeville the other night, and on his way home, he sent me a text – I was in Oregon – that he had met the Fine Arts agent in Pikeville, KY. And he said to me that you ought to be proud of the changes that have taken place in this state. We also were just recently notified that we had won two engagement awards. One for the antismoking campaign that Ellen Hahn has and the other for the forestry program where we are growing trees to reclaim mining property. These are not things that you read about making the *Boston Globe* or the *New York Times*, but they are things that do change this state. And they will make a difference.

“I appreciate all of you. I am not going to call names because we wouldn’t get out of here and I have got to catch a plane later. It’s been tremendous. I thank everybody for everything, and I appreciate your willingness to serve this institution, and I hope you continue to do that, which I know you will. And we will be around to lend a hand whenever we are asked. Thank you very much.”

President Todd's remarks were met with extended applause from the Board and from the audience in the Board Room.

Dr. Brockman called for a motion to approve all of the resolutions. It was so moved by Ms. Curris and seconded by Ms. May. The motion passed without dissent.

JJ. Closed Session

Dr. Brockman announced that at this point, the Board needed to go into closed session in order to discuss the final terms of President Elect Capilouto's contract. He moved that the Board go into closed session pursuant to KRS 61.810(1)(f). This statutory citation is the exception in the open meetings law that permits the Board to go into closed session to discuss the final terms of the contract for an individual employee who has been appointed to be president of the University of Kentucky. Nothing else may be discussed in the closed session but what has been announced. No final decision can be made; no final action can be taken.

Dr. Brockman asked for a second of his motion and received it from Mr. Stuckert. The motion passed without dissent and the Board went into closed session at 2:43 p.m.

KK. Open Session

The Board reconvened at 3:05 p.m. Dr. Brockman said that the review of the terms of the proposed contract had concluded. No other business was conducted or discussed by the Board, and no action had been taken by the Board.

Dr. Brockman asked for a motion, and Mr. Stuckert moved to approve the employment agreement of President Elect Eli Capilouto commencing July 1, 2011, as discussed in closed session. Mr. Mobley seconded. There was no discussion, and the motion passed without dissent.

The contract was approved. For the record, it is noted that Mr. Smith and Ms. Brown left before the vote was taken and did not vote.

LL. Adjournment

Hearing no suggestions for additional matters, Dr. Brockman asked for a motion to adjourn. Ms. Patterson made the motion, and it was seconded by Dr. Sachatello. The meeting ended at 3:06 p.m.

Respectfully submitted,

Pamela T. May
Secretary, Board of Trustees

(PR 2, 3, 4, and 5; AACR 1, 2, 3, 4, and 5; and FCR 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, and 12 which follow are official parts of the Minutes of the meeting.)

PR 1

Office of the President
June 14, 2011

1. UK Gets \$6.9 Million Federal Grant to Study Biofuels

UK has received a \$6.9 million federal grant to help reduce America's reliance on imported oil, one of eight awards issued by the U.S. Department of Agriculture and the U.S. Department of Energy. The purpose of this UK project is to improve the economics for biorefineries by using on-farm processing to convert biomass to a mixture of butanol, ethanol, acetone, and organic acids. The product can then be easily transported to a biorefinery for further processing. The project will integrate input from experts in a variety of disciplines, including plant and soil scientists, horticulturists, chemical engineers and economists. Principal investigator Sue Nokes, professor in the Biosystems and Agricultural Engineering department, says the bulk of the grant will be used to study the process of growing switchgrass and miscanthus to create biofuel for farm machinery. This grant will allow researchers to see whether switchgrass and miscanthus can be used on a large scale.

2. Tempur-Pedic to Build \$18 Million Headquarters at Coldstream Research Campus

Lexington-based Tempur-Pedic, an international company that manufactures and distributes mattresses and pillows made from its proprietary pressure-relieving material, will build an \$18 million world headquarters at UK's Coldstream Research Campus. Construction of the 100,000 sq. ft. building is expected to begin this fall and should be completed by December 2012. The company will add 65 new jobs over the next five years for a total of 300 jobs.

3. WUKY Brings StoryCorps to Lexington

WUKY is hosting a Lexington visit by StoryCorps, a national nonprofit organization dedicated to recording, preserving and sharing the stories of Americans from all backgrounds and beliefs. StoryCorps started recording interviews in Lexington May 19 and will continue until June 25 as part of its cross-country MobileBooth tour. StoryCorps' MobileBooth—an Airstream trailer outfitted with a recording studio—is parked near the Lexington History Museum. The StoryCorps/WUKY project plans to collect 180 interviews. WUKY will air a selection of the local interviews and create special programs around the project. Segments of selected interviews may also air nationally on NPR's "Morning Edition."

4. Fossil Shark Draws Attention From Around the Country

Kentucky Geological Survey (KGS) investigation of the jaw structure from an ancient shark discovered in a Webster County coal mine in February became a media sensation. The

fossil, a specimen of a 307-million-year-old shark known as Edestus, drew attention from news media across the U.S. Many media outlets called or came to campus to interview KGS staff and Frank Ettensohn (Earth and Environmental Sciences), and to photograph and shoot video of the fossil. It has been on display on the first floor of the Mining and Mineral Resources Building. After some analyses are done and a cast is made, the fossil will be returned to the miner who discovered it while bolting the roof in Webster County Coal's Dotiki Mine.

5. Kentucky Film Premieres on KET, Includes UK Faculty

"Kentucky—An American Story" premiered on May 24 on Kentucky Educational Television. The film was narrated by film star and UK alumna Ashley Judd, directed by Academy Award-winning filmmaker Paul Wagner and written and produced by former UK history professor Daniel Smith. It is a provocative and entertaining documentary about the revealing connections between Kentucky's and America's past. UK history professors Ron Eller and Tracy Campbell, along with prominent Kentucky authors Silas House, Erik Reece and Al Smith offered commentary as well.

6. UK-Connected Spinoff Equinext to Develop Medical Device for Equine Leg Injuries

Equinext LLC, a new biotech spinoff company, and Lexington-based Hagyard Equine Medical Institute will bring a medical device to the equine market to treat tendon and ligament injuries and Wobbler's Syndrome in horses and other animals. Equinext will use its chemically made injectable reagent device on these lower leg strains and sprains, which are very common in performance horses and have a high rate of reoccurrence. Equinext parent company, Orthoedics-Intralink Spine, relocated from Austin, Texas to Coldstream Research Campus last year along with CSO Tom Hedman. Hedman, who developed the technology as a treatment for Degenerative Disc Disease and related lower back pain, has a joint appointment at UK in neurosurgery and biomedical engineering. Equinext is a client of the UK Office for Commercialization & Economic Development.

7. Black Women's Conference Hosted by UK African American Studies

The UK African American Studies and Research Program empowered activism throughout the Commonwealth at its 17th Annual Black Women's Conference. This year's conference, themed "Activism in the 21st Century," provided an opportunity for participants to look at past, present and future opportunities for community action. Local and regional guests included Spelman College activist Asha Jennings and former Black Panther Party member and human rights activist Ericka Huggins, a gender and women's studies professor at San Francisco State University and California State University-East Bay. Other conference speakers included Melynda Price, the Robert E. Harding, Jr. associate professor of Law in the UK College of Law and William Turner, the distinguished professor of Appalachian Studies and Regional Ambassador at Berea College.

8. Jazz Ensemble Invited to Perform in Switzerland, Netherlands

The UK Jazz Ensemble has been invited to perform at two major international jazz festivals this summer. The ensemble will be among a select group performing at the Montreux Jazz Festival in Montreux, Switzerland, and the North Sea Jazz Festival in Rotterdam, the Netherlands. Less than 10 percent of applicants to these two prestigious jazz festivals are selected to perform at the events, which showcase professional and legendary jazz musicians. The UK Jazz Ensemble will tour Europe June 28 through July 12 on the largest tour ever mounted by a UK School of Music ensemble. The ensemble performs under the direction of Miles Osland, director of jazz studies and professor of saxophone.

9. Confucius Institute Offers Camp, Classes

The University of Kentucky Confucius Institute organized its first Spring Break Chinese Language and Chinese Culture Camp for students from third to sixth grade, focusing on simple Chinese language and a wide variety of cultural activities. In addition to the camp, the Confucius Institute began offering a language and culture class series in January. Classes ranging from Martial Arts Tai Ji Fan and Sword Dance to Chinese music, art, language and connoisseurship have become popular with community members, as well as UK faculty, staff and students.

10. Anti-Apartheid Activist Visits UK

World-renowned anti-apartheid activist Ahmed Kathrada visited Lexington and UK as an honored guest of the College of Arts and Sciences yearlong initiative "Kentucky and South Africa, Different Lands, Common Ground." Kathrada's stay in Lexington included an honorary degree convocation from the university; the stateside opening of "Ahmed 'Kathy' Kathrada: A South African Activist for Non-Racialism and Democracy;" an event at the Freedom Center in Cincinnati; and a book tour stop for Kathrada's newly released memoir, "No Bread for Mandela," published by the University Press of Kentucky.

11. World Renowned Theoretical Physicist Visits UK

Leonard Susskind, one of the world's most influential theoretical physicists and the scientist who coined the term "cosmic landscape," combined cosmology and philosophy in an enlightening discussion at UK. Susskind discussed the cosmic landscape, and how it relates to what he termed the scientific explanations of the apparent miracles of physics and cosmology and its philosophical implications.

12. UK Faculty, Students Help Record Eastern State Hospital Remains

Kentucky Archaeological Survey (KAS) director and adjunct UK anthropology professor David Pollack brought together professional archaeologists and anthropology graduate and undergraduate students to properly record and analyze the remains of more than 125 Eastern State Hospital patients. Eastern State Hospital first admitted patients in 1824 and still houses approximately 150 patients. In 2008, it was agreed that the second oldest psychiatric hospital in

the nation would relocate to Coldstream Park and a new Bluegrass Community Technical College campus would be constructed on the existing hospital grounds. In January, crews preparing for the BCTC construction found additional graves when they began removing pavement. Hospital excavations began in late February, and the KAS team finished this month.

13. Enrollment Management Hosts Fayette County Magnet Students

UK's Enrollment Management team hosted a series of events for Fayette County Magnet students. Students from Dunbar's Math, Science & Technology Center (MSTC), the Liberal Arts Academy at Henry Clay, the Spanish Immersion program at Bryan Station, Lafayette's School for the Creative and Performing Arts (SCAPA), and the International Baccalaureate (IB) Program at Tates Creek High School learned about undergraduate opportunities at UK, the admissions process and information on how to apply for financial aid and scholarships. Students also toured campus and enjoyed lunch at the Boone Center. Officials received positive feedback from attendees.

14. Women & Philanthropy Network Awards 43 Undergraduate Scholarships

The University of Kentucky Women & Philanthropy Network awarded \$186,810 in need-based scholarships to 43 UK undergraduate students this year, up from \$169,000 to 39 students in 2010. Scholarships are given to UK students involved in science, technology, engineering and mathematics, but also health, education, music, art and study abroad programming. In September 2007, President Lee T. Todd, Jr. and First Lady Patsy Todd established Women & Philanthropy at UK in order to increase these types of opportunities throughout campus.

15. UK Police Officers Wear Award-Winning Uniforms

The University of Kentucky Police Department uniform won the North American Association of Uniform Manufacturers & Distributors (NAUMD) 2011 Public Safety Uniform of the Year Award. The annual award is selected from an independent panel of judges on a variety of different factors, including innovation and professional design, excellence and attractiveness, fabric enhancements, and identifiable accessories that fit departmental requirements.

16. Art Work Celebrates New General Education Program UKCore

The University of Kentucky's W.T. Young Library is now hosting a major 10-panel art work titled "Nation of Nations," installed in recognition of a central theme of UK's new general education curriculum to be implemented in fall 2011. "Nation of Nations" is the work of Lexington artist Marjorie Guyon. A formal celebration of the exhibit will take place during the fall semester and will be open to both the UK and greater Lexington communities. The artwork serves as an emblem of the new UK undergraduate general education program, named UKCore. Some of the curricular components of UKCore will require all undergraduates to explore the arts and creativity through performative-based course work and embrace the ideas of citizenship in a contemporary context.

17. Gatton College of Business and Economics Inducts Six Into Alumni Hall of Fame

The UK Gatton College of Business and Economics celebrated the success and achievements of six of its graduates April 15 when it inducted these individuals into its Alumni Hall of Fame. The inductees are Carter Harris, founder of Knight Capital Partners; Mary Lassiter, Secretary of the Governor's Executive Cabinet and State Budget Director for Kentucky Governor Steve Beshear; Howard Lewis, founder of the Family Heritage Life Insurance Company of America; Scott Smith, CEO of Coalition America Holdings, Inc., NPPN, and Lodestone Solutions, LLC; Sean Smith, Co-Founder of Coalition America Holdings, Inc., NPPN, and Lodestone Solutions, LLC; and, Darrell Williams, LECG Expert Services. A total of 72 men and women who have distinguished themselves in their business pursuits and in civic and community leadership have been recognized by the Gatton College with this honor since the inception of the hall of fame in 1994.

18. Faculty Entrepreneurs Hear From Angel and Venture Capital Investors

UK faculty and future entrepreneurs learned how to develop partnerships with angel investors and venture capitalists at the Bench2Business networking event hosted by the Von Allmen Center for Entrepreneurship. Experienced investors covered how and when faculty should seek financial partnerships, preparing presentations to investors, and what investors look for in new technology companies. Panelists represented the Bluegrass Angels, Triathlon Medical Ventures, Chrysalis Ventures, Allos Ventures, and Blue Chip Venture Company. In 2010, 89 Lexington-area early-stage companies attracted \$65 million in venture funding. The Von Allmen Center for Entrepreneurship is part of the UK Office for Commercialization & Economic Development.

19. CAER Organizes “World of Coal Ash” Conference

The Center for Applied Energy Research (CAER) co-organized and ran the May 2011 World of Coal Ash conference in Denver, Colorado, along with the American Coal Ash Association. This is a biennial event that has become the conference to attend in the industry with more than 500 international attendees. CAER also offers a one-day, intense short course prior to the conference for those new to the ash industry. This successful melding of industry and academic participants is a model of cooperative learning.

20. Three More Visiting Scholars Take Part in Seismic Exchange with China

For the past six years UK and Chinese earthquake research institutions have exchanged scholars and research data. Three more Chinese visiting scholars, sponsored by the Kentucky Geological Survey (KGS) and the UK Department of Earth and Environmental Sciences, arrived on campus this spring for six months. The visitors will take classes in geophysics and English during their stay and conduct research. Seven Chinese visiting scholars have visited UK since the exchange began in 2005. KGS researchers, as well as Earth and Environmental Sciences staff and students, have made several trips to China since the exchange began. They have participated

in seismic hazard assessments and research in the Lanzhou region, as well as university seminars and visits to historic and cultural sites in China.

21. Antibiotic May Prove Beneficial to Preterm Infant Lung Health

A study performed by University of Kentucky researchers shows promise for the use of azithromycin in treating Ureaplasma-colonized or infected premature infants to prevent bronchopulmonary dysplasia (BPD). The study, published in Pediatric Pulmonology, showed subjects colonized or infected with the Ureaplasma bacteria developed BPD or died 73 percent of the time in the azithromycin-treated group, compared to 94 percent of the time in the placebo group. Dr. Hubert O. Ballard, a UK neonatologist, is leading the study, which was performed on a group of 220 infants admitted to the UK Neonatal Intensive Care Unit from September 2004 to August 2008.

22. Civil War Exhibit Opens in UK Libraries Special Collections

"Our only hope was in Kentucky": The Civil War Sesquicentennial," exhibit opened in the Great Hall of the Margaret I. King Building. The exhibit, which runs through October, documents the lives of individual soldiers as well as women, divided families, publishing and the development of photographic processes in Kentucky, using material from UK Libraries' rare book, manuscript, photograph and oral history collections. "Our only hope was in Kentucky" was curated by Access Archivist Katie Henningsen, Curator of Books Jim Birchfield, and Oral History Collection Coordinator Sara Abdmishani Price, with assistance from Mark Wetherington, Sarah Piester, Courtney Murphy, Hannah Osborne, Lewis Warden and Jason Flahardy.

23. Markey Cancer Center Researching Benefits of Jin Shin Jyutsu on Cancer Patients

The UK Markey Cancer Center is studying the benefits cancer patients may experience from receiving Jin Shin Jyutsu treatments, an energy harmonizing modality similar to acupuncture. Thanks to a grant from the Lexington Cancer Foundation, all Markey patients are eligible for up to five free treatments from the Jin Shin Jyutsu practitioner on staff, Jennifer Bradley. As part of the criteria for receiving the grant, Jennifer and Markey Cancer Center director Dr. Mark Evers are keeping data about significant improvements in nausea, pain and stress in patients after receiving the treatment.

24. College of Engineering Inducts Five Into Hall of Distinction

The UK College of Engineering Hall of Distinction inducted its five newest members in a ceremony April 15. This is the 20th class of inductees. The inductees are: J. Steven Gardner, B.S. Agricultural Engineering and M.S. Mining Engineering, president and CEO of Engineering Consulting Services, Inc.; Joan E. Herbig, M.S. Computer Science, CEO of ControlScan in Atlanta; Clifford W. Randall, B.S. and M.S. Civil Engineering, who served on the faculty at the Virginia Polytechnic Institute in Blacksburg, Virginia; Steven S. Saran, B.S. Mechanical Engineering, chairman of the board of Saran Holding; W. Terry Strange, B.S. and M.S.

Chemical Engineering, site manager for a state-of-the-art semiconductor facility now under construction for Hemlock Semiconductor in Clarksville, Tennessee.

25. Postdocs Receive Introduction to Forming a Startup Company

UK postdoctoral scholars learned how to start their own companies from former postdocs turned successful entrepreneurs at an event hosted by the Von Allmen Center for Entrepreneurship. Former postdoc Mehdi Yazdanpanah talked about getting started with only \$200. He formed NaugaNeedles as a doctoral student, and has since raised more than \$2 million in capital, established a manufacturing facility and has more than 100 customers. Rajesh Khatri and Brock Marrs completed postdoctoral fellowships at UK and have licensed energy-related technology. Khatri is a research scientist with Topasol, and Marrs is research VP for NuForm Materials and co-founder of XtremeCarbons. Khatri and Marrs are also with the Center for Applied Energy Research. The Von Allmen Center for Entrepreneurship is part of the UK Office for Commercialization & Economic Development.

26. Beaux Arts Ball Foundation Has Record Fundraising Year

The Beaux Arts Ball Foundation has raised \$57,000 this year, surpassing all previous fundraising efforts by the foundation. Planned and organized by students from the UK College of Design, the Beaux Arts Ball is one of the largest student-run, non-profit organizations in the state. This year's ball drew an attendance of 3,500. Through the festivities, the foundation raised funds to help support three primary organizations, the Children's Advocacy Center, Epilepsy Foundation of Kentuckiana and Lexington Children's Theatre. Each organization received a \$17,000 donation. In addition, 10 honorable mention charities split \$4,500 raised from event proceeds.

27. Department of Theatre Closes 100th Year

The UK Department of Theatre closed out its 100th year with enchanting tales from around the world, all included in the World Theatre Festival April 16-17 at the Downtown Arts Center. The festival included performances of "Round the World Tales," a selection of works for children inspired by Latin American, African, Asian and Native American folk tales; "Rosa y La Vaca Saltarina," or "Rosa and the Jumping Cow," from South America; the "Mahabharata Project," from Bali; "Treasury of Noh Drama," from Japan; Mary Shelley's "Frankenstein," from Europe; "Over the Rainbow," from South Africa, presented in conjunction with the South Africa Initiative at the UK College of Arts and Sciences; and "Arlequin Refined by Love," from France, a collaboration between the UK Program in French and Francophone Studies and UK Theatre.

28. College of Fine Arts Presents First College-Wide Fundraiser for Faculty Research

The UK College of Fine Arts presented its first college-wide event to raise money for faculty research April 29-30 at Guignol Theatre. The fundraiser featured a production of A. R. Gurney's "Love Letters," featuring local celebrities Alicia Helm and Everett McCorvey and directed by Dean Michael Tick. This was the first UK production directed by Tick. "Love

Letters" was presented in conjunction with art studio graduate student Dylan Dean's Master of Fine Arts Show at Tuska Center for Contemporary Art. "Connected: A Portrait of an Early Posthuman Society" explored societies' reliance on technology-based communication in the 21st century. In addition to the fundraiser's theatrical and art offerings, musical interludes were presented by musicians and ensembles from the UK School of Music throughout the evening's festivities.

29. UK Projects Highlight Energy Efficiency at Governor's Derby Festivities

Two UK projects focused on energy conservation were showcased as part of the governor's Derby festivities May 7 in Frankfort. The S•KY BLUE House and Houseboat to Energy Efficient Residency (HBEER) projects were featured as part of a preview of the state's new Capitol Education Center, which aims to educate and promote the state's energy conservation initiatives.

30. Student Veteran Play Selected for New York International Fringe Festival

"Bringing it Home," a production on the lives of UK student veterans produced by the UK Department of Theatre, under the direction of Associate Professor of Playwriting Herman Farrell III, has been invited to the New York International Fringe Festival. The production, created as part of an interdisciplinary project with the Veterans Resource Center and the Louie B. Nunn Center for Oral History, will be staged in New York City in August.

31. Student Awards and Achievements

Adriana Lia Arbeláez-Moutz, Music; Matthew Feinberg, Hispanic Studies; and Jon Otto, Geography, were awarded Fulbright scholarships for 2011-2012.

Ebony Blackmon, Health Sciences, received the Lyman T. Johnson Fellowship Award for 2011-2012.

Andrea Clark, Art Studio, was awarded an Undergraduate Research and Creativity Grant for the Summer 2011 for her project titled "Figuring out the Figure." Clark will also attend a figurative workshop at Penland School of Arts and Crafts in North Carolina.

Matthew Elliot, Arts Administration, received first place for "Take it Artside" in the Fine Arts division of the 2011 Oswald Creativity Awards.

Elias Gross, Art History, presented a paper on "The Fist as a Symbol of Unified Resistance in South African Poster Art" at the conference Southern Interdisciplinary Roundtable on African Studies, held at Kentucky State University on April 7.

Kathi Harp, Sociology, was awarded a grant from the National Institutes of Health (NIH) National Research Training Award Program, the Ruth L. Kirschstein National Research Service Award for Individual Predoctoral Fellows.

Cassidy Herrington, Journalism, was named a finalist in the Society of Professional Journalists' Mark of Excellence Awards, and also placed third in the Hearst Journalism Awards Program, for her Kentucky Kernel column "'Undercover' in hijab: unveiling one month later."

Joanna Hoch and Carl Mattacola, Health Sciences, were awarded a \$5,000 research grant from the American College of Sports Medicine.

Philip Houtz and Taylor Lloyd, Agriculture, were named Goldwater Scholars and will receive scholarships worth approximately \$7,500 per year for up to two years of undergraduate study.

Caitlin Latimer, Medicine, placed second in Disney's Princess Half Marathon in Orlando, Florida with a time of 1:22:26.

Dominique Luster, Theatre, received a full scholarship to the O'Neill Theatre Center's National Playwrights Conference.

Radu Mihail, Computer Science, has been selected as the first-ever Halcomb Fellow in Medicine and Engineering. He will be awarded up to \$50,000 toward developing an interactive decision aid for patients with rheumatoid arthritis.

Catherine Clark Nardolillo, Music, sang the lead role of Mimi in UK Opera Theatre's 2010 production of Giacomo Puccini's "La Bohème" at the Lexington Opera House.

Veronica Polinedrio, Interior Design and Art History, received second place in the Humanities: Critical Research division of the 2011 Oswald Creativity Awards.

Richard Sellnow, International Studies and History, will visit China this summer as the winner of the 2011 National Society of Collegiate Scholars (NSCS) International Scholar Laureate Program Award.

32. Faculty and Staff Awards and Achievements

Ruth Adams, Art Studio, was a featured artist in SKIRT magazine in May.

Kristin B. Ashford, Nursing, won the Excellence in Research/Scholarship Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Richard Ausness and Sarah Welling, Law, had their legal research cited by U.S. Supreme Court justices. Justice Sonia Sotomayor cited Ausness, while Justice Samuel Alito cited Welling.

Dibakar Bhattacharyya, Center of Membrane Sciences, had a paper titled "Reactive Nanostructured Membranes for Water Purification" accepted for publication in the journal Proceedings of the National Academy of Sciences (PNAS).

John Cody Birdwell, Music, was elected to serve as vice president of the College Band Directors National Association (CBDNA) Southern Division.

Benjamin Braun, Mathematics, received a College of Arts and Sciences Award for Outstanding Teaching for 2010-11.

Dorothy A. Brockopp, Nursing, won the Excellence in Graduate Teaching Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

D. Allan Butterfield, Center of Membrane Sciences, was ranked as the 21st most influential proteomics scientist in the world, according to the proteomics laboratory, based on publication citations. Butterfield also was appointed as chair of the Neural Oxidative Metabolism and Death Study Section (NOMD) of the Center for Scientific Review (CSR) of the National Institutes of Public Health (NIH). The CSR is the portal for all NIH grant applications and their review for scientific merit.

Sarah Campbell, Health Sciences, received the Award for Continuing Education (ACE) from the Continuing Education Board of the American Speech-Language-Hearing Association (ASHA). The ACE is a formal recognition of professionals who have demonstrated their commitment to lifelong learning by earning 7.0 CEUs (70 contact hours) within a 36-month period.

Lisa A. Cassis, Dr. Philip A. Kern, Craig R. Rush, Dr. Lumy Sawaki and Daret K. St. Clair, Medicine, have been appointed by the National Institutes of Health to serve on national study sections for multiple-year terms, beginning July 1. NIH study sections review grant applications submitted to the NIH, make recommendations on these applications to the appropriate NIH national advisory council or board, and survey the status of research in their fields of science.

Angela Co, Design, was awarded the prestigious Rome Prize by the American Academy in Rome. Co is one of only two recipients to receive the Rome Prize in architecture this year. The other recipient of the Rome Prize in architecture is a 1992 graduate of the UK College of Design, Lonn Combs.

Jennifer Collins, UK HealthCare, was appointed Director of Clinical Contracting in the Office of Clinical Contracting for the UK HealthCare Enterprise.

Audrey K. Darville, Nursing, won the Excellence in Clinical Practice Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Nathan DeWall, Psychology, received a College of Arts and Sciences Award for Outstanding Teaching for 2010-11.

Susan Effgen, Health Sciences, received a 3-year research grant for \$851,822 from the Department of Education, Institute of Education Sciences.

Susan Frazier, Nursing, won a Mentor Recognition Award at the annual Center for Clinical and Translational Science Spring Conference.

Mary E. Gregory, Nursing, won the Employee of the Year Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Phil M. Hampton, Nursing, won the Gloe L. Bertram Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Dr. Wendy Hansen, Medicine, was chosen to participate in the Hedwig van Ameringen Executive Leadership in Academic Medicine (ELAM) Program for Women at Drexel University College of Medicine. ELAM is the only national program dedicated to preparing senior women faculty for positions of leadership at academic health centers.

David Hardesty, Business and Economics, was honored as the 2011 recipient of the Kenneth N. and Carol Lee Robertson Faculty Research Leadership Award.

David Hildebrand, Plant and Soil Sciences, received a two-year \$110,228 grant from the Consortium for Plant Biochemistry Research, Inc. to study the branch chain fatty acid production in plants.

Krista Jacobsen, Horticulture, is principal investigator for a \$53,500 grant from the Kentucky Department of Agriculture, to develop diversified high tunnel systems to enhance food security and specialty crop production in Kentucky.

Dr. Paul A. Kearney, Jr., Medicine, won the Teaching Excellence in Support of Professional Nursing award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Patrick Kitzman, Health Sciences, was awarded the College's Distinguished Research Award.

Paul Koester, Mathematics, received a College of Arts and Sciences Award for Outstanding Teaching for 2010-11.

Linda Kraus-Worley, German Studies, received a College of Arts and Sciences' Award for Outstanding Teaching for 2010-11.

Hui Chi Lee, Art Studio, was honored as a 2011 Teachers Who Make a Difference.

Drs. James Y. Liao, Brian D. Rinker, Daniel H. Stewart, Henry C. Vasconez and Lesley Wong, Medicine, have been selected as the top plastic surgeons in Lexington by the International Association of Healthcare Professionals (IAHCP). They will be spotlighted in the publication, *The Leading Physicians of the World*.

Wanda F. Lovitz, Nursing, won the Louise J. Zegeer Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Gurney Norman, English, was awarded an honorary Doctor of Humane Letters degree from Berea College.

Matt Page, Art Studio, was honored as a 2011 Teachers Who Make a Difference.

Suba Palli, Entomology, is principal investigator on a \$456,000 grant from the National Institute of Food and Agriculture for molecular analysis of xenobiotic response in the Colorado potato beetle.

Rita Patel, Health Sciences, was awarded the College's Young Investigator Award.

Ebony G. Patterson, Art, won the 2011 Young Alumni Award from the Sam Fox School of Design and Visual Arts at Washington University in St. Louis.

Helen Pushkarskaya, Agricultural Economics, has received the following grants: \$20,000 from the UK Research Foundation, \$10,000 from the National Science Foundation Interface Between Computer Science and Economic and Social Sciences Program, and \$15,000 from the UK Cognitive Science Program. She has also been awarded a three-year fellowship at Yale University Department of Diagnostic Radiology Bioimaging Sciences, to begin July 1.

Brad Schwarz, Health Sciences, was named a Distinguished Fellow of the American Academy of Physician Assistants (AAPA).

E. Allen Sizemore, Nursing, won the Excellence in Part-Time Teaching Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Karen O. Skaff and Samuel Powdrill, Health Sciences, were awarded the Richard D. Kingston Award for Excellence in Teaching.

David Sogin, Music, was nominated for the Outstanding Achievement in String Research Award, which is to be awarded for the first time at the National Conference of the American String Teachers Association in 2011.

Hunter Stamps, Art Studio, has been invited by the Watershed Center for the Ceramic Arts to co-teach a kiln-building workshop this summer in New Castle, Maine. Stamps recently exhibited artwork at the Four Bridges Arts Festival in Chattanooga, Tennessee. Stamps also received a \$157,730 grant for equipment and scholarships, to be used for new electric wheels, electric and gas kilns, a wood kiln and structure, as well as other equipment and student scholarships. Stamps also has received a Faculty Scholarly Leave to accept an invitation to be the Visiting Artist/Instructor during the 2011 fall semester at the West Virginia University Campus in Jingdezhen, China. He will conduct research and work at the Jingdezhen Ceramic Institute, considered to be China's finest ceramics art and design school.

Dr. Margaret M. Szabunio, Markey Cancer Center, was appointed associate medical director for Markey's Comprehensive Breast Care Center.

M.B. Visona, Art History, gave a presentation on "Defining Modernisms and Modernities in African Art" for a roundtable on the Visual Arts at the annual meeting of the African Literature Association at the University of Ohio in April.

Kathy Wagner, Nursing, won the Dean's Recognition Award at the 2011 College of Nursing Faculty and Staff Awards ceremony.

Jennifer White, Entomology, received a \$150,000 grant from the National Institute of Food and Agriculture to study the effect of an aphid bacterial symbiont on interactions among soybean aphids.

The College of Health Sciences was given the Patriot Award by Employer Support of the Guard and Reserve (ESGR), a Department of Defense organization which serves to promote cooperation, understanding and support between members of the Guard and Reserve and their employers. Dean Lori Gonzalez accepted the award on behalf of the College.

33. Alumni Awards and Achievements

Brian Archinal, Music, was awarded first prize at the International Gaudeamus Interpreters Competition held April 17 in Amsterdam.

Robin Baker, Fine Arts, won third prize in LexArts' 6th Annual University Open.

Yuen "Amie" Chan, Biology and Economics; Megan Collins, International Studies; Jordan Covvey, Pharmacy, recipient of the three-year Fulbright-Strathclyde Research Award; Sarah Kachovec, International Studies and Spanish; Rachel Philbrick, Classics; and Brandon Chase Stamper, German Studies, received Fulbright scholarships for 2011-12.

Lonn Combs, Design, was awarded the prestigious Rome Prize by the American Academy in Rome. Combs is one of only two recipients to receive the Rome Prize in architecture this year. The other recipient of the Rome Prize in architecture is College of Design faculty member Angela Co.

Matt Matsubura, Art Studio, won second prize in LexArts' 6th Annual University Open.

Rachel Philbrick, Arts and Sciences, was awarded one of only 33 Jacob K. Javits Fellowships from the U.S. Department of Education. The fellowship is awarded to students of superior academic ability who plan to undertake graduate study in the selected fields of arts, humanities and social sciences.

Gregory Turay, Music, sang the lead role of Rodolfo in UK Opera Theatre's 2010 production of Giacomo Puccini's "La Bohème" at the Lexington Opera House.

Lindsay Warnick, Theatre, is the recipient of an internship with Cirque du Soleil in Las Vegas.

PR 2

Office of the President
June 14, 2011

Members, Board of Trustees:

PERSONNEL ACTIONS

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

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

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

Action taken: Approved Disapproved Other _____

PRESIDENT
AND
EXECUTIVE VICE PRESIDENT
FOR
FINANCE AND ADMINISTRATION

I. BOARD ACTION

A. RETIREMENT

Executive Vice President for Finance and Administration

Harmon, Sue, Nurse Clinical III, Human Resources, after 24 years and 10 months of consecutive service under AR 3.1 Section VI.B, effective 7/31/11.

Associate Vice President for Campus Services

Eagle, James S., Security Supervisor, UK Police Department, after 12 years and 8 months of consecutive service under AR 3.1 Section VI.B, effective 4/18/11.

Athletics Director

Ortmayer, Conrad Stephen, Assistant Football Coach, Athletics, after 8 years and 5 months of consecutive service under AR 3.1 Section VI.B, effective 6/30/11.

B. EARLY RETIREMENTS

Executive Vice President for Finance and Administration

Riffe, William P., Respiratory Therapist, Human Resources, after 25 years and 9 months of consecutive service under AR 3.1 Section VI.A, effective 5/31/11.

Vice President for Facilities Management

McHone, Jeanette C., Custodial Worker Supervisor II, Physical Plant Custodial Services, after 31 years consecutive service under AR 3.1 Section VI.A, effective 5/31/11.

Athletics Director

Osborne, Barbara S., Athletic Ticket Manager, Athletics, after 36 years and 3 months of consecutive service under AR 3.1 Section VI.A, effective 6/30/11.

Vice President for Facilities Management

Bowman, Jesse R., Grounds Supervisor, Physical Plant Division, after 44 years and 1 month of consecutive service under AR 3.1 Section VI.A, effective 7/15/11.

Ford, James E., Jr., Maintenance Mechanic III, Student Auxiliary Services, after 18 years and 1 month of consecutive service under AR 3.1 Section VI.A, effective 7/1/11.

Peyton, Charles W., Housing Manager, Student Auxiliary Services, after 39 years and 8 months of consecutive service under AR 3.1 Section VI.A, effective 7/5/11.

C. POST-RETIREMENT APPOINTMENTS

Office of the President

Furst, Richard, Temporary Professional Administrator, effective 7/1/11 through 6/30/12.

II. ADMINISTRATIVE ACTIONS

A. ADMINISTRATIVE APPOINTMENTS

CIO for Information Technology

Burdine, Kenneth, Network Solutions Architect/Certified, CNS Business Services, effective 4/25/11.

Athletics Director

Borst, Golda, Head Women's Golf Coach, Athletics, effective 6/4/10.

Garrison, Timothy, Head Gymnastics Coach, Athletics, effective 5/3/11.

Martin, Taumarice, Assistant Football Coach, Athletics, effective 2/9/10.

Minter, Rick, Assistant Football Coach, Athletics, effective 12/14/10.

Nord, Gregory, Assistant Football Coach, Athletics, effective 7/12/10.

Oliver, Ray, Head Strength and Conditioning Coach, Athletics, effective 1/29/10.

Pardue, Steven, Assistant Football Coach, Athletics, effective 12/14/10.

Payne, Kenneth, Assistant Men's Basketball Coach, Athletics, effective 6/19/10.

Summers, Mike, Assistant Football Coach, Athletics, effective 1/16/10.

Turner, David, Assistant Football Coach, Athletics, effective 1/20/10.

Woolard, Christopher, Associate Athletic Director for Basketball Operations, effective 5/24/11.

B. PROMOTIONS

CIO for Information Technology

Glenn, Richard, from Technical Project Specialist II, UKHC to Information Technology Manager II, CNS Business Services, effective 5/22/11.

Athletics Director

Phillips, Joker, from Assistant Football Coach, Athletics, to Head Football Coach, effective 1/6/10.

PROVOST

I. BOARD ACTION

A. ACADEMIC APPOINTMENTS

- Al Rifai, Anas, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Baldwin, Lauren A., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/11/11 through 6/30/12.
- Bradley, Melanie H., College of Medicine, Clinical Assistant Professor, Ophthalmology and Visual Sciences, 8/1/11 through 6/30/12.
- Bush, Matthew L., College of Medicine, Assistant Professor*, Surgery, 7/1/11 through 6/30/12.
- Ceballo Osorio, Janeth, College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Chadha, Romil, College of Medicine, Clinical Assistant Professor, Internal Medicine, 6/23/11 through 6/30/11.
- Cheng, Yang-Tse, College of Engineering, Professor (with tenure), Chemical and Materials Engineering, appointed to the Frank J. Derbyshire Research Professorship, 7/1/11 through 6/30/16.
- Cornea, Virgilius M., College of Medicine, Clinical Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Day, Scottie B., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Fox, James F., College of Engineering, Associate Professor (with tenure), Civil Engineering, appointed to the Raymond-Blythe Professorship in Civil Engineering, 7/1/11 through 6/30/14.
- Gardner, Mary E., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Gul, Zartash, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/11/11 through 6/30/12.
- Hackbart, Merl, College of Business and Economics, Professor (with tenure), Management, and joint appointment as Professor (without tenure), Martin School of Public Policy and Administration, Graduate School, appointed to the C. M. Gatton Professorship, 7/1/11 through 6/30/13.
- Halgin, Daniel, College of Business and Economics, Assistant Professor, Management, 8/16/11 through 6/30/12.
- Hedman, Thomas P., College of Engineering, Associate Research Professor, Biomedical Engineering, and joint appointment as Associate Research Professor, Neurosurgery, College of Medicine, 5/1/11 through 6/30/11.
- Jhamb, Jagriti, College of Medicine, Clinical Assistant Professor, Internal Medicine, 6/23/11 through 6/30/11.

*Special Title Series

- Johner, Christopher A., College of Medicine, Clinical Assistant Professor, Anesthesiology, 8/1/11 through 6/30/12.
- Jones, Dennie V., College of Medicine, Professor* (with tenure), Internal Medicine, effective 4/1/11.
- Judge, Amy M., College of Medicine, Clinical Assistant Professor, Anesthesiology, 8/1/11 through 6/30/12.
- Kamp, Anna N., College of Medicine, Clinical Assistant Professor, Pediatrics, 8/1/11 through 6/30/12.
- Kleinman, Mark E., College of Medicine, Assistant Professor, Ophthalmology and Visual Sciences, 7/1/11 through 6/30/12.
- Kumar, Parveen, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Lawson, Rick J., College of Medicine, Clinical Assistant Professor, Internal Medicine, 5/9/11 through 6/30/11.
- Lee, James T., College of Medicine, Clinical Assistant Professor, Radiology, 7/27/11 through 6/30/12.
- Maxwell, Alan J., College of Medicine, Professor (part-time), Family and Community Medicine, 5/1/11 through 6/30/11.
- Misdary, John S., College of Medicine, Clinical Assistant Professor, Emergency Medicine, and joint appointment as Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Moreno-Nuno, Carmen, College of Arts and Sciences, Associate Professor (with tenure), Hispanic Studies, effective 8/16/11.
- Obeng, Kwaku K., College of Medicine, Clinical Assistant Professor, Radiology, 7/27/11 through 6/30/12.
- Perez Pacheco, Cristina V., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Pursley, David C., College of Medicine, Clinical Assistant Professor, Neurology, 6/1/11 through 6/30/11.
- Rains, Martin G., College of Medicine, Instructor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Rusu, Daniel M., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/18/11 through 6/30/12.
- Sorrell, Shawn J., College of Medicine, Assistant Professor (part-time), Pediatrics, 5/16/11 through 6/30/11.
- Squires, Edward L., College of Agriculture, Research Professor, Veterinary Science, appointed to the Stanley Smith Dickson Professorship, 4/1/11 through 3/31/14.
- Stockburger, Stephanie, College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Stone, Ramona F., College of Public Health, Associate Research Professor, Health Behavior, 8/1/10 through 6/30/11.
- Sudharshan, Devanathan, College of Business and Economics, Professor (with tenure), Management, appointed to the James and Diane Stuckert BS/MBA Chair, 7/1/11 through 6/30/16.
- Szabunio, Margaret M., College of Medicine, Clinical Professor, Radiology, and joint appointment as Clinical Professor, Surgery, 1/1/11 through 6/30/11.

*Special Title Series

- Talari, Preetham, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Thatayatikom, Sthorn, College of Medicine, Clinical Assistant Professor, Pediatrics, 6/1/11 through 6/30/11.
- Timoney, Peter J., College of Medicine, Clinical Assistant Professor, Ophthalmology and Visual Sciences, 8/1/11 through 6/30/12.
- White, Connie G., College of Public Health, Professor (part-time), Health Services Management, 1/1/11 through 6/30/11.
- Wittenberg-Lyles, Elaine M., College of Communications and Information Studies, Associate Professor (with tenure), Communication, effective 8/1/11.
- Ziebart, David, College of Business and Economics, Professor (with tenure), Accountancy, appointed to the Pricewaterhouse Coopers and LLP Professorship in Accountancy, 7/1/11 through 6/30/13.

B. ADMINISTRATIVE APPOINTMENTS

- Petrone, Karen, College of Arts and Sciences, Professor (with tenure), History, appointed Chair, History, 7/1/11 through 6/30/15.
- Rouhier-Willoughby, Jeanmarie, College of Arts and Sciences, Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, appointed Chair, Modern and Classical Languages, Literatures and Cultures, 7/1/11 through 6/30/15.
- Yanarella, Ernest, College of Arts and Sciences, Professor (with tenure), Political Science, appointed Chair, Political Science, 7/1/11 through 6/30/13.

C. JOINT APPOINTMENTS

- Davis, Alison F., College of Agriculture, Associate Extension Professor (with tenure), Agricultural Economics, joint appointment as Assistant Extension Professor, Economics, College of Business and Economics, 7/1/11 through 6/30/14.
- Thornton, Alice C., College of Medicine, Associate Professor* (with tenure), Internal Medicine, joint appointment as Associate Professor* (without tenure), Epidemiology, College of Public Health, effective 4/1/11.

D. REAPPOINTMENTS

- Al-Ghananeem, Abeer, College of Pharmacy, Associate Professor (part-time), Pharmaceutical Sciences, 7/1/11 through 9/30/11.
- Allen, William C., College of Medicine, Associate Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.
- Arsenescu, Razvan I., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Barton, John R., College of Medicine, Associate Professor (part-time), Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Bay, Carolyn A., College of Medicine, Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.

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- Beck, Sandra J., College of Medicine, Clinical Associate Professor, Surgery, 7/1/11 through 6/30/12.
- Bensalem Owen, Meriem K., College of Medicine, Clinical Associate Professor, Neurology, and joint appointment as Clinical Assistant Professor, Anatomy and Neurobiology, 7/1/11 through 6/30/12.
- Black, William S., College of Medicine, Associate Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Blanton, Jack, Graduate School, Adjunct Professor, Martin School of Public Policy and Administration, 7/1/11 through 6/30/12.
- Blum, Richard A., College of Medicine, Associate Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Bollinger, Christopher R., College of Business and Economics, Professor (with tenure), Economics, reappointed to the Carol Martin Gatton Professorship in Economics, 7/1/11 through 6/30/13.
- Boral, Leonard I., College of Medicine, Clinical Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Bosch, Antonio, College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Bouvette, Ralph E., College of Pharmacy, Associate Professor (part-time), Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Branch, Leslie B., College of Medicine, Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Brass, Dan J., College of Business and Economics, Professor (with tenure), Management, reappointed to the J. J. B. Hilliard, W.L. Lyons, Inc. Chair for Innovation Management, 7/1/11 through 6/30/16.
- Brill, Yolanda M., College of Medicine, Clinical Associate Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Buch, Ketan P., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Cain, Jeffrey J., College of Pharmacy, Associate Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Callahan, Leigh Ann, College of Medicine, Associate Professor (without tenure), Internal Medicine, 7/1/11 through 6/30/12.
- Campbell, Charles L., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Capasso, Patrizio, College of Medicine, Clinical Professor, Radiology, and joint appointment as Clinical Professor, Surgery, 7/1/11 through 6/30/12.
- Castillo, Manuel, College of Agriculture, Associate Adjunct Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Chasen, Craig A., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Chung, Chen, College of Business and Economics, Professor (with tenure), Management, reappointed to the Carol Martin Gatton Professorship in Management, 7/1/11 through 6/30/13.
- Chung, Misook L., College of Nursing, Associate Research Professor, 7/1/11 through 6/30/12.

- Colclough, George W., College of Medicine, Clinical Associate Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Conigliaro, Rosemarie L., College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Dalton, Waller L., College of Medicine, Clinical Associate Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Davis, George A., College of Pharmacy, Associate Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Dhawan, Vikas, College of Medicine, Associate Professor* (without tenure), Orthopaedic Surgery, 7/1/11 through 6/30/12.
- Divine, Holly S., College of Pharmacy, Clinical Associate Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Edelstein, Stephen G., College of Medicine, Professor (voluntary), Internal Medicine, and joint appointment as Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Eichhorn, John H., College of Medicine, Clinical Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Ellis, Jeffrey L., College of Medicine, Clinical Associate Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Etscheidt, Mark A., College of Medicine, Clinical Associate Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Eubank, Rachel R., College of Medicine, Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Fahy, Brenda G., College of Medicine, Clinical Professor, Anesthesiology, and joint appointment as Clinical Professor, Neurosurgery, 7/1/11 through 6/30/12.
- Ferrier, Walter, College of Business and Economics, Associate Professor (with tenure), Management, reappointed to the Gatton Endowed Associate Professor in Strategic Management, 7/1/11 through 6/30/13.
- Fields, Larry S., College of Medicine, Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Flowers, Nancy C., College of Medicine, Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Garen, John E., College of Business and Economics, Professor (with tenure), Economics, reappointed to the Carol Martin Gatton Professorship in Economics, 7/1/11 through 6/30/13.
- Gates, Richard S., College of Agriculture, Adjunct Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Gibson, Jacqueline S., College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Grider, Jay S., College of Medicine, Associate Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.
- Griffith, Joan R., College of Medicine, Associate Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Hacker, William D., College of Medicine, Professor (voluntary), Pediatrics, and joint appointment as Associate Professor (voluntary), Preventive Medicine and Environmental Health, College of Public Health, 7/1/11 through 6/30/16.

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- Hagen, Michael D., College of Medicine, Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Haskell, Bruce S., College of Dentistry, Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Hassan, Zaki U., College of Medicine, Clinical Associate Professor, Anesthesiology, and joint appointment as Clinical Associate Professor, Surgery, 7/1/11 through 6/30/12.
- Henry, Robert G., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Herrera, Elizabeth L., College of Medicine, Associate Professor (voluntary), Anesthesiology, 7/1/11 through 6/30/16.
- Hewett, Timothy E., College of Health Sciences, Adjunct Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- High, Walter M., College of Medicine, Associate Professor (without tenure), Physical Medicine and Rehabilitation, and joint appointments as Associate Professor (without tenure), Neurosurgery and Associate Professor (without tenure), Psychology, College of Arts and Sciences, reappointed to the Cardinal Hill Rehabilitation Hospital Chair in Traumatic Brain Injury, 7/1/11 through 6/30/16.
- Hillebrand, Evan E., Graduate School, Clinical Associate Professor, Patterson School of Diplomacy and International Commerce, 7/1/11 through 6/30/12.
- Horan, Leo G., College of Medicine, Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Horvath, Ivan, College of Medicine, Associate Research Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Hoven, Ardis D., College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Hulse, David, College of Business and Economics, Associate Professor (with tenure), Accountancy, and joint appointment as Associate Professor (without tenure), Martin School of Public Policy and Administration, Graduate School, reappointed to the Deloitte-Touche Professorship in Accountancy, 7/1/11 through 6/30/13.
- Hyatt, Mark C., College of Medicine, Associate Professor (voluntary), Psychiatry, 7/1/11 through 6/30/16.
- Ison, Charles G., College of Medicine, Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Jensen, Lynne A., College of Nursing, Clinical Associate Professor, 7/1/11 through 6/30/12.
- Kaplan, Alan L., College of Dentistry, Associate Adjunct Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Karpf, Michael, College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Kelley, Scott, College of Business and Economics, Professor (with tenure), Management, reappointed to the Carol Martin Gatton Professorship in Management, 7/1/11 through 6/30/13.
- Knight, Judson M., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Koffler, Bruce H., College of Medicine, Associate Professor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.

- Lane, Matthew T., College of Pharmacy, Clinical Associate Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Lange, Karl W., College of Dentistry, Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Lederer, Albert, College of Business and Economics, Professor (with tenure), Management, reappointed to the Phillip Morris Professorship in Business, 7/1/11 through 6/30/13.
- Littleton, John M., College of Pharmacy, Professor (part-time), Pharmaceutical Sciences, and joint appointment as Professor (part-time), Molecular and Biomedical Pharmacology, College of Medicine, 7/1/11 through 6/30/12.
- Lock, Richard, College of Medicine, Clinical Associate Professor, Anesthesiology, and joint appointment as Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.
- Love, Margaret M., College of Medicine, Associate Research Professor, Family and Community Medicine, and joint appointment as Associate Research Professor, Health Behavior, College of Public Health, 7/1/11 through 6/30/12.
- Magnuson, Barbara L., College of Pharmacy, Associate Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Maguire, Grace F., College of Medicine, Clinical Professor, Pediatrics, 7/1/11 through 6/30/12.
- Martin, Craig A., College of Pharmacy, Associate Adjunct Professor, Pharmacy Practice and Science, and joint appointment as Associate Adjunct Professor, Internal Medicine, College of Medicine, 7/1/11 through 6/30/12.
- Mawad, Hanna W., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Maxwell, Alan J., College of Medicine, Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- McClure, Rick R., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- McKeown, John W., College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- McLarney, John T., College of Medicine, Clinical Associate Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Merrick, Joav, College of Medicine, Adjunct Professor, Pediatrics, 7/1/11 through 6/30/12.
- Miller, Beth A., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Milligan, Douglas A., College of Medicine, Associate Professor (part-time), Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Motheral, Brenda, College of Pharmacy, Associate Professor (without tenure), Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Muralidhar, Krishnamurty, College of Business and Economics, Professor (with tenure), Management, reappointed to the Carol Martin Gatton Professorship in Management, 7/1/11 through 6/30/13.
- Murphy, John T., College of Medicine, Clinical Professor, Anesthesiology, and joint appointment as Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.

- Naples, Joseph J., College of Medicine, Professor (voluntary), Anesthesiology, 7/1/11 through 6/30/16.
- Nichols, Michael R., College of Medicine, Associate Professor (voluntary), Behavioral Science, and joint appointment as Assistant Professor (voluntary), Psychiatry, 7/1/11 through 6/30/16.
- Nihill, Patricia, College of Dentistry, Associate Professor* (without tenure), Oral Health Practice, 7/1/11 through 6/30/12.
- O'Brien, John M., College of Medicine, Clinical Associate Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Ormsbee, Lindell E., College of Engineering, Professor (with tenure), Civil Engineering, reappointed to the Raymond-Blythe Professorship in Civil Engineering, 7/1/11 through 6/30/14.
- Pavlik, Edward J., College of Medicine, Associate Research Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Peek, Joe, College of Business and Economics, Professor (with tenure), Management, and joint appointment as Professor (without tenure), Economics, reappointed to the Gatton Endowed Chair in International Banking and Financial Economics, 7/1/11 through 6/30/16.
- Peffer, Sean, College of Business and Economics, Associate Professor (with tenure), Accountancy, reappointed to the Wilbur E. Chellgren Professorship in Accounting, 7/1/11 through 6/30/13.
- Pettigrew, Anjana L., College of Medicine, Clinical Associate Professor, Pathology and Laboratory Medicine, and joint appointments as Clinical Associate Professor, Obstetrics and Gynecology and Clinical Associate Professor, Pediatrics and Clinical Associate Professor, Neurology, 7/1/11 through 6/30/12.
- Pittman, Anne M., College of Medicine, Associate Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Pomper, Kirk W., College of Agriculture, Associate Adjunct Professor, Horticulture, 7/1/11 through 6/30/12.
- Prater, Bryan N., College of Medicine, Associate Professor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.
- Pratt, Gerald R., College of Medicine, Associate Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Puffer, James C., College of Medicine, Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Randall, Marcus E., College of Medicine, Professor (with tenure), Radiation Medicine, and joint appointment as Professor (without tenure), Clinical Sciences, College of Health Sciences, reappointed to the Markey Cancer Foundation Chair in Radiation Medicine, 7/1/11 through 6/30/16.
- Richerson, Julia, College of Medicine, Associate Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Rippetoe Freeman, Patricia E., College of Pharmacy, Clinical Associate Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Robertson, William C., College of Medicine, Clinical Professor, Neurology, and joint appointment as Clinical Professor, Pediatrics, 7/1/11 through 6/30/12.

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- Rose, Gregory L., College of Medicine, Clinical Associate Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Rosenthal, M. Sara, College of Medicine, Clinical Associate Professor, Internal Medicine, and joint appointments as Clinical Associate Professor, Behavioral Science and Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.
- Roth, John, College of Medicine, Associate Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Rowell, A. B., College of Agriculture, Adjunct Professor, Horticulture, 7/1/11 through 6/30/12.
- Ruth, Douglas D., College of Medicine, Associate Professor (voluntary), Psychiatry, 7/1/11 through 6/30/16.
- Ryan, Stephen J., College of Medicine, Clinical Associate Professor, Neurology, 7/1/11 through 6/30/12.
- Samayoa, Luis M., College of Medicine, Clinical Associate Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Santhanam, Radhika, College of Business and Economics, Professor (with tenure), Management, reappointed to the Carol Martin Gatton Professorship in Management, 7/1/11 through 6/30/13.
- Saykaly, Ronald J., College of Medicine, Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Schell, Randall M., College of Medicine, Clinical Professor, Anesthesiology, and joint appointments as Clinical Professor, Pediatrics and Clinical Professor, Surgery, 7/1/11 through 6/30/12.
- Schikler, Kenneth N., College of Medicine, Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- Schneider, Douglas, College of Medicine, Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.
- Schnoll, Sidney H., College of Medicine, Professor (voluntary), Behavioral Science, 7/1/11 through 6/30/16.
- Scott, Frank, College of Business and Economics, Professor (with tenure), Economics, reappointed to the Carol Martin Gatton Professorship in Economics, 7/1/11 through 6/30/13.
- Sekela, Michael E., College of Medicine, Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Selby, Lisbeth A., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Silverstein, David L., College of Engineering, Associate Professor* (with tenure), Chemical and Materials Engineering, reappointed to the PJC Engineering Professorship, 7/1/11 through 6/30/14.
- Skinner, Steven, College of Business and Economics, Professor (with tenure), Management, reappointed to the Warren W. Rosenthal Professorship in Marketing, 7/1/11 through 6/30/13.
- Sloss, Robert R., College of Medicine, Clinical Associate Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Smith, Charles D., College of Medicine, Professor (with tenure), Neurology, and joint appointments as Professor (without tenure), Anatomy and Neurobiology and

*Special Title Series

- Professor (without tenure), Radiology, reappointed to the Robert P. Moores and Mildred A. Moores Alzheimer's Disease Research Professorship, 7/1/11 through 6/30/16.
- Stansbury, C. M., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Steltenkamp, Carol L., College of Medicine, Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.
- Stone, Dan, College of Business and Economics, Professor (with tenure), Accountancy, reappointed to the Carol Martin Gatton Chair in Accountancy, 7/1/11 through 6/30/16.
- Strobel, Herbert J., College of Agriculture, Associate Adjunct Professor, Animal and Food Sciences, 7/1/11 through 6/30/13.
- Sugarman, Jacqueline M., College of Medicine, Associate Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- Szabunio, Margaret M., College of Medicine, Clinical Professor, Radiology, and joint appointment as Clinical Professor, Surgery, 7/1/11 through 6/30/12.
- Tempo, Paulette J., College of Dentistry, Associate Professor* (without tenure), Oral Health Practice, 7/1/11 through 6/30/12.
- Thompson, James R., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Toney, Dale E., College of Medicine, Clinical Associate Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Underwood, William L., College of Medicine, Professor (part-time), Pediatrics, and joint appointment as Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Vargas, Herschel D., College of Medicine, Clinical Associate Professor, Surgery, 7/1/11 through 6/30/12.
- Vascello, Luis A., College of Medicine, Associate Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.
- Waid, Thomas H., College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Wallace, Thomas E., College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Wang, Dongfang, College of Medicine, Associate Professor (without tenure), Surgery, 7/1/11 through 6/30/12.
- Wayne, Thomas F., College of Medicine, Clinical Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Wheeler, Eileen F., College of Agriculture, Associate Adjunct Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Wilhoit, John, College of Agriculture, Associate Extension Professor (without tenure), Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Williams, Loren N., College of Dentistry, Associate Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Wilson, Dianne, College of Medicine, Clinical Associate Professor, Pathology and Laboratory Medicine, and joint appointment as Clinical Associate Professor, Neurosurgery, 7/1/11 through 6/30/12.

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- Wojciechowski, Zbigniew J., College of Medicine, Associate Professor (voluntary), Anesthesiology, 7/1/11 through 6/30/16.
- Woodring, John H., College of Medicine, Adjunct Professor, Radiology, 7/1/11 through 6/30/12.
- Young, Elizabeth H., College of Medicine, Associate Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Young, Thomas L., College of Medicine, Clinical Professor, Pediatrics, 7/1/11 through 6/30/12.
- Zaglul, Horacio F., College of Medicine, Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.
- Zlatkin, Michael B., College of Medicine, Professor (part-time, visiting), Radiology, 7/1/11 through 6/30/12.

E. TENURE

- Head, Elizabeth, College of Medicine, from Associate Professor (without tenure), Molecular and Biomedical Pharmacology, to Associate Professor (with tenure), Molecular and Biomedical Pharmacology, effective 7/1/11.
- Jia, Jianhang, College of Medicine, from Associate Professor (without tenure), Molecular and Cellular Biochemistry, to Associate Professor (with tenure), Molecular and Cellular Biochemistry, effective 7/1/11.
- Lauersdorf, Mark R., College of Arts and Sciences, from Associate Professor (without tenure), Modern and Classical Languages, Literatures, and Cultures, to Associate Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, effective 7/1/11.
- Wood, Susan N., College of Education, from Associate Professor (without tenure), Curriculum and Instruction, to Associate Professor (with tenure), Curriculum and Instruction, effective 7/1/11.
- Zhang, Zhiming, College of Medicine, from Associate Professor (without tenure), Anatomy and Neurobiology, to Associate Professor (with tenure), Anatomy and Neurobiology, effective 7/1/11.
- Zhou, Binhua, College of Medicine, from Associate Professor (without tenure), Molecular and Cellular Biochemistry, to Associate Professor (with tenure), Molecular and Cellular Biochemistry, effective 7/1/11.

F. PROMOTIONS

- Akins, Chana, College of Arts and Sciences, from Associate Professor (with tenure), Psychology, to Professor (with tenure), Psychology, effective 7/1/11.
- Alcalde, Maria C., College of Arts and Sciences, from Assistant Professor, Gender and Women's Studies, and joint appointment as Assistant Professor, Anthropology, to Associate Professor (with tenure), Gender and Women's Studies, and joint appointment as Associate Professor (without tenure), Anthropology, effective 7/1/11.

- Almasi, Janice, College of Education, from Associate Professor (with tenure), Curriculum and Instruction, to Professor (with tenure), Curriculum and Instruction, effective 7/1/11.
- Andrade, Francisco H., College of Medicine, from Associate Professor (with tenure), Physiology, to Professor (with tenure), Physiology, effective 7/1/11.
- Attili, Anil K., College of Medicine, from Clinical Assistant Professor, Radiology, and joint appointments as Clinical Assistant Professor, Internal Medicine and Clinical Assistant Professor, Pediatrics, to Clinical Associate Professor, Radiology, and joint appointments as Clinical Associate Professor, Internal Medicine and Clinical Associate Professor, Pediatrics, 7/1/11 through 6/30/12.
- Badger, Karen L., College of Social Work, from Assistant Professor*, to Associate Professor* (with tenure), effective 7/1/11.
- Badurdeen, F. Fazleena, College of Engineering, from Assistant Professor, Mechanical Engineering, to Associate Professor (with tenure), Mechanical Engineering, effective 7/1/11.
- Balasuriya, Udeni B., College of Agriculture, from Associate Professor (with tenure), Veterinary Science, to Professor (with tenure), Veterinary Science, effective 7/1/11.
- Ballard, Hubert O., College of Medicine, from Assistant Professor*, Pediatrics, to Associate Professor* (with tenure), Pediatrics, effective 7/1/11.
- Barron, Susan, College of Arts and Sciences, from Associate Professor (with tenure), Psychology, to Professor (with tenure), Psychology, effective 7/1/11.
- Baunach, Kerri A., Libraries, from Librarian II (with tenure), to Librarian I (with tenure), effective 7/1/11.
- Blalock, Eric M., College of Medicine, from Assistant Professor, Molecular and Biomedical Pharmacology, to Associate Professor (with tenure), Molecular and Biomedical Pharmacology, effective 7/1/11.
- Bunn, Terry L., College of Public Health, from Assistant Research Professor, Preventive Medicine and Environmental Health, to Associate Research Professor, Preventive Medicine and Environmental Health, 7/1/11 through 6/30/12.
- Burns, Leslie D., College of Education, from Assistant Professor, Curriculum and Instruction, to Associate Professor (with tenure), Curriculum and Instruction, effective 7/1/11.
- Cantrell, Susan, College of Education, from Assistant Professor, Curriculum and Instruction, to Associate Professor (with tenure), Curriculum and Instruction, effective 7/1/11.
- Cassidy, Ryan C., College of Medicine, from Clinical Assistant Professor, Orthopaedic Surgery, to Clinical Associate Professor, Orthopaedic Surgery, 7/1/11 through 6/30/12.
- Cerel, Julie A., College of Social Work, from Assistant Professor, to Associate Professor (with tenure), effective 7/1/11.
- Cook, Richard F., College of Agriculture, from Assistant Research Professor, Veterinary Science, to Associate Research Professor, Veterinary Science, 7/1/11 through 6/30/12.
- Cook-Craig, Patricia G., College of Social Work, from Assistant Professor, to Associate Professor (with tenure), effective 7/1/11.

*Special Title Series

- Cross, Alvin, College of Communications and Information Studies, from Assistant Extension Professor, Journalism and Telecommunications, to Associate Extension Professor (with tenure), Journalism and Telecommunications, effective 7/1/11.
- DeBolt, Seth, College of Agriculture, from Assistant Professor, Horticulture, to Associate Professor (with tenure), Horticulture, effective 7/1/11.
- Demlow, Alan R., College of Arts and Sciences, from Assistant Professor, Mathematics, to Associate Professor (with tenure), Mathematics, effective 7/1/11.
- DeWall, C. N., College of Arts and Sciences, from Assistant Professor, Psychology, to Associate Professor (with tenure), Psychology, effective 7/1/11.
- Dutch, Rebecca L., College of Medicine, from Associate Professor (with tenure), Molecular and Cellular Biochemistry, to Professor (with tenure), Molecular and Cellular Biochemistry, effective 7/1/11.
- Ederington, Josh, College of Business and Economics, from Associate Professor (with tenure), Economics, to Professor (with tenure), Economics, effective 7/1/11.
- Fei, Songlin, College of Agriculture, from Assistant Professor, Forestry, and joint appointment as Assistant Professor, Geography, College of Arts and Sciences, to Associate Professor (with tenure), Forestry, and joint appointment as Assistant Professor, Geography, College of Arts and Sciences, effective 7/1/11.
- Fetherston, Jacqueline D., College of Medicine, from Associate Research Professor, Microbiology, Immunology and Molecular Genetics, to Research Professor, Microbiology, Immunology and Molecular Genetics, 7/1/11 through 6/30/12.
- Fox, James F., College of Engineering, from Assistant Professor, Civil Engineering, to Associate Professor (with tenure), Civil Engineering, effective 7/1/11.
- Frolenkov, Gregory I., College of Medicine, from Assistant Professor, Physiology, to Associate Professor (with tenure), Physiology, effective 7/1/11.
- Godlaski, Theodore M., College of Social Work, from Clinical Assistant Professor, and joint appointment as Clinical Assistant Professor, Psychiatry, College of Medicine, to Clinical Associate Professor, and joint appointment as Clinical Assistant Professor, Psychiatry, College of Medicine, 7/1/11 through 6/30/12.
- Goldstein, Steven J., College of Medicine, from Clinical Associate Professor, Radiology, to Clinical Professor, Radiology, 7/1/11 through 6/30/12.
- Goodrum, Paul M., College of Engineering, from Associate Professor (with tenure), Civil Engineering, to Professor (with tenure), Civil Engineering, effective 7/1/11.
- Greenwell, Stacey C., Libraries, from Librarian II (with tenure), to Librarian I (with tenure), effective 7/1/11.
- Hardesty, David, College of Business and Economics, from Associate Professor (with tenure), Management, to Professor (with tenure), Management, effective 7/1/11.
- Herrin, David W., College of Engineering, from Assistant Research Professor, Mechanical Engineering, to Associate Research Professor, Mechanical Engineering, 7/1/11 through 6/30/12.
- Hinds, Bruce J., College of Engineering, from Associate Professor (with tenure), Chemical and Materials Engineering, and joint appointment as Associate Professor (without tenure), Chemistry, College of Arts and Sciences, to Professor (with tenure), Chemical and Materials Engineering, and joint appointment as Professor (without tenure), Chemistry, College of Arts and Sciences, effective 7/1/11.

- Hosey, Robert G., College of Medicine, from Associate Professor* (with tenure), Family and Community Medicine, and joint appointment as Associate Professor* (without tenure), Orthopaedic Surgery, to Professor* (with tenure), Family and Community Medicine, and joint appointment as Professor* (without tenure), Orthopaedic Surgery, effective 7/1/11.
- Hutson, Scott R., College of Arts and Sciences, from Assistant Professor, Anthropology, to Associate Professor (with tenure), Anthropology, effective 7/1/11.
- Janoski, Thomas, College of Arts and Sciences, from Associate Professor (with tenure), Sociology, to Professor (with tenure), Sociology, effective 7/1/11.
- Katz, Debra A., College of Medicine, from Associate Professor* (with tenure), Psychiatry, and joint appointment as Associate Professor* (without tenure), Neurology, to Professor* (with tenure), Psychiatry, and joint appointment as Professor* (without tenure), Neurology, effective 7/1/11.
- Kearns, Christia S., College of Arts and Sciences, from Assistant Professor, Psychology, to Associate Professor (with tenure), Psychology, effective 7/1/11.
- Kidwell, Blair, College of Business and Economics, from Assistant Professor, Management, to Associate Professor (with tenure), Management, effective 7/1/11.
- Kim, Yoonbai, College of Business and Economics, from Associate Professor (with tenure), Economics, to Professor (with tenure), Economics, effective 7/1/11.
- Kimbrough, Andrew M., College of Fine Arts, from Assistant Professor, Theatre, to Associate Professor (with tenure), Theatre, effective 7/1/11.
- Kleinert, Jane O., College of Health Sciences, from Assistant Professor, Rehabilitation Sciences, to Associate Professor (with tenure), Rehabilitation Sciences, effective 7/1/11.
- Lattermann, Christian, College of Medicine, from Assistant Professor*, Orthopaedic Surgery, to Associate Professor* (with tenure), Orthopaedic Surgery, effective 7/1/11.
- Liu, Mark, College of Business and Economics, from Assistant Professor, Management, to Associate Professor (with tenure), Management, effective 7/1/11.
- Livingston, Shawn, Libraries, from Librarian II (with tenure), to Librarian I (with tenure), effective 7/1/11.
- McCormick, Katherine, College of Education, from Associate Professor (with tenure), Special Education and Rehabilitation Counseling, to Professor (with tenure), Special Education and Rehabilitation Counseling, effective 7/1/11.
- Minier, Jenny A., College of Business and Economics, from Associate Professor (with tenure), Economics, to Professor (with tenure), Economics, effective 7/1/11.
- Minkova, Milena, College of Arts and Sciences, from Associate Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, to Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, effective 7/1/11.
- Murphy, Michael P., College of Medicine, from Assistant Professor, Molecular and Cellular Biochemistry, to Associate Professor (with tenure), Molecular and Cellular Biochemistry, effective 7/1/11.
- Nuckolls, Karen A., College of Law, from Librarian III, to Librarian II (with tenure), effective 7/1/11.

- Overhults, Douglas G., College of Agriculture, from Associate Extension Professor (with tenure), Biosystems and Agricultural Engineering, to Extension Professor (with tenure), Biosystems and Agricultural Engineering, effective 7/1/11.
- Pen, Ronald A., College of Fine Arts, from Associate Professor (with tenure), Music, to Professor (with tenure), Music, effective 7/1/11.
- Petrone, Karen, College of Arts and Sciences, from Associate Professor (with tenure), History, to Professor (with tenure), History, effective 7/1/11.
- Rankin, Stephen E., College of Engineering, from Associate Professor (with tenure), Chemical and Materials Engineering, to Professor (with tenure), Chemical and Materials Engineering, effective 7/1/11.
- Readdy, Margaret, College of Arts and Sciences, from Associate Professor (with tenure), Mathematics, to Professor (with tenure), Mathematics, effective 7/1/11.
- Reda, Hassan K., College of Medicine, from Clinical Assistant Professor, Surgery, to Clinical Associate Professor, Surgery, 7/1/11 through 6/30/12.
- Rolf, Cristin M., College of Medicine, from Clinical Assistant Professor, Pathology and Laboratory Medicine, to Clinical Associate Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Romanelli, Frank, College of Pharmacy, from Associate Professor* (with tenure), Pharmacy Practice and Science, and joint appointments as Associate Professor* (without tenure), Internal Medicine, College of Medicine and Associate Professor* (without tenure), Clinical Sciences, College of Health Sciences, to Professor* (with tenure), Pharmacy Practice and Science, and joint appointments as Associate Professor* (without tenure), Internal Medicine, College of Medicine and Associate Professor* (without tenure), Clinical Sciences, College of Health Sciences, effective 7/1/11.
- Scaggs, Deirdre A., Libraries, from Librarian III, to Librarian II (with tenure), effective 7/1/11.
- Schein, Richard, College of Arts and Sciences, from Associate Professor (with tenure), Geography, to Professor (with tenure), Geography, effective 7/1/11.
- Shinn, Jennifer B., College of Medicine, from Assistant Professor*, Surgery, to Associate Professor* (with tenure), Surgery, effective 7/1/11.
- Smith, Bret N., College of Medicine, from Associate Professor (with tenure), Physiology, to Professor (with tenure), Physiology, effective 7/1/11.
- Speck, Dexter F., College of Medicine, from Associate Professor (with tenure), Physiology, and joint appointment as Associate Professor (without tenure), Oral Health Science, College of Dentistry, to Professor* (with tenure), Physiology, and joint appointment as Associate Professor* (without tenure), Oral Health Science, College of Dentistry, effective 7/1/11.
- Sprang, Mary V., College of Social Work, from Associate Professor (with tenure), and joint appointment as Associate Professor (without tenure), Psychiatry, College of Medicine, to Professor (with tenure), and joint appointment as Professor (without tenure), Psychiatry, College of Medicine, effective 7/1/11.
- Stewart, Sharon R., College of Health Sciences, from Associate Professor* (with tenure), Rehabilitation Sciences, to Professor* (with tenure), Rehabilitation Sciences, effective 7/1/11.

- Stinchcomb, Audra L., College of Pharmacy, from Associate Professor (with tenure), Pharmaceutical Sciences, to Professor (with tenure), Pharmaceutical Sciences, effective 7/1/11.
- Swanson, Mark A., College of Public Health, from Assistant Professor, Health Behavior, and joint appointment as Assistant Professor, Anthropology, College of Arts and Sciences, to Associate Professor (with tenure), Health Behavior, and joint appointment as Associate Professor (without tenure), Anthropology, College of Arts and Sciences, effective 7/1/11.
- Tai, Zixue, College of Communications and Information Studies, from Assistant Professor, Journalism and Telecommunications, to Associate Professor (with tenure), Journalism and Telecommunications, effective 7/1/11.
- Tang, Guiliang, College of Agriculture, from Assistant Professor, Plant and Soil Sciences, to Associate Professor (with tenure), Plant and Soil Sciences, effective 7/1/11.
- Visona, Monica B., College of Fine Arts, from Assistant Professor, Art, to Associate Professor (with tenure), Art, effective 7/1/11.
- Vorobieva, Irina V., College of Fine Arts, from Associate Professor* (with tenure), Music, to Professor* (with tenure), Music, effective 7/1/11.
- Wang, Shuxia, College of Medicine, from Assistant Professor, Graduate Center for Nutritional Sciences, to Associate Professor (with tenure), Graduate Center for Nutritional Sciences, effective 7/1/11.
- Weber, Donna R., College of Medicine, from Assistant Professor*, Molecular and Biomedical Pharmacology, to Associate Professor* (with tenure), Molecular and Biomedical Pharmacology, effective 7/1/11.
- Weig, Eric C., Libraries, from Librarian II (with tenure), to Librarian I (with tenure), effective 7/1/11.
- Yang, Fuqian, College of Engineering, from Associate Professor (with tenure), Chemical and Materials Engineering, to Professor (with tenure), Chemical and Materials Engineering, effective 7/1/11.
- Yang, Hsin-Sheng, College of Medicine, from Assistant Professor, Graduate Center for Toxicology, to Associate Professor (with tenure), Graduate Center for Toxicology, effective 7/1/11.
- Yoo, Chan Y., College of Communications and Information Studies, from Assistant Professor, Journalism and Telecommunications, to Associate Professor (with tenure), Journalism and Telecommunications, effective 7/1/11.

G. CHANGES

- Badgett, James T., College of Medicine, Professor (part-time), Pediatrics, from 12/1/10 through 6/30/11, to 1/25/11 through 6/30/11.
- Dhawan, Vikas, College of Medicine, from Assistant Professor*, Orthopaedic Surgery, to Associate Professor* (without tenure), Orthopaedic Surgery, 10/4/10 through 6/30/11.
- Khraisheh, Marwan, College of Engineering, from Professor (with tenure), Mechanical Engineering, to Adjunct Professor, Mechanical Engineering, 1/1/11 through 12/31/12.

*Special Title Series

H. TERMINAL REAPPOINTMENTS

- Demann, Eric T., College of Dentistry, Clinical Associate Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Knight, Evelyn A., College of Public Health, Associate Professor*, Health Behavior, 7/1/11 through 6/30/12.
- McConnell, Thomas A., College of Dentistry, Clinical Associate Professor, Oral Health Practice, 7/1/11 through 6/30/12.
- Stone, Ramona F., College of Public Health, Associate Research Professor, Health Behavior, 7/1/11 through 6/30/12.

I. RETIREMENTS

- Collins, Randall W., College of Agriculture, Research Analyst, Horticulture, after 31 years and 9 months of consecutive service, under AR 3:1, Section VI.B, effective 7/29/11.
- Janecek, Gerald, College of Arts and Sciences, Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, after 39 years of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.
- Kennedy, Michael, College of Arts and Sciences, Associate Professor* (with tenure), Geography, after 43 years and 4 months of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.
- Levine, Richard S., College of Design, Professor (with tenure), Architecture, after 45 years and 10 months of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.
- Rife, Joyce L., College of Fine Arts, Administrative Assistant, Art, after 23 years and 6 months of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.
- Sandlin, Dora A., College of Agriculture, Program Assistant, Family and Consumer Sciences, after 37 years and 11 months of consecutive service, under AR 3:1, Section VI.B, effective 4/29/11.
- Suffridge, Ted, College of Arts and Sciences, Professor (with tenure), Mathematics, after 41 years and 4 months of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.
- Thacker, Richard R., College of Agriculture, Research Analyst, Horticulture, after 46 years and 6 months of consecutive service, under AR 3:1, Section VI.B, effective 5/31/11.
- Warden, Sherry K., College of Nursing, Associate Professor* (with tenure), after 36 years and 11 months of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.
- Watson, Anna E., Research, Geologist II, Kentucky Geological Survey, after 19 years and 4 months of consecutive service, under AR 3:1, Section VI.B, effective 6/1/11.
- White, Dean K., College of Dentistry, Professor (with tenure), Oral Health Science, after 33 years and 1 month of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.

*Special Title Series

Wilkins, Barbara G., College of Agriculture, Program Assistant, Family and Consumer Sciences, after 23 years and 3 months of consecutive service, under AR 3:1, Section VI.B, effective 6/30/11.

J. EARLY RETIREMENTS

Boggs, Deena J., College of Medicine, Data Coordinator Senior, Internal Medicine, after 19 years and 11 months of consecutive service, under AR 3:1, Section VI.A, effective 6/3/11.

Buckingham, Cathy F., College of Agriculture, Staff Support Associate I, Regulatory Services, after 23 years and 10 months of consecutive service, under AR 3:1, Section VI.A, effective 7/4/11.

Case, Patricia S., College of Agriculture, Extension County Clerk, Extension Field Program, after 20 years and 6 months of consecutive service, under AR 3:1, Section VI.A, effective 7/8/11.

Griffith, Deborah E., College of Medicine, Nurse Clinical Research, Internal Medicine, after 28 years and 9 months of consecutive service, under AR 3:1, Section VI.A, effective 6/10/11.

Huggins, Frank E., College of Engineering, Research Professor, Chemical and Materials Engineering, after 24 years and 10 months of consecutive service, under AR 3:1, Section VI.A, effective 6/30/11.

Lacefield, Eugene C., College of Agriculture, Agriculture Research Specialist, Plant and Soil Sciences, after 31 years and 9 months of consecutive service, under AR 3:1, Section VI.A, effective 6/30/11.

Matusek, Lynda J., Student Affairs, Student Affairs Officer II, Student Center, after 31 years and 8 months of consecutive service, under AR 3:1, Section VI.A, effective 7/4/11.

Mullins, Brenda, Research, Disability Program Specialist II, Interdisciplinary Human Development, after 15 years of consecutive service, under AR 3:1, Section VI.A, effective 7/2/11.

Ranta, Kirk R., College of Agriculture, Research Analyst, Horticulture, after 19 years and 1 month of consecutive service, under AR 3:1, Section VI.A, effective 6/1/11.

Walls, Danny C., College of Agriculture, Computer Support Specialist II, Plant and Soil Sciences, after 25 years and 6 months of consecutive service, under AR 3:1, Section VI.A, effective 7/15/11.

K. POST-RETIREMENT APPOINTMENTS

Adams, David, College of Agriculture, Extension District Director of District 1 (part-time), Cooperative Extension Service, 7/12/11 through 7/11/12.

Boosalis, Maria G., College of Health Sciences, Associate Professor (part-time), Clinical Sciences, 7/1/11 through 6/30/12.

Brock, Gregory W., College of Agriculture, Professor (part-time), Family Studies, 7/1/11 through 6/30/12.

Bush, Lowell P., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/11 through 6/30/12.

- Catchen, Ron D., College of Agriculture, County Extension Agent (part-time), Cooperative Extension Service, 7/6/11 through 7/5/12.
- Cooper, Thomas M., College of Dentistry, Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Cottrill, Carol M., College of Medicine, Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- DeLuca, Patrick P., College of Pharmacy, Professor (part-time), Pharmaceutical Sciences, 7/1/11 through 12/31/11.
- DeSimone, Philip A., College of Medicine, Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Donohew, Robert L., College of Communications and Information Studies, Professor (part-time), Communication, 7/1/11 through 6/30/12.
- Drummond, James F., College of Dentistry, Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Duncan, George, College of Agriculture, Consultant (part-time), Biosystems and Agricultural Engineering, 5/1/11 through 4/30/12.
- Goodman, Norman L., College of Medicine, Professor (part-time), Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Hagihara, Patrick F., College of Medicine, Professor (part-time), Surgery, 7/1/11 through 6/30/12.
- Herbek, James H., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/11 through 6/30/12.
- Kiesel, Linda, College of Agriculture, Agriculture Extension Specialist (part-time), USDA/NIFA National eXtension Initiative, 7/1/11 through 6/30/12.
- Lacefield, Garry D., College of Agriculture, Professor (part-time), Plant and Soil Sciences, 7/1/11 through 6/30/12.
- Lightfoot, Robert W., College of Medicine, Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Mullins, M. R., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- O'Connor, William N., College of Medicine, Professor (part-time), Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Sammon, Patrick J., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Saxe, Stanley R., College of Dentistry, Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Seeley, Ellsworth C., College of Medicine, Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Sloan, Jewell W., College of Medicine, Assistant Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.
- Thompson, John S., College of Medicine, Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Tietz, Norbert W., College of Medicine, Professor (part-time), Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Wala, Elzbieta, College of Medicine, Associate Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.

Wala, Elzbieta, College of Medicine, Associate Professor (part-time), Anesthesiology, 4/1/11 through 6/30/11.

Webster, David B., College of Dentistry, Associate Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.

L. PHASED RETIREMENT APPOINTMENTS

Brock, Carolyn, College of Arts and Sciences, Professor (with tenure), Chemistry, 7/1/11 through 6/30/16.

Diebold, Claudia M., College of Nursing, Senior Lecturer, 7/1/11 through 6/30/13.

II. ADMINISTRATIVE ACTION

A. ACADEMIC APPOINTMENTS

Ackerman, Sara, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 6/1/11 through 6/30/16.

Allen, Todd G., College of Law, Instructor (part-time), 1/1/11 through 6/30/11.

Allweiss, Pamela H., College of Public Health, Assistant Professor (voluntary), Preventive Medicine and Environmental Health, and joint appointment as Assistant Professor (voluntary), Family and Community Medicine, College of Medicine, 7/1/11 through 6/30/16.

Antle, William D., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 2/1/11 through 6/30/16.

Berron, Bradley J., College of Engineering, Assistant Professor, Chemical and Materials Engineering, 8/16/11 through 6/30/13.

Bosch, Michael J., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 4/1/11 through 6/30/16.

Brin, Amy E., College of Nursing, Adjunct Instructor, 7/1/11 through 6/30/12.

Burdine, Kenneth H., College of Agriculture, Adjunct Instructor, Agricultural Economics, 8/15/10 through 5/16/11.

Coe, Kem D., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 12/1/10 through 6/30/16.

Conner, Stewart E., College of Law, Instructor (part-time), 1/1/11 through 6/30/11.

Dawson, Matthew S., College of Medicine, Assistant Professor (part-time), Emergency Medicine, 6/1/11 through 6/30/11.

Dunn, Jamie R., College of Agriculture, Instructor (part-time), Animal and Food Sciences, 8/1/10 through 6/30/11.

Eckmann, Lynne C., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 11/1/10 through 6/30/16.

Emery, Daniel L., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 1/1/11 through 6/30/16.

Feltner, Frances J., College of Nursing, Adjunct Instructor, 5/1/11 through 6/30/11.

Goldstein, Lisa A., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 6/1/11 through 6/30/11.

- Graham, Barbara A., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 2/1/11 through 6/30/16.
- Heinss, Karl F., College of Medicine, Instructor (voluntary), Internal Medicine, 3/1/11 through 6/30/16.
- Herringshaw, Whitney, College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 3/1/11 through 6/30/16.
- Higgins, Eric B., College of Medicine, Instructor (part-time), Ophthalmology and Visual Sciences, 7/7/11 through 6/30/12.
- Hoff, John T., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Horne, Michael D., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 11/1/10 through 6/30/16.
- Johnson, Benjamin L., College of Dentistry, Instructor (voluntary), Oral Health Science, 6/1/11 through 6/30/16.
- Johnson, Bradley L., College of Dentistry, Instructor (voluntary), Oral Health Science, 6/1/11 through 6/30/16.
- Johnson, Lynn S., College of Dentistry, Instructor (voluntary), Oral Health Science, 6/1/11 through 6/30/16.
- Khader, Ruba, College of Dentistry, Clinical Assistant Professor, Oral Health Science, 8/1/11 through 6/30/12.
- Mast, Samantha H., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Miller, Angela, College of Education, Instructor (part-time), Special Education and Rehabilitation Counseling, 8/16/10 through 12/31/10.
- Murray, Deborah A., College of Agriculture, Adjunct Instructor, Family and Consumer Science, 6/9/11 through 8/4/11.
- Naidoo, Jeffrey S., College of Communications and Information Studies, Assistant Professor, Library and Information Science, 1/1/11 through 6/30/11.
- Nelson, Shaun W., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Nielsen, Martin K., College of Agriculture, Assistant Professor, Veterinary Science, 8/1/11 through 6/30/12.
- Ortiz, Lindsey, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Pappas, Nikos A., College of Fine Arts, Instructor (part-time), Music, 9/1/10 through 6/30/11.
- Probst, Shaun, College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 3/1/11 through 6/30/16.
- Reynolds, Laura E., College of Medicine, Assistant Professor (part-time), Psychiatry, 7/1/11 through 6/30/12.
- Rutledge, Thomas E., College of Law, Instructor (part-time), 1/1/11 through 6/30/11.
- Sharp, Larry B., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 4/1/11 through 6/30/11.
- Sigler, Pamela L., College of Agriculture, Adjunct Instructor, Family and Consumer Science, 6/9/11 through 12/31/11.

- Skinner, Jason A., College of Arts and Sciences, Instructor, Military Science and Leadership, 11/1/10 through 10/31/14.
- Sovkoplas, Adam P., College of Fine Arts, Instructor (part-time), Music, 1/1/11 through 6/30/11.
- Stiglbauer, Paul, College of Agriculture, Assistant Adjunct Professor, Biosystems and Agricultural Engineering, 9/10/10 through 6/30/11.
- Stringfellow, Vicki S., College of Nursing, Adjunct Instructor, 7/1/11 through 6/30/12.
- Tower, Mark D., College of Medicine, Instructor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Ward, Amanda J., College of Pharmacy, Assistant Professor (voluntary), Pharmacy Practice and Science, 1/5/10 through 6/30/16.
- Westberry, Jenne M., College of Medicine, Assistant Research Professor, Physiology, 6/1/11 through 6/30/11.
- Wheeler, Rebecca T., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 6/1/11 through 6/30/16.
- Wiecek, William, College of Law, Instructor (part-time, visiting), 1/1/11 through 6/30/11.
- Yen, Chih J., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 5/1/11 through 6/30/16.

B. ADMINISTRATIVE APPOINTMENTS

- Addo, Kwaku, College of Agriculture, Associate Professor (with tenure), Nutrition and Food Science, reappointed Interim Chair, Merchandising, Apparel and Textiles, 7/1/11 through 6/30/12.

C. JOINT APPOINTMENTS

- Keresmar, Sarah E., College of Communications and Information Studies, Lecturer, Communication, joint appointment as Lecturer, College of Nursing, 7/1/11 through 6/30/12.
- Stowe, Christina J., College of Agriculture, Assistant Professor, Agricultural Economics, joint appointment as Assistant Professor, Economics, College of Business and Economics, 7/1/11 through 6/30/12.

D. REAPPOINTMENTS

- Aaron, Phil, College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Abdel-Latif, Ahmed, College of Medicine, Assistant Professor*, Internal Medicine, 7/1/11 through 6/30/12.
- Absher, Kimberly J., College of Medicine, Assistant Professor (part-time), Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Adams, Aimee G., College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, and joint appointment as Assistant Adjunct Professor, Internal Medicine, College of Medicine, 7/1/11 through 6/30/12.

*Special Title Series

- Adams, Lesley B., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Adkins, David A., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Agouridis, Carmen T., College of Agriculture, Assistant Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Aikat, Shamik, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Akin, James W., College of Medicine, Assistant Professor (part-time), Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Aleshire, Mollie E., College of Nursing, Clinical Assistant Professor, 7/1/11 through 6/30/12.
- Al-Hasan, Majdi N., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Aljabi, Iyad A., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Aljabi, Maria C., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Allen, Brian L., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Allen-Bryant, Kacy T., College of Nursing, Lecturer, 7/1/11 through 6/30/12.
- Allison, Roberta L., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Alvarez, Anthony, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Anaya, Paul, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Anderson, Steven A., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, and joint appointment as Assistant Professor (voluntary), Family and Community Medicine, College of Medicine, 7/1/11 through 6/30/16.
- Antonious, George F., College of Agriculture, Assistant Adjunct Professor, Horticulture, 7/1/11 through 6/30/12.
- Arvin, Howard G., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Ashby, Suzanna D., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Aumiller, John S., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Azzam, Mai A., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/11 through 6/30/12.
- Bae, Younsoo, College of Pharmacy, Assistant Professor, Pharmaceutical Sciences, 7/1/11 through 6/30/12.
- Baffi, Judit Z., College of Medicine, Assistant Research Professor, Ophthalmology and Visual Sciences, 7/1/11 through 6/30/12.
- Bailey, Alison L., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.

*Special Title Series

- Baird, Jeremy K., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Baker, Jo Lynn, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Ballert, Erik Q., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Banahan, Jackie L., College of Dentistry, Assistant Professor (voluntary), Oral Health Practice, and joint appointment as Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Barnes, Mary A., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Bartee, Rebecca D., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Bates, Gwenna N., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Bean, James R., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Beebe, Leslie M., College of Nursing, Lecturer, 7/1/11 through 6/30/12.
- Bennett, Jeffrey S., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Bennett, Keisa, College of Medicine, Assistant Professor*, Family and Community Medicine, 7/1/11 through 6/30/12.
- Berger, Michael C., College of Pharmacy, Clinical Instructor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Berre, Edgar L., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Bertoli, Elizangela, College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Beshear, Deidra D., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Bingham, Christa, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Bishop, Bradley W., College of Communications and Information Studies, Assistant Professor, Library and Information Science, 7/1/11 through 6/30/12.
- Black, Esther P., College of Pharmacy, Assistant Professor, Pharmaceutical Sciences, 7/1/11 through 9/30/11.
- Black, James E., College of Engineering, Assistant Adjunct Professor, Civil Engineering, 7/1/11 through 6/30/12.
- Bomford, Michael K., College of Agriculture, Assistant Adjunct Professor, Horticulture, 7/1/11 through 6/30/12.
- Bondra, Kenneth, College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Borders, Daniel A., College of Medicine, Assistant Professor (part-time), Psychiatry, 7/1/11 through 6/30/12.
- Bottiggi, Anthony J., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.

*Special Title Series

- Bowen, Jeffrey L., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Brandewie, Deborah J., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Branson, Shellie A., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Brantley-Hite, Kimberley L., College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Braun, Benjamin J., College of Arts and Sciences, Assistant Professor, Mathematics, 7/1/11 through 6/30/13.
- Brockman, Todd M., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Brown, Julia K., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Brown, Marilyn G., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Brown, Teresa A., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Brownstein, Arnold N., College of Medicine, Assistant Professor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.
- Burdine, Kenneth H., College of Agriculture, Adjunct Instructor, Agricultural Economics, 8/15/11 through 5/16/12.
- Burgess, Kelly R., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Bush, Marvin T., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Butler, Karen M., College of Nursing, Assistant Professor*, 7/1/11 through 6/30/12.
- Butros, Rezkalla, College of Medicine, Instructor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Butt, Ahsen A., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, and joint appointment as Assistant Professor (voluntary), Internal Medicine, College of Medicine, 7/1/11 through 6/30/16.
- Byers, Matthew E., College of Agriculture, Assistant Adjunct Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Bynum, Gus A., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Cannon, Gary T., College of Medicine, Instructor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Canter, Dennis G., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Carey, Jacqueline E., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Carlson, Lyle W., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Carroll, Thomas F., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/11 through 6/30/12.

- Carter, James C., College of Medicine, Assistant Professor (voluntary), Anesthesiology, 7/1/11 through 6/30/16.
- Cary, Larry C., College of Medicine, Clinical Assistant Professor, Internal Medicine, and joint appointment as Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Caskey, Paula P., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Castellanos, Ana L., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Castro, Maria G., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Catron, Charles P., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Cavatassi, William C., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Cecil, John T., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, and joint appointment as Assistant Professor (voluntary), Pediatrics, College of Medicine, 7/1/11 through 6/30/16.
- Chadha, Romil, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Chambers, Mara D., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Chambers, Orlando D., College of Agriculture, Assistant Adjunct Professor, Agricultural Economics, 7/1/11 through 6/30/12.
- Chaney, Brian, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Chapman, Darwin L., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Chau, Destiny F., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Cho, Wonbin, College of Arts and Sciences, Assistant Professor, Political Science, 7/1/11 through 6/30/13.
- Clancy, Karen F., College of Public Health, Adjunct Instructor, Health Services Management, 7/1/11 through 6/30/12.
- Clark, Tabatha, College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Clawson-Rosenstein, Kim D., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Clemens, Justin C., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Clements, John H., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Clifford, Timothy M., College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, and joint appointment as Assistant Adjunct Professor, Surgery, College of Medicine, 7/1/11 through 6/30/12.

- Coffman, Wesley B., College of Dentistry, Assistant Professor (voluntary), Oral Health Practice, 7/1/11 through 6/30/16.
- Cohen, Elisia L., College of Communications and Information Studies, Assistant Professor, Communication, 7/1/11 through 6/30/12.
- Colbert, Ann L., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Combs, James L., College of Medicine, Assistant Professor (voluntary), Emergency Medicine, 7/1/11 through 6/30/16.
- Cook, Aaron M., College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Coolong, Timothy W., College of Agriculture, Assistant Extension Professor, Horticulture, 7/1/11 through 6/30/12.
- Cooper, Gregory E., College of Medicine, Assistant Professor (part-time), Neurology, 7/1/11 through 6/30/12.
- Cooper, Michael A., College of Health Sciences, Assistant Professor*, Clinical Sciences, 7/1/11 through 6/30/12.
- Cost, Guinn S., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Cowen, Joshua M., Graduate School, Assistant Professor, Martin School of Public Policy and Administration, 7/1/11 through 6/30/12.
- Cox, John J., College of Agriculture, Assistant Adjunct Professor, Forestry, 7/1/11 through 6/30/12.
- Cremeans, Darryl W., College of Agriculture, Adjunct Instructor, Forestry, 7/1/11 through 6/30/12.
- Crider, Jack B., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Cross, Tracy, College of Medicine, Instructor (voluntary), Surgery, 7/1/11 through 6/30/16.
- Crouch, Richard H., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Crozier, Gordon J., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Crump, Laura M., College of Medicine, Assistant Professor (part-time), Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Cupp, Pamela K., College of Communications and Information Studies, Assistant Research Professor, Communication, 7/1/11 through 6/30/12.
- D'Angelo, Gregory L., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Daily, Michael F., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Dale, Thomas A., College of Medicine, Assistant Adjunct Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Damron, Mark, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Damron, Stephen D., College of Medicine, Instructor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.

- Danhauer, David E., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Dartt, Richard M., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Darville, Audrey K., College of Nursing, Clinical Assistant Professor, 7/1/11 through 6/30/12.
- Davenport, Robert A., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Dawson, James D., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Dean, Melvin W., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Dearinger, Angela T., College of Medicine, Clinical Assistant Professor, Internal Medicine, and joint appointment as Clinical Assistant Professor, Health Services Management, College of Public Health, 7/1/11 through 6/30/12.
- deCastro, Fernando R., College of Medicine, Assistant Professor (voluntary), Internal Medicine, and joint appointment as Assistant Professor (voluntary), Pathology and Laboratory Medicine, 7/1/11 through 6/30/16.
- Deen, Diana, College of Fine Arts, Instructor (part-time), Music, 1/1/11 through 6/30/11.
- Deep, Kristy S., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Dekker, Rebecca L., College of Nursing, Assistant Professor, 7/1/11 through 6/30/12.
- Denham, William C., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Desai, Megha M., College of Medicine, Assistant Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Dhir, Anir, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Diaz Guzman Zavala, Enrique, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Dillon, Kathryn, College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- DiLorenzo, Amy N., College of Medicine, Lecturer, Anesthesiology, 7/1/11 through 6/30/12.
- Dishop, Megan K., College of Medicine, Assistant Professor (part-time, visiting), Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Dixon, Mansfield, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Dorfling, Johannes, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Dorfling, Miemie, College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Drake, Angela R., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.

- Drake, Erik, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Duong, Hai-Lang, College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Eade, Joel, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Ehrie, Michael G., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- El-Kalliny, Magdy M., College of Medicine, Assistant Professor (voluntary), Surgery, 7/1/11 through 6/30/16.
- El-Mallakh, Peggy, College of Nursing, Assistant Professor*, 7/1/11 through 6/30/12.
- Elayi, Samy C., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Elder, Jeffrey W., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Elliott, Andy, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Epstein, Rebecca I., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Erskine, Kelly J., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Evans, Johannes C., College of Medicine, Instructor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.
- Falluji, Reem K., College of Medicine, Instructor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Farley, Robert M., Graduate School, Assistant Professor, Patterson School of Diplomacy and International Commerce, 7/1/11 through 6/30/12.
- Farmer, Aletia G., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Farzam, Farjam, College of Medicine, Clinical Assistant Professor, Neurology, and joint appointment as Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Feltner, Frances J., College of Nursing, Adjunct Instructor, 7/1/11 through 6/30/12.
- Feola, David J., College of Pharmacy, Assistant Professor*, Pharmacy Practice and Science, and joint appointment as Assistant Professor*, Internal Medicine, College of Medicine, 7/1/11 through 6/30/12.
- Ferraris, Suellen P., College of Medicine, Assistant Professor (part-time), Surgery, 7/1/11 through 6/30/12.
- Fields, Jaime J., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Fisher, Jonathan S., College of Engineering, Adjunct Instructor, Civil Engineering, 7/1/11 through 6/30/12.
- Flomenhoft, Deborah R., College of Medicine, Clinical Assistant Professor, Internal Medicine, and joint appointment as Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Florea, Shannon C., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.

*Special Title Series

- Flynn, Jeremy, College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, and joint appointment as Assistant Adjunct Professor, Surgery, College of Medicine, 7/1/11 through 6/30/12.
- Ford, Jason E., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Forren, Janet L., College of Nursing, Assistant Professor, 7/1/11 through 6/30/12.
- Frisby, Brandi N., College of Communications and Information Studies, Assistant Professor, Communication, 7/1/11 through 6/30/12.
- Fuentealba, Rodrigo, College of Dentistry, Assistant Professor (visiting), Oral Health Practice, 7/1/11 through 6/30/12.
- Gaffney, Amy, College of Communications and Information Studies, Assistant Professor, Communication, 7/1/11 through 6/30/12.
- Gaines, Marlon, College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Gambrel, Jason, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Garabedian, Matthew J., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Garcia Ramos, Gisela, College of Arts and Sciences, Assistant Professor, Biology, 7/1/11 through 6/30/13.
- Garrett, David T., College of Medicine, Assistant Professor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.
- Gassett, Jonathan W., College of Agriculture, Assistant Adjunct Professor, Forestry, 7/1/11 through 6/30/12.
- Gaur, Rajesh, College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- George, James D. B., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Gerhardstein, Donna C., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Gibson, Dana L., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Goetz, James, College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Gordy, Carrie M., College of Nursing, Clinical Assistant Professor, 7/1/11 through 6/30/12.
- Gore, David R., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/11 through 6/30/12.
- Graham, David L., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Gray, John I., College of Dentistry, Assistant Professor (voluntary), Oral Health Practice, and joint appointment as Assistant Professor (voluntary), Surgery, College of Medicine, 7/1/11 through 6/30/16.
- Gray, Mary S., College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Groves, Karla R., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.

*Special Title Series

- Gultekin, Ebru K., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Guo, Zhenheng, College of Medicine, Assistant Professor, Internal Medicine, and joint appointment as Assistant Professor, Physiology, 7/1/11 through 6/30/12.
- Gupta, Pragma, College of Medicine, Assistant Professor (voluntary), Anesthesiology, 7/1/11 through 6/30/16.
- Gurwell, Julie A., College of Medicine, Clinical Assistant Professor, Neurology, 7/1/11 through 6/30/12.
- Hagan, William L., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Halich, Gregory S., College of Agriculture, Assistant Extension Professor, Agricultural Economics, 7/1/11 through 6/13/12.
- Hambrick, Horace P., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Hamm, Jessica, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Hammond, Rachel, College of Education, Lecturer, Educational, School, and Counseling Psychology, 7/1/11 through 6/30/12.
- Han, Dong Y., College of Medicine, Clinical Assistant Professor, Neurology, 7/1/11 through 6/30/12.
- Han, Kuo-Huang, College of Fine Arts, Instructor (part-time), Music, 9/1/10 through 6/30/11.
- Hanaoka, Beatriz Y., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Hankins, Kristine W., College of Business and Economics, Assistant Professor, Management, 7/1/11 through 6/30/12.
- Hardesty, Mary P., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Hardin, Charles E., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Hardin, Courtney, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Harned, Michael E., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Hart, Thomas K., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Harwood, James D., College of Agriculture, Assistant Professor, Entomology, 7/1/11 through 6/30/12.
- Hasenboehler, Erik A., College of Medicine, Clinical Instructor, Surgery, 7/1/11 through 6/30/12.
- Hasni, Syed K., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Hatton, Kevin W., College of Medicine, Clinical Assistant Professor, Anesthesiology, and joint appointment as Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.

- Hayne, Marta S., College of Medicine, Assistant Professor (voluntary), Radiation Medicine, 7/1/11 through 6/30/16.
- Haynes, Joseph R., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Hays, David J., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Hayslip, John W., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Helme, Donald W., College of Communications and Information Studies, Assistant Professor, Communication, 7/1/11 through 6/30/12.
- Henderson, Robert W., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Hensley, Victoria R., College of Nursing, Clinical Instructor, 7/1/11 through 6/30/12.
- Hessler, Amy E., College of Medicine, Assistant Professor (part-time), Neurology, 7/1/11 through 6/30/12.
- Hollen, Miranda, College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Honaker, Bryan M., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Hood, Katrina M., College of Medicine, Assistant Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- Horbinski, Craig M., College of Medicine, Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Hourigan, Jon S., College of Medicine, Assistant Professor*, Surgery, 7/1/11 through 6/30/12.
- Howard, H. F., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Hudson, Kimberly A., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Hughes, Joyce, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, and joint appointment as Assistant Professor (voluntary), Pediatrics, College of Medicine, 7/1/11 through 6/30/16.
- Humphrey Van Meter, Wendy, College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Hustedde, Carol G., College of Medicine, Assistant Adjunct Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Hyden, Seth, College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Iqbal, Nayyar, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Iser, Alison, College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Jackson, Raymond, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, and joint appointment as Assistant Professor (voluntary), Emergency Medicine, College of Medicine, 7/1/11 through 6/30/16.

*Special Title Series

- Jackson, Rodney A., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Jackson, Wendy L., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Jacobs, Cale A., College of Health Sciences, Assistant Adjunct Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Jacobs-Lawson, Joy M., College of Public Health, Assistant Professor, Gerontology, and joint appointments as Assistant Professor, Health Behavior and Assistant Professor, Psychology, College of Arts and Sciences, 7/1/11 through 8/14/11.
- Jacobson, Mark S., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Jadoon, Asad K., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, and joint appointment as Assistant Professor (voluntary), Internal Medicine, College of Medicine, 7/1/11 through 6/30/16.
- Jenkins, Patrick F., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Jenkins, William S., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Jennings, Connie W., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Jhamb, Jagriti, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Johnson, Caroline, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Johnson, Douglas, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Johnson, Holly, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Johnson, Jill R., College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Johnson, Stacey C., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Johnson, Stan M., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Jones, Evelyn M., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Jones, Grant C., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Jones, Jean H., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Jones, Kimberly S., College of Medicine, Clinical Assistant Professor, Neurology, 7/1/11 through 6/30/12.
- Jones, Larry D., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.

- Jones, Mikael, College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, and joint appointment as Clinical Assistant Professor, College of Nursing, 7/1/11 through 6/30/12.
- Jones, Robert G., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Jones, Shelley M., College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Kahloon, Mansha, College of Medicine, Instructor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Kakaji, Hazem, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Kalra, Deepak, College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Kapley, David J., College of Medicine, Assistant Professor (voluntary), Psychiatry, 7/1/11 through 6/30/16.
- Kapoor, Siddharth, College of Medicine, Clinical Assistant Professor, Neurology, 7/1/11 through 6/30/12.
- Karabakhtsian, Rouzan G., College of Medicine, Assistant Professor*, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Karolich, Daun, College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Kaster, Jason H., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Kazee, David W., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Kedar, Sachin, College of Medicine, Clinical Assistant Professor, Neurology, and joint appointment as Clinical Assistant Professor, Ophthalmology and Visual Sciences, 7/1/11 through 6/30/12.
- Keedy, David L., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Kelly, Dennis B., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Kelso, Lynn A., College of Nursing, Clinical Assistant Professor, 7/1/11 through 6/30/12.
- Keresmar, Sarah E., College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Kesler, Melissa V., College of Medicine, Clinical Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Khalaf, Moh'd W., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/11 through 6/30/12.
- Khan, Gulam Q., College of Medicine, Clinical Assistant Professor, Neurology, and joint appointment as Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Khosravi, Mehdi, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- King, Diane E., College of Arts and Sciences, Assistant Professor, Anthropology, 7/1/11 through 6/30/13.

- King, Michael R., College of Medicine, Assistant Professor*, Family and Community Medicine, 7/1/11 through 6/30/12.
- King, Samuel J., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- King, Victoria L., College of Medicine, Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Kingery, Joe E., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Kinker, Robert G., College of Medicine, Assistant Professor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.
- Kirk, William D., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Klimkina, Oksana, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Kloha, Nancy R., College of Nursing, Clinical Instructor, 7/1/11 through 6/30/12.
- Knopp, Tina A., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Knox, Tamara L., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Koch, Erin, College of Arts and Sciences, Assistant Professor, Anthropology, 7/1/11 through 6/30/13.
- Kral, Paula R., College of Nursing, Lecturer, 7/1/11 through 6/30/12.
- Krishna, Anantha, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Kudrimoti, Archana M., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Kumar, Amita, College of Medicine, Assistant Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Kurtz-Ogilvie, Whitney L., College of Nursing, Lecturer, 7/1/11 through 6/30/12.
- LaBonty, Elizabeth A., College of Agriculture, Lecturer, Animal and Food Sciences, 7/1/11 through 6/30/12.
- Laird, Emily, College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Lalude, A. O'tayo, College of Medicine, Instructor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Larkin, Thomas J., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Lasher, Steven C., College of Medicine, Assistant Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.
- Lawson, Rick J., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Layton, Rebecca L., College of Medicine, Assistant Professor (part-time), Anesthesiology, and joint appointment as Assistant Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- Leathers, Michelle J., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.

*Special Title Series

- Lee, Janet F., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Lee, Kiyong, College of Nursing, Assistant Adjunct Professor, 7/1/11 through 6/30/12.
- Lee, Woon, College of Pharmacy, Assistant Professor, Pharmaceutical Sciences, 7/1/11 through 6/30/12.
- Leggas, Markos, College of Pharmacy, Assistant Professor, Pharmaceutical Sciences, 7/1/11 through 5/31/12.
- Lester, Harold D., College of Dentistry, Assistant Adjunct Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Lewis, Daniel A., College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Lhotka, John M., College of Agriculture, Assistant Professor, Forestry, 7/1/11 through 6/30/12.
- Li, Zhenyu, College of Medicine, Assistant Professor, Internal Medicine, and joint appointment as Assistant Professor, Molecular and Cellular Biochemistry, 7/1/11 through 6/30/12.
- Liberato, Ana S., College of Arts and Sciences, Assistant Professor, Sociology, 7/1/11 through 6/30/13.
- Long, Timothy R., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Lose, K. W., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Lowry, Regina C., College of Nursing, Senior Lecturer, 7/1/11 through 6/30/12.
- Lu, Hong, College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Lukens, Margaret F., College of Medicine, Assistant Professor (part-time), Anesthesiology, and joint appointment as Instructor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- Mabins, Melanie, College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Macaulay, Tracy, College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- MacIvor, Duncan C., College of Medicine, Clinical Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Madaleno, James A., College of Health Sciences, Assistant Adjunct Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Maggard, Stacie K., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Malloy, Dean A., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Mansour, Heidi, College of Pharmacy, Assistant Professor, Pharmaceutical Sciences, 7/1/11 through 6/30/12.
- Marchand, Tania M., College of Medicine, Assistant Professor (part-time, visiting), Radiology, 7/1/11 through 6/30/12.
- Marcum, Miriam B., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.

- Marks, Alicia G., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Marwil, David J., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Massa, F. Christopher, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Massa, Laurie, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Massarweh, Suleiman A., College of Medicine, Assistant Professor, Internal Medicine, 7/1/11 through 6/11/12.
- Mathumuju, Kavita R., College of Dentistry, Assistant Professor*, Oral Health Science, 7/1/11 through 1/31/12.
- Matthews, Joanne M., College of Nursing, Clinical Instructor, 7/1/11 through 6/30/12.
- Maul, Erich C., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Maynard, Harold, College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- McCormack, Michael, College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- McCoy, Michael Q., College of Medicine, Instructor (part-time), Pediatrics, and joint appointment as Instructor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- McCullough, Steven J., College of Medicine, Instructor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- McElwain, William P., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- McIntosh, Tera, College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- McKenzie, Shaun P., College of Medicine, Assistant Professor*, Surgery, 7/1/11 through 6/30/12.
- McKinney, Katherine M., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- McLaughlin, Paul W., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Mechas, Thomas, College of Medicine, Assistant Professor (voluntary), Obstetrics and Gynecology, 7/1/11 through 6/30/16.
- Meek, Mary F., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Mehari, Enawgaw, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Melahn, William L., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Melville, Daniel E., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Melville, Sonya C., College of Medicine, Assistant Professor (part-time), Emergency Medicine, 7/1/11 through 6/30/12.

*Special Title Series

- Midboe-Penn, Pamela R., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Miesle, Mary A., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Miles, Richard S., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Millay, Robert J., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Miller, Angela, College of Education, Instructor (part-time), Special Education and Rehabilitation Counseling, 1/1/11 through 5/15/11.
- Miller, Christopher M., College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Miller, Cynthia H., College of Communications and Information Studies, Senior Lecturer, Communication, 7/1/11 through 6/30/14.
- Miller, Kevin J., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Miller, Rachel W., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Miremami, Ali, College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Mitchell, Stephen B., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Mitchell, Trenika R., College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Monohan, Gregory P., College of Medicine, Assistant Professor*, Internal Medicine, 7/1/11 through 6/30/12.
- Moore, Andrea B., College of Medicine, Assistant Professor (voluntary), Obstetrics and Gynecology, 7/1/11 through 6/30/16.
- Moore, Erin N., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Moore, Kathryn M., College of Nursing, Assistant Professor*, 7/1/11 through 6/30/12.
- Morales, Gustavo X., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Mudd, Gia T., College of Nursing, Assistant Professor, 7/1/11 through 6/30/12.
- Muha, Sherri L., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Mullen, Nancy K., College of Medicine, Assistant Professor (part-time), Internal Medicine, 7/1/11 through 6/30/12.
- Mullins, John M., College of Medicine, Assistant Professor (voluntary), Emergency Medicine, 7/1/11 through 6/30/16.
- Mungillo, Carrie C., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Murphy, Brian S., College of Medicine, Assistant Professor (part-time), Internal Medicine, and joint appointments as Assistant Professor (part-time), Microbiology, Immunology and Molecular Genetics and Assistant Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.

*Special Title Series

- Murphy, Michael T., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Murphy, Paul J., College of Medicine, Lecturer, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Mustain, Mary V., College of Medicine, Assistant Professor (part-time), Emergency Medicine, 7/1/11 through 6/30/12.
- Myrup, Erik L., College of Arts and Sciences, Assistant Professor, History, 7/1/11 through 6/30/13.
- Neal, Jeffrey, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- NeSmith, Talia J., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Neuman, Douglas M., College of Dentistry, Assistant Professor (voluntary), Oral Health Practice, 7/1/11 through 6/30/16.
- Newcomb, O. T., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Newman, Ronald L., College of Medicine, Clinical Assistant Professor, Anesthesiology, and joint appointments as Clinical Assistant Professor, Physical Medicine and Rehabilitation and Clinical Assistant Professor, Rehabilitation Sciences, College of Health Sciences, 7/1/11 through 6/30/12.
- Niaz, Qaiser, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Nicol, Bruce R., College of Dentistry, Instructor (voluntary), Oral Health Science, and joint appointments as Assistant Professor (voluntary), Oral Health Practice and Assistant Professor (voluntary), Family and Community Medicine, College of Medicine and Instructor (voluntary), Surgery, College of Medicine, 7/1/11 through 6/30/16.
- Nixon, Kimberly, College of Pharmacy, Assistant Professor, Pharmaceutical Sciences, 7/1/11 through 6/30/12.
- Nolan, Brian T., College of Medicine, Assistant Professor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.
- Nusbacher, Kenneth B., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- O'Connor, Lisa O., College of Communications and Information Studies, Assistant Professor, Library and Information Science, 7/1/11 through 7/31/11.
- O'Daniel, Patrick G., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- O'Donnell, Helen M., College of Medicine, Assistant Professor (part-time), Physical Medicine and Rehabilitation, 7/1/11 through 6/30/12.
- O'Keeffe, Shane D., College of Medicine, Assistant Professor*, Surgery, 7/1/11 through 6/30/12.
- Oliver, Jennifer S., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Ong, Vivian C., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.

- Otero, Liliana, College of Dentistry, Assistant Professor (visiting), Oral Health Science, 7/1/11 through 6/30/12.
- Pagtakhan-So, Leonor S., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Paily, Rejith, College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Paratley, Robert, College of Agriculture, Adjunct Instructor, Forestry, 7/1/11 through 6/30/12.
- Parker, Stacey L., College of Nursing, Instructor (part-time), 1/10/11 through 6/30/11.
- Parlanti, Sherry M., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Patel, Piyush D., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Pawa, Rishi, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Pearce, Christy F., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Peden, Susan, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Perez, Oscar O., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Petrea, Rodica E., College of Medicine, Clinical Assistant Professor, Neurology, 7/1/11 through 6/30/12.
- Petrovsky, Nicolai, Graduate School, Assistant Professor, Martin School of Public Policy and Administration, 7/1/11 through 6/30/12.
- Pfeifle, Andrea L., College of Medicine, Assistant Professor*, Family and Community Medicine, 7/1/11 through 6/30/12.
- Phillips, Hayden R., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Phillips-Salimi, Celeste, College of Nursing, Assistant Professor, 7/1/11 through 6/30/12.
- Pierce, Heather H., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Pierce, James L., College of Agriculture, Assistant Adjunct Professor, Animal and Food Sciences, 7/1/11 through 6/30/13.
- Piercy, Jonathan A., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Pinto-Sinai, Gitanjali L., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Pittenger, Jaime, College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Platt, Melissa A., College of Medicine, Assistant Professor (voluntary), Emergency Medicine, 7/1/11 through 6/30/16.
- Playforth, Karen S., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Podzielinski, Iwona, College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.

*Special Title Series

- Policastri, Anne, College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Poynter, Stephanie A., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Price, Nicole S., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Purdom, Matthew S., College of Medicine, Clinical Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Pursley, David C., College of Medicine, Clinical Assistant Professor, Neurology, 7/1/11 through 6/30/12.
- Quackenbush, Ann N., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Quelopana, Ana Maria, College of Nursing, Assistant Professor, 7/1/11 through 6/30/12.
- Rajagopalan, Navin, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Rajan, Lawrence, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Ramaiah, Dinesh, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Rapchak, Marcia E., College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Ray, Deborah S., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/11 through 6/30/12.
- Rebel, Annette, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Reed, Andrea, College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Reese, Daniel P., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Reynolds, Molly, College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Reynolds, Sandra, College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Reynolds, Stephanie D., College of Communications and Information Studies, Assistant Professor, Library and Information Science, 7/1/11 through 6/30/12.
- Rice, Angela Y., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Richards, Dana L., College of Medicine, Clinical Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Ritchie-Dabney, Rosalind, College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Ritter, Christina M., College of Fine Arts, Instructor (part-time), Theatre, 1/1/11 through 6/30/11.
- Rivard, Cheryl R., College of Medicine, Assistant Professor (voluntary), Psychiatry, 7/1/11 through 6/30/16.

- Roberts, Ellen G., College of Medicine, Assistant Professor (part-time, visiting), Radiology, 7/1/11 through 6/30/12.
- Roberts, Elster D., College of Medicine, Assistant Professor (voluntary), Emergency Medicine, 7/1/11 through 6/30/16.
- Roberts, Ronald E., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Robertson, Walter S., College of Agriculture, Instructor (part-time), Agricultural Economics, 1/1/10 through 5/31/10, 1/1/11 through 5/31/11, and 1/1/12 through 5/31/12.
- Rockich, Anna K., College of Medicine, Assistant Professor (part-time), Surgery, and joint appointment as Assistant Professor (part-time), Pharmacy Practice and Science, College of Pharmacy, 7/1/11 through 6/30/12.
- Rodriguez, Carla M., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Rodriguez, Nelson F., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Rogozinski, Zbigniew S., College of Medicine, Assistant Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.
- Rone, Bryan K., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Rose, Stephanie A., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Rosenau, Jens, College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Roussel, Guy, College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Rucker, Dreama, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Rugg, Sarah S., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Ruschman, Carroll M., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Rusher, Phillip, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Sabetta, Thomas, College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Sadler, William M., College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/11 through 6/30/12.
- Saito, Hiroshi, College of Medicine, Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Salt, Elizabeth G., College of Nursing, Assistant Professor, 7/1/11 through 6/30/12.
- Sanday, Eric C., College of Arts and Sciences, Assistant Professor, Philosophy, 7/1/11 through 6/30/13.
- Sara, Ziad W., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Sargent, Charles G., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.

*Special Title Series

- Schaeffer, Cameron S., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Schaninger, Takako S., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Schatz, Ronda S., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Schnelle, Rebecca A., College of Agriculture, Assistant Extension Professor, Horticulture, 7/1/11 through 6/30/12.
- Schooler, Julia C., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Scott, Allison M., College of Communications and Information Studies, Assistant Professor, Communication, 7/1/11 through 6/30/12.
- Seamon, Jason P., College of Medicine, Clinical Assistant Professor, Emergency Medicine, 7/1/11 through 6/30/12.
- Senters, Sherry, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Seyler, Jane E., College of Medicine, Assistant Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- Shah, Parth H., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Sharp, Larry B., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Sherman, John C., College of Medicine, Assistant Professor (voluntary), Emergency Medicine, 7/1/11 through 6/30/16.
- Shpilberg, Victor J., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Shrewsbury, Jennifer H., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Shuffett, William L., College of Medicine, Instructor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Simon, Marion F., College of Agriculture, Assistant Adjunct Professor, Agricultural Economics, 7/1/11 through 6/30/12.
- Slavik, Andrew P., College of Medicine, Assistant Professor (voluntary), Physical Medicine and Rehabilitation, 7/1/11 through 6/30/16.
- Slone, Kenneth M., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Smith, Brian A., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Soares, Neelkamal S., College of Medicine, Clinical Assistant Professor, Pediatrics, and joint appointments as Clinical Assistant Professor, Family and Community Medicine and Clinical Assistant Professor, Educational, School, and Counseling Psychology, College of Education, 7/1/11 through 6/30/12.
- Sorial, Ehab S., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Sotingeanu, Dan, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.

- Spencer, Audrey, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Spoonamore, Barry, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Stadler, Laura P., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Stainback, George A., College of Agriculture, Assistant Professor, Forestry, 7/1/11 through 6/30/12.
- Stakelin, Kristen R., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Stanford Willson, Jennifer L., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Stanton, Donna D., College of Medicine, Assistant Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.
- Steinke, Douglas, College of Pharmacy, Assistant Professor, Pharmacy Practice and Science, and joint appointment as Assistant Professor, Epidemiology, College of Public Health, 7/1/11 through 6/30/12.
- Stevenson, Krista L., College of Arts and Sciences, Lecturer, English, 7/1/11 through 6/30/13.
- Stewart, Kathryn E., College of Medicine, Instructor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Stewart, Kyle, College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Stewart, Miranda L., College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Steyn, Pieter G., College of Medicine, Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.
- Stiglbauer, Paul, College of Agriculture, Assistant Adjunct Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Stiles, Matthew A., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Stovall, Jerry L., College of Dentistry, Assistant Professor (voluntary), Oral Health Practice, 7/1/11 through 6/30/16.
- Straub, James G., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Street, Chad C., College of Dentistry, Assistant Professor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Strifling, Rhya C., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Sultana, Rukhsana, College of Arts and Sciences, Assistant Research Professor, Chemistry, 7/1/11 through 6/30/12.
- Swigert, Nancy B., College of Health Sciences, Assistant Adjunct Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Taylor, Shawn M., College of Medicine, Assistant Professor (part-time), Pediatrics, 7/1/11 through 6/30/12.

- Taylor, Stacy A., College of Pharmacy, Clinical Assistant Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Taylor, Timothy R., College of Engineering, Assistant Professor, Civil Engineering, 7/1/11 through 6/30/13.
- Thannoli, Natarajan, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Thomas, Cheryl L., College of Medicine, Assistant Professor (part-time), Emergency Medicine, 7/1/11 through 6/30/12.
- Thompson, Adam E., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Thompson, Angelia F., College of Medicine, Assistant Professor (voluntary), Ophthalmology and Visual Sciences, 7/1/11 through 6/30/16.
- Thompson, John A., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Thorner, Alan J., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, and joint appointment as Assistant Professor (voluntary), Emergency Medicine, College of Medicine, 7/1/11 through 6/30/16.
- Thyne, Clayton L., College of Arts and Sciences, Assistant Professor, Political Science, 7/1/11 through 6/30/13.
- Tidwell, James H., College of Agriculture, Assistant Adjunct Professor, Animal and Food Sciences, 7/1/11 through 6/30/13.
- Tignor, William, College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Tindall, Lyn R., College of Health Sciences, Assistant Professor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- Todd Tzanetos, Deanna R., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Tovar, Elizabeth G., College of Nursing, Assistant Professor*, 7/1/11 through 6/30/12.
- Tovar, Jesus V., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Tovar, Molly M., College of Medicine, Clinical Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Tovar, Rudolph M., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Travis, Randy T., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Trimble, Atitaya T., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.
- Triplett, Terrence W., College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Truett, III, Artis P., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Tucker, Brian K., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Tucker, Hugh M., College of Medicine, Assistant Research Professor, Pediatrics, 7/1/11 through 6/30/12.

*Special Title Series

- Turner, M. Dawn, College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Tynan, Ashley C., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Umberger, Gloria H., College of Medicine, Assistant Adjunct Professor, Neurology, 7/1/11 through 6/30/12.
- Van Lanen, Steven, College of Pharmacy, Assistant Professor, Pharmaceutical Sciences, 7/1/11 through 6/30/12.
- VanCleave, Jeffrey T., College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Varney, Jamie B., College of Medicine, Clinical Assistant Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Veil, Shari R., College of Communications and Information Studies, Assistant Professor, Communication, 7/1/11 through 6/30/12.
- Velez-Pestana, Luis I., College of Medicine, Assistant Professor (voluntary), Anesthesiology, 7/1/11 through 6/30/16.
- Wahle, John P., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Waldridge, Ron, College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Walker, Stephen P., College of Agriculture, Assistant Research Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Walmsley, Lee A., College of Nursing, Instructor (part-time), 7/1/11 through 6/30/12.
- Wang, Changzheng, College of Agriculture, Assistant Adjunct Professor, Animal and Food Sciences, 7/1/11 through 6/30/13.
- Wang, Erming, College of Medicine, Assistant Research Professor, Neurology, 7/1/11 through 6/30/12.
- Ward, Robertson D., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Warren, Jami L., College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Weaver, Kenneth R., College of Medicine, Assistant Professor (voluntary), Ophthalmology and Visual Sciences, and joint appointment as Assistant Professor (voluntary), Emergency Medicine, 7/1/11 through 6/30/16.
- Webb, Angela K., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Webb, Erin G., College of Agriculture, Assistant Adjunct Professor, Biosystems and Agricultural Engineering, 7/1/11 through 6/30/13.
- Webb, Jonathan C., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Webster, Keith J., College of Health Sciences, Assistant Adjunct Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Wedeking, Justin P., College of Arts and Sciences, Assistant Professor, Political Science, 7/1/11 through 6/30/13.
- Wehrman, Paul T., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.

- Wells, Paula H., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Welsh, J. Darlene, College of Nursing, Assistant Professor*, 7/1/11 through 6/30/12.
- Werkmeister, James R., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Westberry, Jenne M., College of Medicine, Assistant Research Professor, Physiology, 7/1/11 through 6/30/12.
- White, Henry D., College of Health Sciences, Instructor (voluntary), Rehabilitation Sciences, 7/1/11 through 6/30/16.
- White, Jennifer A., College of Agriculture, Assistant Professor, Entomology, 7/1/11 through 6/30/12.
- Whitesel, Heather L., College of Medicine, Clinical Assistant Professor, Surgery, and joint appointment as Clinical Assistant Professor, Orthopaedic Surgery, 7/1/11 through 6/30/12.
- Whitt, Heather P., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Wiemann, Alfred H., College of Dentistry, Assistant Professor (part-time), Oral Health Practice, 7/1/11 through 6/30/12.
- Wilkinson, Alan D., College of Dentistry, Assistant Professor (part-time), Oral Health Science, 7/1/11 through 6/30/12.
- Williams, Barry R., College of Medicine, Assistant Professor (voluntary), Pediatrics, 7/1/11 through 6/30/16.
- Williams, Corrine M., College of Medicine, Assistant Professor, Obstetrics and Gynecology, and joint appointment as Assistant Professor, Health Behavior, College of Public Health, 7/1/11 through 6/30/12.
- Williams, Dennis J., College of Medicine, Clinical Assistant Professor, Pathology and Laboratory Medicine, 7/1/11 through 6/30/12.
- Williams, Wayne E., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Wilson, Jessica L., College of Nursing, Lecturer, 7/1/11 through 6/30/12.
- Wilson, Virginia C., Graduate School, Assistant Adjunct Professor, Martin School of Public Policy and Administration, 7/1/11 through 6/30/12.
- Winchester, Kimberly S., College of Medicine, Assistant Professor (part-time), Anesthesiology, 7/1/11 through 6/30/12.
- Winstead, P. S., College of Pharmacy, Assistant Adjunct Professor, Pharmacy Practice and Science, 7/1/11 through 6/30/12.
- Witte, Florence M., College of Communications and Information Studies, Lecturer, Communication, 7/1/11 through 6/30/12.
- Woolum, Kerry L., College of Dentistry, Instructor (voluntary), Oral Health Science, 7/1/11 through 6/30/16.
- Wright, Heather R., College of Medicine, Clinical Assistant Professor, Surgery, 7/1/11 through 6/30/12.
- Wright, R. B., College of Medicine, Assistant Professor (voluntary), Family and Community Medicine, 7/1/11 through 6/30/16.
- Wrightson, Alan S., College of Medicine, Assistant Professor (part-time), Family and Community Medicine, 7/1/11 through 6/30/12.

*Special Title Series

- Wyant, Andrew R., College of Health Sciences, Assistant Professor*, Clinical Sciences, 7/1/11 through 6/30/12.
- Xenos, Eleftherios S., College of Medicine, Assistant Professor*, Surgery, 7/1/11 through 6/30/12.
- Young, Michael H., College of Medicine, Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Yozwiak, John A., College of Medicine, Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Zachman, Frederick M., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, 7/1/11 through 6/30/12.
- Zax, Robert H., College of Health Sciences, Instructor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Zegarra, Milagros M., College of Medicine, Assistant Professor (voluntary), Internal Medicine, 7/1/11 through 6/30/16.
- Zetter, David, College of Health Sciences, Assistant Professor (voluntary), Clinical Sciences, 7/1/11 through 6/30/16.
- Zhou, Xuguo, College of Agriculture, Assistant Professor, Entomology, 7/1/11 through 6/30/12.

E. PROMOTIONS WITHOUT TENURE

- Cowley, Jennifer B., College of Nursing, from Lecturer, to Senior Lecturer, 7/1/11 through 6/30/12.
- Langner, Ulrich W., College of Medicine, from Clinical Instructor, Radiation Medicine, to Clinical Assistant Professor, Radiation Medicine, 7/1/11 through 6/30/12.
- Letcher, Traci, College of Communications and Information Studies, from Lecturer, Communication, to Senior Lecturer, Communication, 7/1/11 through 6/30/14.
- Lowe, Donald I., College of Communications and Information Studies, from Lecturer, Communication, to Senior Lecturer, Communication, 7/1/11 through 6/30/14.
- Stewart, John J., College of Medicine, from Instructor (part-time), Internal Medicine, to Clinical Assistant Professor, Internal Medicine, 7/1/11 through 6/30/12.
- Wainscott, Justin K., College of Medicine, from Instructor (part-time), Anesthesiology, to Clinical Assistant Professor, Anesthesiology, 7/1/11 through 6/30/12.

F. CHANGES

- Biddle, Martha J., College of Nursing, from Adjunct Instructor, to Assistant Professor*, 7/1/11 through 6/30/12.
- Co, Angela D., College of Design, from Instructor (temporary), Architecture, to Assistant Professor, Architecture, 7/1/11 through 6/30/12.
- Hardin-Fanning, Frances, College of Nursing, from Lecturer, to Assistant Professor, 7/1/11 through 6/30/12.
- Jacobsen, Krista L., College of Agriculture, from Lecturer, Horticulture, to Assistant Professor, Horticulture, 7/1/11 through 6/30/12.
- Kakaji, Hazem, College of Medicine, Clinical Assistant Professor, Internal Medicine, from, 5/1/11 through 6/30/11, to 5/12/11 through 6/30/11.

*Special Title Series

- Kusunose, Yoko, College of Business and Economics, from Instructor (part-time), Economics, to Assistant Professor, Agricultural Economics, College of Agriculture, and joint appointment as Assistant Professor, Economics, College of Business and Economics, 7/1/11 through 6/30/12.
- Mustain, Mary V., College of Medicine, Assistant Professor (part-time), Emergency Medicine, from 9/1/10 through 6/30/11, to 3/1/11 through 6/30/11.
- Pulliam, Joseph F., College of Medicine, from Assistant Professor*, Pathology and Laboratory Medicine, and joint appointment as Assistant Professor*, Pediatrics, to Clinical Assistant Professor, Pathology and Laboratory Medicine, and joint appointment as Clinical Assistant Professor, Pediatrics, 7/1/11 through 6/30/12.
- Rexroad, Jason T., College of Medicine, from Clinical Assistant Professor, Radiology, to Assistant Professor (part-time), Radiology, 7/1/11 through 6/30/12.
- Scott, Ruth A., College of Agriculture, from Lecturer, Family Studies, to Lecturer, Horticulture, 7/1/11 through 6/30/12.
- Taylor, Pamela, Research, from Disability Program Specialist II, Interdisciplinary Human Development, to Disability Program Administrator Associate, Interdisciplinary Human Development, effective 5/1/11.
- Varney, Jamie B., College of Medicine, from Clinical Assistant Professor, Family and Community Medicine, to Assistant Professor (part-time), Family and Community Medicine, 8/1/11 through 6/30/12.

G. TERMINAL REAPPOINTMENTS

- Aalboe, Joanna A., College of Dentistry, Assistant Research Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Allen, Mary E., College of Health Sciences, Clinical Assistant Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Burt, John B., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Caban-Holt, Allison M., College of Medicine, Assistant Research Professor, Behavioral Science, 7/1/11 through 6/30/12.
- Campbell, Sarah E., College of Health Sciences, Clinical Assistant Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Cobetto, Gregory A., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Cole, Jennifer E., College of Medicine, Assistant Research Professor, Behavioral Science, 7/1/11 through 6/30/12.
- Cook-Newell, Margaret E., College of Agriculture, Lecturer, Nutrition and Food Science, 7/1/11 through 6/30/12.
- Curtis, Walter J., College of Arts and Sciences, Assistant Professor, Psychology, 7/1/11 through 6/30/12.
- Danner, Deborah D., College of Medicine, Assistant Research Professor, Behavioral Science, and joint appointment as Assistant Research Professor, Family and Community Medicine, 7/1/11 through 6/30/12.
- Darbee, Joan C., College of Health Sciences, Lecturer, Rehabilitation Sciences, 7/1/11 through 6/30/12.

*Special Title Series

- Dawson, Dolph, College of Dentistry, Clinical Assistant Professor, Oral Health Practice, 7/1/11 through 6/30/12.
- Dingrando, Kelly J., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Duvall, Jamieson L., College of Medicine, Assistant Research Professor, Behavioral Science, 7/1/11 through 6/30/12.
- Eckhardt, Erik, College of Medicine, Assistant Professor, Internal Medicine, and joint appointment as Assistant Professor, Microbiology, Immunology and Molecular Genetics, 7/1/11 through 6/30/12.
- Fields, Laurie, College of Agriculture, Assistant Professor, Landscape Architecture, 8/1/11 through 7/31/12.
- Fraley, Christian S., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Hagerman, Ellen C., College of Health Sciences, Clinical Assistant Professor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Haney, Charlotte, College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Harrison, Ershal, College of Dentistry, Assistant Professor*, Oral Health Practice, 7/1/11 through 6/30/12.
- Haynes, Kathryn, College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Jacobs-Lawson, Joy M., College of Public Health, Assistant Professor, Gerontology, and joint appointments as Assistant Professor, Health Behavior and Assistant Professor, Psychology, College of Arts and Sciences, 8/15/11 through 8/14/12.
- Jo, Misung, College of Medicine, Assistant Research Professor, Obstetrics and Gynecology, and joint appointment as Assistant Research Professor, Molecular and Biomedical Pharmacology, 7/1/11 through 6/30/12.
- Lattin, Anne L., College of Health Sciences, Clinical Instructor, Rehabilitation Sciences, 7/1/11 through 6/30/12.
- Middleton, Lisa S., College of Medicine, Assistant Research Professor, Behavioral Science, 7/1/11 through 6/30/12.
- O'Connor, Lisa O., College of Communications and Information Studies, Assistant Professor, Library and Information Science, 8/1/11 through 7/31/12.
- Patel, Rita R., College of Health Sciences, Clinical Assistant Professor, Rehabilitation Sciences, and joint appointment as Clinical Assistant Professor, Surgery, College of Medicine, 7/1/11 through 6/30/12.
- Pepper, Kristy A., College of Dentistry, Clinical Assistant Professor, Oral Health Practice, 7/1/11 through 6/30/12.
- Perry, Stephen D., College of Agriculture, Lecturer, Nutrition and Food Science, 7/1/11 through 6/30/12.
- Pushkarskaya, Helen N., College of Agriculture, Assistant Professor, Agricultural Economics, 4/15/11 through 4/14/12.
- Slone, Sherry, College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.
- Stone, Daria N., College of Dentistry, Clinical Assistant Professor, Oral Health Science, 7/1/11 through 6/30/12.

*Special Title Series

Studts, Christina R., College of Medicine, Assistant Research Professor, Behavioral Science, 7/1/11 through 6/30/12.

Theiss, B. L., College of Dentistry, Clinical Assistant Professor, Oral Health Practice, 7/1/11 through 6/30/12.

White, Carol R., College of Medicine, Assistant Research Professor, Internal Medicine, 7/1/11 through 6/30/12.

H. LEAVES OF ABSENCE

Brennan, Sharon, College of Education, Associate Professor* (with tenure), Curriculum and Instruction, Sabbatical leave at full salary, 1/1/12 through 5/15/12.

Brown, Desmond O., College of Agriculture, Associate Professor* (with tenure), Merchandising, Apparel and Textiles, Sabbatical leave at full salary, 8/15/11 through 12/31/11.

Co, Angela D., College of Design, Assistant Professor, Architecture, Scholarly fellowship leave, 7/1/11 through 6/30/12.

Egi, Takako, College of Arts and Sciences, Assistant Professor, Modern and Classical Languages, Literatures, and Cultures, Leave without pay, 7/1/11 through 12/31/11.

Erickson, John, College of Arts and Sciences, Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, to rescind Sabbatical leave at half salary, 7/1/11 through 12/31/11.

Fox, James F., College of Engineering, Associate Professor (with tenure), Civil Engineering, Sabbatical leave at half salary, 7/1/11 through 6/30/12.

Gorman, Linda S., College of Health Sciences, Associate Professor* (with tenure), Clinical Sciences, Sabbatical leave at full salary, 9/1/11 through 12/31/11.

Holsinger, James W., College of Public Health, Professor (with tenure), Preventive Medicine and Environmental Health, and joint appointments as Professor (without tenure), Anatomy and Neurobiology, College of Medicine and Professor (without tenure), Internal Medicine, College of Medicine and Professor (without tenure), Surgery, College of Medicine and Professor (without tenure), Health Services Management, Sabbatical leave at full salary, 7/11/11 through 1/10/12.

Hustedde, Ronald J., College of Agriculture, Extension Professor (with tenure), Community and Leadership Development, and joint appointment as Extension Professor (without tenure), Sociology, College of Arts and Sciences, Sabbatical leave at full salary, 6/20/11 through 12/20/11.

Lauersdorf, Mark R., College of Arts and Sciences, Associate Professor (with tenure), Modern and Classical Languages, Literatures, and Cultures, Sabbatical leave at two-thirds salary, 7/1/11 through 6/30/12.

Liu, Mark, College of Business and Economics, Associate Professor (with tenure), Management, Sabbatical leave at full salary, 8/16/11 through 12/30/11.

Phillips, Jonathan, College of Arts and Sciences, Professor (with tenure), Geography, Sabbatical leave at full salary, 1/1/12 through 6/30/12.

Shannon, Gary, College of Arts and Sciences, Professor (with tenure), Geography, and joint appointment as Professor (without tenure), Behavioral Science, College of Medicine, Sabbatical leave at full salary, 1/1/12 through 6/30/12.

*Special Title Series

Sogin, David W., College of Fine Arts, Professor (with tenure), Music, from Sabbatical leave at full salary, 1/1/12 through 6/30/12, to Sabbatical leave at half salary, 7/1/11 through 6/30/12.

Swanson, Elizabeth A., College of Design, Associate Professor (with tenure), Architecture, Sabbatical leave at full salary, 7/1/11 through 12/31/11.

Vines, Cynthia, College of Business and Economics, Associate Professor (with tenure), Accountancy, to rescind Sabbatical leave at half salary, 7/1/11 through 6/30/12.

I. RESIGNATIONS

Albright, Emily L., College of Medicine, Clinical Instructor, Surgery, effective 6/30/11.

Case, Elizabeth A., College of Medicine, Clinical Assistant Professor, Obstetrics and Gynecology, to change from effective 6/17/11, to effective 8/12/11.

Chendil, Damodaran, College of Health Sciences, Assistant Professor, Clinical Sciences, effective 6/30/11.

Garabedian, Matthew J., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, effective 7/7/11.

Goodrich, Scott T., College of Medicine, Clinical Instructor, Obstetrics and Gynecology, effective 6/30/11.

Hasenboehler, Erik A., College of Medicine, Clinical Instructor, Surgery, effective 7/31/11.

Hayes, Don, College of Medicine, Assistant Professor*, Pediatrics, and joint appointments as Assistant Professor*, Internal Medicine, and Assistant Professor*, Surgery, effective 6/14/11.

Karandikar, Ninad S., College of Medicine, Assistant Clinical Professor, Physical Medicine and Rehabilitation Sciences, effective 7/22/11.

Lewis, Nancy R., Libraries, Librarian III, effective 5/10/11.

Macrinici, Valentina, College of Medicine, Clinical Instructor, Internal Medicine, effective 6/30/11.

Maier, Martha E., College of Medicine, Assistant Clinical Professor, Radiology, effective 6/30/11.

Mathumuju, Kavita R., College of Dentistry, Assistant Professor*, Oral Health Science, effective 1/31/12.

Miller, Rebecca, College of Communications and Information Studies, Assistant Professor, Library and Information Science, effective 12/31/10.

Pascual-Argente, Clara, College of Arts and Sciences, Lecturer, Hispanic Studies, effective 6/30/11.

Schwab, Gregory J., College of Agriculture, Associate Extension Professor (with tenure), Plant and Soil Sciences, effective 5/13/11.

Van de Venne, Judy, College of Agriculture, Lecturer, Family Studies, effective 6/30/11.

Vostal, Brooks, College of Education, Assistant Professor, Special Education and Rehabilitation Counseling, effective 6/30/11.

Wise, James N., College of Medicine, Assistant Clinical Professor, Radiology, and joint appointment as Assistant Professor, Orthopaedic Surgery, effective 7/31/11.

*Special Title Series

EXECUTIVE VICE PRESIDENT FOR HEALTH AFFAIRS

I. BOARD ACTION

A. ADMINISTRATIVE APPOINTMENTS

Carr, Billy R., UK HealthCare, Information Technology Program Director/UKHC, EVPHA Information Technology, effective 04/08/11
Gardner, Brian, UK HealthCare, Clinical Staff Pharmacist/UKHC, Pharmacy Services, effective 05/09/11

B. CHANGES

Sampson, John, UK HealthCare, from Human Resources Administrator, Human Resources to Community Based Practices Director, Georgetown Family Practice, effective 06/01/11

C. RETIREMENTS

Daugherty, Doris R., Nurse Clinical, after 03 years of consecutive service, under AR 3:1 Section VI.B., effective 05/06/11

II. ADMINISTRATIVE ACTION

A. ADMINISTRATIVE APPOINTMENTS

Miller, Branden, UK HealthCare, Information Security Analyst Senior/UKHC, EVPHA Information Technology, effective 05/16/11

B. CHANGES

Garrett, Patricia, UK HealthCare, from Utilization Management Reviewer/UKHC, EVPHA Revenue Management to Utilization Management Reviewer Lead/UKHC, Utilization Review, effective 02/13/11

PR 3

Office of the President
June 14, 2011

Members, Board of Trustees:

UNIVERSITY OF KENTUCKY 2011-15 DIVERSITY PLAN

Recommendation: that the Board of Trustees approve the attached University of Kentucky 2011-15 Diversity Plan.

Background: Per KRS 164.020(19), the Kentucky Council on Postsecondary Education (CPE) adopted the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institutional Diversity Plan Development in September 2010. This Diversity Policy requires each public postsecondary education institution to develop a diversity plan that addresses four areas: 1. student body diversity; 2. achievement gaps; 3. workforce diversity; and 4. campus climate. Campus-based diversity plans also must comply with Kentucky Administrative Regulation 13 KAR 2:060 Degree program approval; equal opportunity goals.

This University of Kentucky 2011-15 Diversity Plan is written in accordance with the CPE Diversity Policy and Kentucky Administrative Regulation, and narrowly tailored to the institution's compelling interest in diversity.

The diversity plan review process is 1. CPE and institution staff ensure each plan meets the minimum requirements established by the CPE Diversity Policy and 13 KAR 2:060; 2. plan review and comment by the CPE Committee on Equal Opportunities; 3. plan adoption by institution governing board, and; 4. review and action by CPE. CPE staff have reviewed the University of Kentucky 2011-15 Diversity Plan and will submit a report to the CPE Committee on Equal Opportunities that the UK Diversity Plan meets the criteria established by the CPE Diversity Policy and 13 KAR 2:060. Pending approval by the UK Board of Trustees, this Diversity Plan will take into consideration review comments by the CPE Committee on Equal Opportunities and be submitted to CPE for their consideration and approval at their September 2011 meeting.

Action taken: Approved Disapproved Other _____

University of Kentucky

2011-2015 Diversity Plan

Preamble

The University of Kentucky 2011-2015 Diversity Plan is written in compliance with the Kentucky Council on Postsecondary Education statewide diversity policy - **Kentucky Public Postsecondary Education Diversity Policy and Framework for Institutional Diversity Plan Development**. The UK Diversity Plan sets forth objectives in student enrollment and retention consistent with the 2009-2014 UK Strategic Plan, and employment objectives as specified in the annual UK Affirmative Action Plan. To guide the development of this 2011-2015 Diversity Plan, the University of Kentucky definition of diversity as stated in UK Governing Regulations follows:

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

*UK Governing Regulation
Part I, F.*

The University has implemented policy and practice changes in accordance with the institution's compelling interest in diversity. What began many years ago as a review of the use of diversity in student admissions quickly expanded to provision of student financial assistance and other areas involved in student enrollment and student achievement. Affirmative employment initiatives that promote diversity are also well-documented in the institution history.

The 2003-2006 University of Kentucky Strategic Plan *The Dream & the Challenge* first addressed the broad significance of diversity with *Goal V: Nurture Diversity of Thought, Culture, Gender, and Ethnicity*. The objectives of this first-ever diversity goal stated:

- I. The University will improve the climate for diversity.**
- II. The University will create a diverse workplace and learning community.**

The University continued a focus on diversity in the 2006-2009 Strategic Plan. In *Goal IV: Enhance and Nurture Diversity* four objectives were established:

- I. The University will adopt an organizational structure that supports diversity, makes explicit the shared responsibility of the entire community, and facilitates the achievement of its aspirations.**
- II. The University will establish a coherent, focused, university-wide implementation strategy to achieve diversity.**
- III. The University will ensure that its core belief in the value of diversity is manifest in its curriculum, extra-curricular activities, and campus climate.**
- IV. The University will use its community engagement efforts to affirm the value of diversity and promote dialogue about pressing social issues.**

In development of the 2009-2014 Strategic Plan, the University once again put forth a major goal, including objectives and strategies, to define this compelling diversity interest. *Goal 4: Promote Diversity and Inclusion* outlines three objectives:

- 4.1 Promote inclusive excellence across the University.**
- 4.2 Promote curricular and co-curricular transformation that recognizes the educational advantages of diversity.**
- 4.3 Enhance campus/community collaborations in areas where opportunities exist to build diversity and increase inclusion.**

As a federal contractor receiving more than \$50,000 in federal contracts annually and employing greater than 50 employees, the University of Kentucky is mandated by federal Executive Order 11246, amended by Executive Order 11375, to have a written affirmative action plan. This plan must include statistical and narrative analyses, the identification of problem areas, and establish employment goals and timetables for women and all minority groups as required components set out in the aforementioned regulation. To support this regulatory requirement, Metric 4-3 of the 2009-2014 Strategic Plan is **“Achieve the employment goals of UK’s annual Affirmative Action Plan.”**

The University of Kentucky 2009-2014 Strategic Plan Mission states:

The University of Kentucky is a public, land grant university dedicated to improving people’s lives through excellence in education, research and creative work, service, and health care. As Kentucky’s flagship institution, the University plays a critical leadership role by promoting diversity, inclusion, economic development, and human well-being.

Appendix 1: University of Kentucky 2009-2014 Strategic Plan¹

The Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development requires institutions to address four areas in each campus based diversity plan. Institutional performance in each strategic area will be measured by CPE using data analysis and gap analysis to establish the status toward achieving CPE diversity policy and campus diversity plan objectives. The four diversity plan areas are:

- I. Student Body Diversity
 - a. Undergraduate student enrollment
 - b. Graduate student enrollment
- II. Student Success
 - a. Student retention
 - b. Graduation rates
 - c. Degrees conferred
 - d. Credentials conferred
- III. Workforce Diversity
 - a. Faculty
 - b. Staff
 - c. Executive/Administrative/Managerial
- IV. Campus Climate
 - a. Campus Environment Team

¹ See attached Appendix 1: University of Kentucky 2009-2014 Strategic Plan

- b. Comprehensive assessment of strategies and best practices implemented in support of the institutional diversity plans
- c. Employment retention and promotion

For the purpose of this diversity plan, the University of Kentucky will focus on 1. Race/ethnicity in Student Body Diversity and Student Success; 2. Gender, all minority groups, and African Americans in Workforce Diversity; and 3. All diversity and inclusion of the University community under Campus Climate.

The CPE diversity policy also requires each institution’s diversity plan to monitor and report to CPE the status of Kentucky resident African American students in enrollment, retention, and graduation.

Under the leadership of President Lee T. Todd, Jr., Provost Kumble Subbaswamy, University officials, and a host of faculty, staff, and students, timeless hours are spent promoting the University of Kentucky as a welcoming institution and building an infrastructure that will sustain the long-term appreciation of diversity.

Student Body Diversity

University of Kentucky 2009-2014 Strategic Plan *Goal I: Prepare Students for Leading Roles in an Innovation-driven Economy and Global Society* establishes objectives and strategies for student enrollment and student success.

The CPE Diversity Policy states “each campus will ascertain the diverse makeup of the Commonwealth or the institution service area.” Given the University’s mission as a land grant research institution, flagship of the Commonwealth of Kentucky public postsecondary education system, the University’s focus must be on the Commonwealth and beyond.

The following information is provided by the U.S. Census Bureau:

**Table 1
2009 Census Bureau Population Estimates
Kentucky**

Race/Ethnicity	Total Population	
	Number	Percentage
White	3,763,087	87.2%
Black or African American	332,436	7.7%
American Indian and Alaska Native	9,868	0.2%
Asian	45,001	1.0%
Native Hawaiian and other Pacific Islander	1,949	0.0%
Two or more races	46,356	1.1%
Hispanic or Latino (of any race)	115,416	2.7%
Total population	4,314,113	99.9%*

Source: U.S. Bureau of the Census, 2009 Estimates.

*Note: Percents do not total to 100% due to rounding.

Undergraduate and Graduate Student Enrollment

Per the aforementioned Commonwealth of Kentucky total population data, the University of Kentucky hereby establishes enrollment goals for the categories titled Black or African American and Hispanic or Latino (of any race). Of the total population Black or African American, historically the largest minority group in Kentucky, accounts for 7.7 percent of the state population. Hispanic or Latino, the most rapidly growing segment in the Commonwealth, accounts for 2.7 percent of the state population. Rather than create numerous additional goals independent of the 2009-2014 Strategic Plan, this diversity plan includes all other Race/Ethnicity groups that comprise the University of Kentucky community when using aggregate data only. It is understood that using 2009 U.S. Census Bureau data where individuals had the option to select two or more races may cause inaccuracies in establishing goals based on state population.

For **Undergraduate Student Enrollment** and **Graduate Student Enrollment** diversity plan objectives, the University of Kentucky proposes closing the gap between current enrollment of Black or African American students and Hispanic or Latino students and the overall state demographic populations. As the University aspires to grow in the number of students statewide, out-of-state students become necessary and contribute to the institution's compelling interest in diversity.

Table 2
Enrollments by Level: Fall 2010

Undergraduate-Level	Number	Percent	State Percent	Gap-UG
White	16,441	82.3%		
Black or African American	1,442	7.2%	7.7%	0.5%
Hispanic or Latino	374	1.9%	2.7%	0.8%
<i>Other Race</i>	520	2.6%		
<i>Two or More Races</i>	139	0.7%		
<i>Non-resident Alien</i>	358	1.8%		
<i>Unknown or Missing</i>	714	3.6%		
Total	19,988	100%		
Graduate-Level	Number	Percent	State Percent	Gap-Grad
White	5,287	73.0%		
Black or African American	358	4.9%	7.7%	2.8%
Hispanic or Latino	123	1.7%	2.7%	1.0%
<i>Other Race</i>	204	2.8%		
<i>Two or More Races</i>	34	0.5%		
<i>Non-resident Alien</i>	855	11.8%		
<i>Unknown or Missing</i>	385	5.3%		
Total	7,246	100.0%		

Source: UK Office of Institutional Research

Undergraduate (UG) Student Enrollment and Graduate (Grad) Student Enrollment GOALS

Black or African American: Gap-UG \leq 0; Gap-Grad \leq 0

Hispanic or Latino: Gap-UG \leq 0; Gap-Grad \leq 0

Student Success

The University of Kentucky provides a continuous array of programs and services to support the curricular and extra-curricular success of the student community. Student retention and graduation are closely monitored and aligned with the University of Kentucky mission.

Student Retention: First-to-Second Year

UK 2009-2014 Strategic Plan Metric 1-3 states Increase the first-to-second year retention rate to 85 percent. For this diversity plan, the University’s objective is to reduce and eventually eliminate differences in achievement for Black or African American and Hispanic or Latino students in comparison to White student retention.

Table 3a
Achievement Gap Closure: First Year to Second Year Retention Rate

Cohort	Overall	White	Black or African American (B/AA)	Gap1 (White – B/AA)	Hispanic or Latino (H/L)	Gap2 (White – H/L)
2008	80.3	80.5	75.1	5.4	82.3	-1.8
2007	81.0	81.1	80.0	1.1	81.8	-0.7
2006	76.4	76.2	76.6	-0.4	71.9	4.3
2005	77.8	78.0	75.9	2.1	82.4	-4.4
2004	78.9	79.6	69.0	10.6	68.8	10.8

Source: UK Office of Institutional Research

First Year to Second Year Retention Rate GOALS

Black or African American: Gap1≤0

Hispanic or Latino: Gap2≤0

Student Retention: Second-to-Third Year

The University of Kentucky 2009-2014 Strategic Plan recognizes the significance of improving undergraduate student success in the first two years. No specific Strategic Plan metric is established to solely measure second-to-third year student retention. Consistent with the first-to-second year diversity plan goal, the University’s objective is to reduce differences in achievement for Black or African American and Hispanic or Latino students in comparison to White student retention.

Table 3b
Achievement Gap Closure: Second Year to Third Year Retention Rate

Cohort	Overall	White	Black or African American	Gap1 (White – B/AA)	Hispanic or Latino	Gap2 (White – H/L)
2007	71.1	71.6	65.9	5.7	63.6	8.0
2006	68.4	68.4	67.1	1.3	61.4	7.0
2005	68.9	69.1	64.5	4.6	73.5	-4.4
2004	70.4	71.6	55.6	16.0	53.1	18.5
2003	70.2	70.4	60.8	9.6	71.9	-1.5

Source: UK Office of Institutional Research

Second Year to Third Year Retention Rate GOALS

Black or African American: Gap1≤0

Hispanic or Latino: Gap2≤0

Graduation Rates

Metric 1-5 of the 2009-2014 UK Strategic Plan states *increase the six-year graduation rate to 64 percent*. Consistent with Student Retention, the objective is closure of disparities in graduation rate between Black or African American and Hispanic or Latino students in comparison to the graduation rate of White students.

Table 3c
Achievement Gap Closure: Graduation Rate

Cohort	Overall	White	Black or African American	Gap1 (White – B/AA)	Hispanic or Latino	Gap2 (White – H/L)
2003	59.5	60.4	42.7	17.7	53.1	7.3
2002	57.7	58.6	47.6	11.0	46.7	11.9
2001	61.4	62.5	50.3	12.2	59.3	3.2
2000	59.1	60.3	44.8	15.5	39.1	21.2

Source: UK Office of Institutional Research

Graduation Rate GOALS

Black or African American: Gap1≤0

Hispanic or Latino: Gap2≤0

Degrees Conferred

For the purpose of this diversity plan, the University of Kentucky selects Metric 1-8 from the 2009-2014 Strategic Plan: *increase bachelor degrees awarded per academic year to 3,925*. The University's objective is to increase the total number of, or percent of total, bachelor degrees conferred each academic year for Black or African American and Hispanic or Latino students.

Table 4
Bachelor's Degrees Conferred: 2005-06 – 2009-10

	05-06	%	06-07	%	07-08	%	08-09	%	09-10	%
White	3,219	91.5%	3,242	89.7%	3,390	89.8%	3,285	90.0%	3,018	85.7%
Black or African American	152	4.3%	153	4.2%	150	4.0%	154	4.2%	145	4.1%
Hispanic or Latino	43	1.2%	36	1.0%	34	0.9%	35	1.0%	48	1.4%
Other Races/Missing	105	3.0%	182	5.0%	201	5.3%	176	4.8%	310	8.8%
Total	3,519	100.0%	3,613	100.0%	3,775	100.0%	3,650	100.0%	3,521	100.0%

Source: UK Office of Institutional Research

Degrees Conferred GOALS

Black or African American Bachelor Degrees = Previous Year N +1 or Increase over Previous Year Percent of Total

Hispanic or Latino Bachelor Degrees = Previous Year N +1 or Increase over Previous Year Percent of Total

Workforce Diversity

The University of Kentucky produces annually an Affirmative Action Plan (AAP) for employment based on technical regulatory standards established by federal Executive Order 11246, as amended, and administered by the U.S. Office of Federal Contract Compliance Programs. Part 1 of University of Kentucky Governing Regulations clearly states:

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

The AAP includes statistical and narrative analyses, identification of problem areas, and establishment of employment goals and timetables as required components of the federal administrative regulations.

Appendix 2: 2010 University of Kentucky Affirmative Action Plan²

The 2009-2014 UK Strategic Plan Strategy 3.4.3 is *Sustain continuous progress in employment of women and all minorities at all levels of the University.* This strategy is further supported by Metric 4-3 *Achieve the employment goals of UK's annual Affirmative Action Plan.*

In 2009-2010 the University of Kentucky employed 12,096 regular full-time employees in seven position categories: Executive/Administrative/Managerial, Faculty, Professional, Office and Clerical, Technical/Paraprofessional, Skilled Crafts, and Service and Maintenance. Employment goals are established for each position category based on availability of individuals with the requisite skills in the relevant labor market. Labor markets vary from national searches for Executive/Administrative/Managerial and Faculty category positions to the local labor market in which individuals can reasonably commute to the worksite for Skilled Crafts and Service and Maintenance personnel.

For University of Kentucky diversity planning, women, all minority groups, and Black or African American are the primary focus. Black or African American employees are also included in the "all minority groups" data.

Three Workforce Diversity categories are specified according to the Kentucky Public Postsecondary Education Diversity Policy and Framework for Institutional Diversity Plan Development: Executive/Administrative/Managerial (E/A/M), Faculty, and Staff.

Executive/Administrative/Managerial

In this position category, the University of Kentucky employed 506 individuals in 2009-2010. The definition of primary occupational activity in this category of employment is responsibility for management of the institution or major subdivision or department.

² See attached Appendix 2: 2010 University of Kentucky Affirmative Action Plan

Faculty

In 2009-2010 the University of Kentucky employed 2,100 regular full-time Faculty. Employees classified as Faculty are defined by federal regulation as conducting instruction, research or public service as principal activity(ies), and hold academic rank.

Staff

The University of Kentucky employed 9,490 regular full-time staff in 2009-2010 in Professional, Office and Clerical, Technical/Paraprofessional, Skilled Crafts, and Service and Maintenance positions.

The University of Kentucky establishes the following diversity plan employment goals in Executive/Administrative/Managerial, Faculty, and Professional job groups. These goals are consistent with the 2009-2014 Strategic Plan and 2010 Affirmative Action Plan.

Table 5
Full-time Employees by
Job Classification: Fall 2009

Job Category	Total	Females	%	Goal %	All Minorities	%	Goal %	Black or African American	%	Goal %
E/A/M	506	236	46.6%	47.2%	38	7.5%	12.1%	21	4.2%	6.0%
Faculty	2,100	732	34.9%	34.0%	376	17.9%	15.8%	86	4.1%	4.0%
Professional	4,007	2,551	63.7%	50.0%	401	10.0%	9.1%	166	4.1%	4.4%

Source: EEO Report, 2009-2010

Employees by Job Classification GOALS

Females= Affirmative Action Plan Employment Goals

All Minorities= Affirmative Action Plan Employment Goals

Black or African American= Affirmative Action Plan Employment Goals

Campus Climate

The University of Kentucky values the contribution of all students, faculty, and staff as members of the educational community. Provision of an inclusive and welcoming environment is the responsibility of everyone.

The University demonstrates its compelling interest in diversity every day by the policies, practices, and initiatives that guide this public, land grant institutional mission. In 2005 the University closely examined and incorporated diversity into student enrollment decisions. In 2008 the Office of the Vice President for Institutional Diversity was established. Student and employee survey instruments are administered as ongoing measures of the effectiveness of diversity and inclusion.

Much work remains. The University must reach the point where the educational benefit of diversity is understood and appreciated, and affirmative policies and strategies that promote diversity and inclusion are not essential to assure progress.

Campus Environment Team

Students, faculty, staff, and administrators are appointed by the Office of the President to serve as members of the University of Kentucky Equal Opportunity Panel (EOP) each academic year. Faculty, staff, and administrators have three year appointments; students are appointed for one year. In accordance with UK Administrative Regulation AR 3:12, the EOP responsibilities follow:

1. Monitor plans and programs that ensure equal opportunity throughout the University;
2. Facilitate the development and implementation of diversity perspective in all University affairs; and
3. Design processes that can assist University officials in exercising their responsibility to assure equal opportunity and a supportive campus environment.

The Equal Opportunity Panel also serves as the University's Campus Environment Team (CET), monitoring implementation of programs, services, and activities that make UK a more inclusive living, learning, and working environment. The CET is charged with assessing provision of equal opportunities throughout the University and fostering an environment of inclusiveness. The CET was established to support the Kentucky Plan for Equal Opportunities in Postsecondary Education. The remedial Kentucky Plan has been replaced with a new statewide Council on Postsecondary Education diversity policy.

Members of the EOP developed a list of recommendations to focus on during the 2010-2011 academic year. The list of recommendations is responsive to the annual UK Affirmative Action Plan, 2009-2014 UK Strategic Plan, and Kentucky Public Postsecondary Education Diversity Policy and Framework for Institutional Diversity Plan Development. University officials are invited to provide information and receive feedback relative to the EOP charge. Following is the list of recommendations that guides the EOP's work:

- I. Promote achievement of employment goals for women and minorities in all position categories. Members of the Equal Opportunity Panel consulted the UK Human Resources Employment Manager. The Employment Office implemented a Hiring Enhancement Program to train UK hiring officials on how to hire the best qualified applicant. To date 329 hiring officials have participated in the program. Pre-paid advertising is also offered to colleges and departments across campus to facilitate access to diverse applicant pools. The 2010 University of Kentucky employment analysis indicates underutilization of women and minorities in job groups such as Executive/Administrative/Managerial, but there is continuous progress in attaining AAP employment goals in every position category. The Equal Opportunity Panel will continue working with Human Resources Employment and monitoring this recommendation.
- II. Examine the University's equal opportunity outreach and engagement initiatives to community and disadvantaged business enterprise (DBE) organizations. The Equal Opportunity Panel worked with the Vice President for Facilities Management and the Supply Chain Coordinator to review this recommendation. Facilities Management established goals for disadvantaged business enterprises including:
 - Develop and maintain a database of designated DBE vendors for use by construction managers, general contractors, and other purchasing entities.
 - Create a management system for continuous evaluation of performance for inclusion of DBE contractors and vendors.
 - Increase the total amount of contracted goods and services acquired from DBE contractors and vendors.
 - Serve as a liaison for DBE contractors and vendors desiring to conduct business with Facilities Management in conjunction with the Purchasing Division.

TKT and Associates, Inc. was selected and is currently performing general consulting in the supplier diversity area and refining UK's supplier diversity process and program. DBE contractor participation has increased to 6.5 percent total with individual projects up to 26.1 percent. The Equal Opportunity Panel will request progress updates from Facilities Management.

- III. Support educational access to the University of Kentucky for low income students and students with disabilities. UK Enrollment Management officials and the Disability Resource Center Director worked with Equal Opportunity Panel members. Enrollment Management seeks ways to provide better information to low income students regarding access to University programs. Enrollment Management staff conducted events for students and guidance counselors in 17 cities on finance to explain assistance available for attending the University of Kentucky. Enrollment Management staff also worked with churches and other community organizations to provide student financial advice. Financial assistance for low income students is becoming more difficult as the gap between financial aid available and student fees increases. UK has recently experienced a 20 percent increase in receipt of financial aid applications. A student financial ombud arranges payment plans for students every academic year that are unable to pay their fees.

Over 1,000 students registered with the Disability Resource Center in 2010. Architectural barriers remain on campus that inhibit facility access for disabled students. Technology has increased program access, including closed captioning, distance learning, and streaming video and additional technological advances. The Equal Opportunity Panel must continue to monitor these areas and provide advisement to University officials on financial access, removal of physical barriers, and other obstacles that challenge inclusion.

- IV. Assess progress in achievement of equal opportunity goals for units reported in annual strategic plan updates. Equal Opportunity Panel members consulted the UK Director of Planning and Institutional Effectiveness for guidance in UK Strategic Plan information. Each campus unit is responsible for updating their strategic plan annually. Diversity is multifaceted and unit/program specific. Institutional information will be closely examined and reported when the updating process is complete. Also, academic and administrative units undergo a program review every 5-7 years. The Equal Opportunity Panel will work with Planning and Institutional Effectiveness officials to review campus diversity information.
- V. Review institutional culture and campus climate issues associated with Greek Life. The Equal Opportunity Panel consulted Fraternity and Sorority Affairs officials, Interfraternity Council President, Panhellenic Council President, National Pan-Hellenic Council President, and InterGreek Programming Assembly President. The organizations and chapters are very distinctive but in many ways share common goals. There are programs in place for Greek chapters to work together on community service and social events. Every student has an opportunity to pursue membership in Greek-affiliated organizations, but financial obligations may prevent some students from participating. The Equal Opportunity Panel's goal is to review the accessibility of the UK Greek community and work to inform Student Affairs officials of ongoing concerns.

In addition to other endeavors, the EOP seeks to foster learning in a climate of equality, civility, and mutual respect for the rights and responsibilities of all members of the campus community. Academic excellence and University vitality require a community in which persons who are different in race, ethnicity, gender, nationality, religion, and other characteristics participate individually and collectively in the life of the University of Kentucky.

Appendix 3: University of Kentucky Administrative Regulation AR 3:12 Equal Opportunity Panel³

Transfer Students

The 2009-2014 UK Strategic Plan Strategy 1.4.4 is Develop and implement new programs and strategies to increase student enrollment and diversity including efforts related to transfer student, non-traditional student, and military veteran enrollment, as appropriate, and pipeline initiatives with middle and high school students and their teachers.

**Table 6
First Time Transfers
From KCTCS**

Term	Nonresident Alien	Black (Non-Hispanic)	American Indian or Alaskan Native	Asian	Hispanic	Native Hawaiian or Other Pacific Is	White (Non-Hispanic)	Unknown	Multi-Racial (two or more races)	Total
2010-2011 YR	3	34	1	14	13	1	514	27	8	615
2009-2010 YR	4	27	0	11	15	0	452	25	0	534
2008-2009 YR	4	29	1	10	9	0	445	14	0	512
2007-2008 YR	8	27	2	7	6	0	396	12	0	458
2006-2007 YR	5	33	1	15	11	0	697	31	0	793

Source: UK Office of Institutional Research

To support this UK Strategic Plan commitment including transfer students, the University of Kentucky has the following initiatives in place:

- A. **Transfer Student Services (TSS):** Provides communication and services for students transferring to UK from any other higher education institution as well as for currently enrolled transfer students. The services and programs currently in effect include pre-admission advising from a dedicated transfer advisor, pathway to transfer guides for KCTCS students, the BCTCblue+ program, K Week activities for transfer students and assistance with the transfer student organization.
- B. **Dedicated Transfer Advisor:** The Transfer Advisor provides preadmission advising and answers questions about the transfer process to any student interested in transferring to the University of Kentucky. The Transfer Advisor is stationed at Bluegrass Community and Technical College four days a week working with BCTC students interested in transferring to UK. The Transfer Advisor also makes periodic trips to other KCTCS institutions to advise prospective transfer students. Additionally, the Transfer Advisor is an advocate for current UK transfer students and works with these students on issues related to the transfer process, including transfer equivalencies and campus resources.
- C. **Pathway to Transfer guides:** The Pathway to Transfer guides provide suggested sequences of the coursework that will satisfy the requirements for an Associate of Arts (AA) or Associate of Science (AS) degree at BCTC (or KCTCS) and that are best suited for completing a wide array of UK undergraduate majors in no more than two to three years after completing either the AA or AS degree.

³ See attached Appendix 3: University of Kentucky Administrative Regulation AR 3:12 Equal Opportunity Panel

- D. **BCTCblue+**: BCTCblue+ is a program designed to promote successful undergraduate educational experiences for students whose academic plans involve enrollment at Bluegrass Community and Technical College and then a transfer to UK. This partnership results in better service, eliminates barriers and increases student success. The goal is to support a more seamless transfer to UK after achieving an AA or AS degree at BCTC. Students in this program can take up to 12 credits hours (up to 4 classes) at UK while they complete their BCTC courses while paying BCTC tuition rate for those courses.
- E. **University of Kentucky Association for Transfer Students (UKATS)**: The Transfer Advisor works with transfer student leaders in this transfer student organization and also serves as the advisor. The stated purpose in the UKATS constitution is as follows: *As transfer students, our purpose is to ease/aid our fellow transfer students by providing: Resources, Support, Peer Mentors, Social Events, Campus Involvement, and Advocating for and representing them within the UK campus community.*

Comprehensive assessment of strategies and best practices implemented in support of the institutional diversity plan.

The University of Kentucky strategies and best practices that support diversity begin with the 2009-2014 Strategic Plan. The University's compelling interest in diversity is present throughout this plan including Mission, Values, and Goals. Specific metrics provide for annual progress measures. Best practices include, but are not limited to, the following programs, services, activities, organizational units, and other initiatives:

Enrollment Commitments and Actions

- I. Governor's Minority Student College Preparation Program

Minority College Awareness Program

The **Minority College Awareness Program (MCAP)** at the University of Kentucky is comprised of several early intervention program components focused on preparing African American and other underrepresented minority students for success in postsecondary education institutions. There are five program components: 1) **UK Academic Year Focus on Math**, 2) **UK Second/Third Grade Reading Enhancement**, 3) **UK Summer Focus on Math**, 4) **YMCA Black Achievers Seventh Grade Educational Enhancement Cluster**, and 5) **Winburn Middle School Realizing Academic Potential (R.A.P.)**.

- The *UK Academic Year Focus on Math* component integrates mathematics with classes in science and African-American history.
- The *Second/Third Grade Reading Enhancement* component focus entirely on reading and comprehension in an effort to better prepare students for success in the other disciplines.
- The *UK Summer Focus on Math* component offers a concentrated mathematics curriculum incorporating math and science opportunities through the university and the local community.
- The *YMCA Black Achievers Seventh Grade Educational Enhancement Cluster* emphasizes career education and relating students' academic performance to the career choices they make.
- The *R.A.P. component* is designed as an incentive program to motivate all students at Winburn Middle School to earn a grade point average that will allow them to be placed on the honor roll.

A wide variety of strategies is used to identify students for participation in the various MCAP components. Referrals come from schools, churches, parents, self-referrals, and other sources. Fayette County schools are very active in supporting the MCAP program.

II. Institutional Health Center Programs

A. Area Health Education Center

The Area Health Education Center Health Careers Pipeline Program (AHEC-HCPP) develops and implements activities for rural, Appalachian, and underserved urban communities through work with local schools and health care facilities. The goal of these activities is to stimulate interest and prepare disadvantaged and underrepresented students for success in pursuing health careers. This pipeline program provides coordinated, longitudinal experiences to enable students to advance throughout their academic pathway. Programming is offered to students in K-5, middle school, and high school. The focus is on Kentucky's most rural and underserved counties and urban counties with large Hispanic and African-American populations.

The AHEC-HCPP model includes brief, targeted experiences offered in all AHEC regions, focused longitudinal programming offered in all regional AHECs, and summer camps (available on the UK campus and in some regions). The brief, targeted programming includes presentations and large group events on health career exploration and related areas while the longitudinal programming efforts involve academic enrichment and experiential opportunities for smaller groups of students who have expressed an interest in pursuing a health career. UK camps include a six-week academic enrichment camp for rising juniors and a two-week summer research academy for rising seniors. Regional camps are generally one or three-week non-residential programs with both enrichment and experiential opportunities for students.

B. Professional Education Preparation Program

The University of Kentucky Professional Education Preparation Program (PEPP) provides support for students from underserved Kentucky counties who wish to pursue careers in medicine or dentistry. The program seeks to address the critical shortage of physicians and dentists in rural and underserved communities of Kentucky by supporting students who hope to return home or to similar geographic areas to practice medicine or dentistry. Each year PEPP administers two summer programs: UK PEPP Scholars and UK PEPP STEP II.

UK PEPP Scholars offers a four-week residential summer experience for students who have just graduated from high school and are preparing to begin college. The program provides an introduction to careers in medicine and dentistry through academic enrichment, admissions guidance, health-related seminars and experiences, and clinical/hospital rotations at the University of Kentucky Medical Center.

UK PEPP II provides a four-week summer program for college students who are pursuing a career in medicine or dentistry. Students typically take part in UK PEPP II during the summer following their sophomore year in college. The program is designed to prepare students for the admissions process for medical school and dental school. The summer program offers admissions support, a review of organic chemistry, an introduction to the Medical College Admission Test (MCAT) and Dental Admission Test (DAT), health-related seminars and

experiences, and clinical/hospital rotations in the UK Medical Center. Year-round support is provided to PEPP II students as they negotiate the admissions process for medical school or dental school.

C. Health Center Student Diversity and Enrichment Services

Health Center Student Diversity and Enrichment Services works with each of the six health professions colleges (Dentistry, Health Sciences, Medicine, Nursing, Pharmacy, and Public Health) to facilitate the recruitment, retention, and professional development of underrepresented students. The office is responsible for the execution of a targeted recruitment plan to enhance the diversity of each college's applicant pool. The plan focuses on outreach to undergraduates in the UK community; current undergraduates from around the state; and students from selected metropolitan areas outside the state. Part of this office's mission is to communicate and coordinate schedules with all of the health professions colleges. The programs administered by Health Center Student Diversity Services include the annual Multicultural Health Careers Open House, targeted outreach recruitment, and several activities designed to offer support and professional development, including the mentoring program.

D. Appalachian and Minority Science, Technology, Engineering, and Mathematics Majors Program

The Appalachian and Minority Science, Technology, Engineering, and Mathematics Majors (AMSTEMM) Program is a grant-funded initiative for the recruitment, retention, and graduation of Appalachian and minority students. The AMSTEMM Program staff includes researchers, program evaluators, a consultant from the faculty, and two full-time staff members.

The AMSTEMM Program's primary objective is to increase the number of science, technology, engineering, and mathematics majors enrolled at UK who are minorities or from Appalachian counties. The program provides a community environment, a network of support services, and numerous academic enhancement opportunities for undergraduates. The AMSTEMM Program has been in place since 2005 and grew out of a five-year grant from the National Science Foundation.

E. Diversity Pipeline Initiative

In January 2006 a group of admissions and student affairs officers from the University's six health professions colleges began meeting to discuss admissions procedures. The intent was to review recommendations made by The College Board to ensure compliance with current law (post 2003 University of Michigan decisions) related to minority admissions practices. The group conducted the following actions:

- reviewed each college's mission statement to determine if enhancement of diversity was addressed as a goal;
- developed an online diversity questionnaire, administered annually to first- and third-year medical center students, to assess student perceptions of the contribution of diversity to their educational experience;
- worked to define "critical mass," and made scholarly presentations on the educational benefits of diversity; and
- developed a model enhancement scholarship application form to be used across the health professions colleges.

Following the successful implementation of these actions, the group sought to address the small numbers of minority students who made application to the health professions colleges. Since the summer of 2006, the admissions and student affairs officers have endeavored to work together to share information on recruitment activities and better coordinate their efforts.

F. Outreach Center for Science and Health Career Opportunities

The Outreach Center for Science and Health Career Opportunities coordinates numerous educational programs aimed at precollege and undergraduate students, stimulates interest in the sciences, and facilitates the progress of young people geared toward health careers. Several of the programs under the umbrella of the Outreach Center target minority and rural students, while other programs attempt to reach students by providing resources and workshops for teachers. The Outreach Center makes the resources of the UK Medical Center accessible by linking individuals that are “applying science” with educators and students throughout the Commonwealth and beyond. Outreach Center programs are held in the center itself, in various laboratories and classrooms in the UK Medical Center, and are taken to individual schools at the request of teachers. The mobile teaching laboratory reaches students in remote and underfunded areas of the Commonwealth – serving as a way to inform high school students about science careers and as a tool for college recruitment.

G. UK Minority Education Development for Prospective Medical Students Program

The UK Minority Education Development (UKMED) for Prospective Medical Students Program was established in 2010 by the student subcommittee of the Dean’s Advisory Committee on Diversity. It is a recruitment day that allows underrepresented minority premedical students the opportunity to visit the University of Kentucky College of Medicine each year during the month of September. The program is for junior and senior undergraduate college students.

The four main purposes of the UKMED minority recruitment program are to implement an annual recruitment program geared directly toward prospective underrepresented minority medical students; increase all participants’ awareness of the benefits of attending medical school and becoming a physician; encourage students to apply and, if accepted, matriculate to the University of Kentucky College of Medicine; and encourage those students who decide not to enroll or are not accepted to the College to continue to pursue a career in medicine, thus increasing the number of minority medical students throughout the country.

III. Enrollment Management

A. Recruitment

The Recruitment staff works each year to incorporate diversity into all activities. Hobson’s Connect prospective student database has been utilized in a variety of ways to reach out to high-end and diversity student populations, with the understanding that the two are by no means mutually exclusive. For starters, each month Recruitment runs a filter of prospective students and sends a personal letter highlighting various aspects of the University. Each month a newsletter called “The Scholar” is also mailed to this group of students.

B. Veterans Resource Center

The Veterans Resource Center conducts the following initiatives:

Recruits military veterans to UK via several avenues

- Advertise in military/veteran periodicals
- Attend military career fairs
- Attend KY National Guard Yellow Ribbon Reintegration events
- Attend UK Preview Nights
- Working with BCTC to bring more veterans to UK.... (will be expanding this to several other community and technical colleges)

DIVERSITY RECRUITMENT ACTIVITIES

The Office of Undergraduate Admissions works with campus partners to host a variety of on and off-campus events throughout the year to facilitate the college search process for thousands of students and their families, with numerous activities targeted towards underrepresented students. As articulated in the University of Kentucky Strategic Plan, one main goal is to promote inclusive excellence across the University. Enrollment Management strives to recruit and retain a more diverse student body and help foster an inclusive campus. The Office of Undergraduate Admissions is often the first opportunity for interaction between the institution and prospective students.

Undergraduate Recruitment Office

- Admitted African American Student Receptions
- "See YOU in Blue"
- College Readiness Workshop, ACT Workshop
- Preview Nights and Counselor Workshops
- Come See For Yourself events
- Recruitment Events: College Fairs and High School Visits
- College Reality Store
- Latino/Multicultural College Fair and Conference

Recruitment and Admissions for Transfer Students

Preview Days invite representatives from UK's colleges and departments to visit KCTCS campuses across the state during the fall and spring semesters. This allows students, faculty, and staff from these campuses to ask questions, get information, and apply for admission while UK staff are on campus.

Transfer Scholarships

Created three tiers of transfer scholarships with differing requirements, which added higher level awards for outstanding students.

Transfer Equivalency Process

When transfer students submit their official college transcripts to the Admission Office, the work is entered into the student information system. The Transfer Equivalency Office then begins the process of determining UK

course equivalencies. Most KCTCS courses have been equated, and UK has established equivalencies for many other institutions in the state of Kentucky and beyond. If a current equivalency does not exist, the office will provide the course description to the appropriate academic department on campus for evaluation.

IV. STUDENT FINANCIAL AID

• **Special Group Financial Aid Information Sessions**

Each year financial aid office staff members participate in a wide variety of both on and off campus events to talk with students and parents about the financial aid process. Events include the following: Accepted Diversity Student Receptions, Adult Back to School Workshop, College of Education Future Educators Association Workshop, College Readiness Workshop, Come See For Yourself events, Cultural Diversity Festival, Engineering Recruitment Days, Freshmen Advising Conferences, Governor's Scholars and Governor's Scholars for the Arts Conference, High School Guidance Counselor Workshops sponsored by the Kentucky Association of Student Financial Aid Administrators (KASFAA), Home School Students and Parents Group Workshop, Merit Weekend Information Sessions, Robinson Scholars Financial Aid Workshop, Student Support Services Workshop, Study Abroad Fair, and Transfer Days at the KCTCS Community Colleges.

UK Office of Academic Scholarships advances the institution by continuing to improve the academic quality and diversity of the student body each year. The William C. Parker Scholarship Program (WCP) was established in 1984 with a mission to recruit and retain Kentucky resident African American students. The William C. Parker Scholarship Program later expanded to include all ethnic groups to increase overall diversity at the University of Kentucky. Additionally, the WCP funds have supported students in summer school and participation in special programs such as Education Abroad.

Financial Ombud services:

- Sends early alert emails to unregistered students with financial problems and works one on one with students and parents.
- Advising conference financial presentations to UK freshmen and parents at Summer Advising Conferences and various other locations.
- Financial advising sessions at UK 101 class sections.

V. ADULT STUDENT SERVICES

Adult Student Services provides opportunities for intellectual, social, and personal growth to nontraditional and adult-age learners aspiring to pursue or presently engaged in undergraduate or graduate studies.

As the university's designated key contact for nontraditional and adult-age learners, Adult Student Services provides leadership in recruiting, retaining, and graduating nontraditional and adult-age students by offering a network of undergraduate and graduate recruitment efforts. Adult Student Services conducts presentations and events on and off the campus at local businesses, organizations, academic institutions, and bi-annual *Back to School Workshops* on the campus. Staff support university and statewide retention efforts such as Kentucky Council on Postsecondary Education's *Adult Learning Focused Institution* and *Project Graduate* initiatives by offering support services tailored to meet the unique needs of nontraditional and adult-age learners from admission to graduation.

VI. GRADUATE SCHOOL

The Graduate School is committed to closing the enrollment gap as it relates to underrepresented students, particularly Black or African American and Hispanic or Latino. Due to the elimination of the Associate Dean for Diversity Recruitment position, the major job duties were reassigned to the Senior Assistant Dean for Admissions and the Director of Graduate School Diversity. This strategy is being employed to develop a seamless effort in diversity recruitment.

A cursory assessment of past practices resulted in the following:

- Stronger emphasis would be placed on recruiting current UK undergraduates.
- Recruitment allocation dollars will be spent primarily on student travel.
- Visitation Day would no longer be the responsibility of each college to conduct their own visits.
- Revitalize relationships and, as appropriate, Memoranda of Understanding with Historically Black Colleges and Universities.
- Establish relationships and, as appropriate, Memoranda of Understanding with Hispanic serving institutions.
- Reduction in the attendance at recruitment fairs without yield.

At the end of the fiscal year, these strategies and steps will be assessed for effectiveness and adjusted accordingly.

Historically, students come to the Graduate School based on the strength of the program of interest and the funding available. Many diverse students seek graduate degrees in Arts and Sciences programs where funding may not be plentiful. The Graduate School continues to employ the Lyman T. Johnson Fellowship as a means to help provide funding for this group of students. Additionally, the Graduate School continues to look for ways to employ creative funding strategies.

Additional steps taken this year included:

- The creation of a Diversity Recruitment Advisory Board in November 2010.

To help close the enrollment gap between the state population and Black or African American and Hispanic or Latino students at the University of Kentucky, the Graduate School will employ similar strategies while targeting respective special emphasis groups as identified and needed.

- I. The first strategy employed was to identify and help remove any artificial barriers to recruitment and admissions.
 - Steps taken:
 - Established recruitment advisory board
 - Surveyed current students
 - Met with Directors of Graduate Studies
 - Steps to be taken:
 - Survey of non-admitted students
 - Training of college-wide recruiters

- II. The second strategy employed was to develop and increase the applicant pool.
 - Steps taken:
 - Continue to strengthen the pipeline
 - Current undergraduates
 - At Historically Black Colleges and Universities
 - At Hispanic serving institutions
 - Continue to strengthen networks
 - Join National Name Exchange Consortium
 - Participate in targeted conferences
 - Demystify graduate school
 - Increase the number of information sessions
 - Develop status appropriate brochures
 - Continue the use of information technology
- III. The third strategy employed is development of ways to increase targeted funding.
 - Goals are established on a yearly basis. The Graduate School will evaluate and re-tool on an ongoing basis to ensure effectiveness.

Retention Commitments and Actions

I. Center for Academic Resources and Enrichment Services (CARES)

CARES provides a comprehensive academic support system as well as enrichment services to aid in increasing the retention and graduation rates of underrepresented students. Programs and activities assist students in achieving academic excellence and adjusting to student life at the University of Kentucky.

Services

- Academic Planning (Academic Progress Sessions)
- Tutoring/Study Groups
- Study Skills
- Help With Personal Issues
- Computer Lab

Programs/Activities

Freshmen Programs/Activities
 Critical First Year Program
 Science Learning Community
 Math Learning Community
 Peer Academic Coaching (PAC) – Target Partnership Program
 Freshman Summer Program (FSP)
 Third Semester Freshmen/Sophomore Programs/Activities
 Path Finder Program: Explore, Excel, Succeed
 Junior and Senior Programs/Activities

SOAR

SOAR focuses on professional and leadership development to enhance career preparedness. SOAR components include:

- Leadership Development
- Career Preparation
- Academic Planning

William C. Parker Scholars Program

William C. Parker Scholars' Academic Student Contract Requirements

Freshmen: UK 101, Academic Progress Sessions, Focus Seminars, Study Groups

Third Semester Freshmen and Sophomores: Academic Progress Sessions, Path Finder Activities

Juniors: Academic Progress Sessions, SOAR Activities

Seniors: Academic Progress Sessions, SOAR Activities

II. Student Support Services

Student Support Services (SSS) is a federally funded program through the Department of Education designed to work with college students that are first generation, low income, and/or have a documented disability. Services include academic preparedness (study skills, test taking, and writing assistance), counseling (academic, limited personal, financial aid, literacy, career, and graduate school), tutoring, computer assistance, workshops on various topics, and social/cultural enrichment. The University of Kentucky's SSS program is funded to serve 160 students until August 2016, however currently serving 173 students.

III. Office of Undergraduate Education

- A. UK 101 – Academic Orientation and UK 201 – Academic Orientation for Transfers – offered in conjunction with the Division of Student Affairs

The University of Kentucky provides over 90 sections of UK 101 - This course is designed to help new students transition to University life, build a strong foundation for academic success, and embrace opportunities that promote intellectual and personal growth. Many students from a variety of diverse backgrounds take this course in the first fall semester. The University also offers a number of UK 201 sections to help transfer students transition into the University of Kentucky.

- B. Academic Alerts/Midterm Alerts

Academic Alerts: Instructors submit alert notices for students who are manifesting difficulties in the classroom (e.g., poor or missing homework, lack of attendance, poor test/quiz grades, etc.). The student and academic advisor receive these alerts by email. The student talks with the instructor or advisor to devise a solution to the problem and improve performance.

Midterm Alerts: Instructors submit midterm grades for each student. Academic advisors contact students whose midterms indicate inadequate performance and discuss options to help the student perform better in the course(s) of concern.

- C. Academic Readiness Program/Academic Preparation Program

Academic Readiness Program (ARP): Incoming freshmen who enter UK with certain academic deficiencies in reading, writing, and/or math as defined by ACT scores are enrolled in

supplementary or developmental instruction to address these deficiencies. Once this instruction is complete, opportunities are offered to test into credit-bearing courses in the subject area. Success is indicated by demonstration of college-level skills in the relevant area(s).

Academic Preparation Program (APP): This “next-generation” replacement for ARP will be offered in Fall 2011 to students at all levels who wish to improve their skills in reading, writing, and/or math. APP provides structured access to a full spectrum of individualized, self-paced academic instruction and support resources that students can use from their freshman year through graduation.

D. Rebound/Restart

Rebound: Students on academic probation complete Rebound, a series of directed meetings with their academic advisor, during the probationary semester. Rebound emphasizes goal-setting and targeted resource use to improve academic performance.

Restart: Students eligible for suspension after their second semester are invited to participate in Restart, a three-semester contractual arrangement that provisionally extends their academic eligibility. Restart requires frequent advising meetings and intrusive use of intervention programming to address performance issues and restore students to good academic standing.

E. The First Scholars Program

First Scholars Program at the University of Kentucky addresses the unique challenges of students who are the first in their families to attend college and supports the students as they obtain a degree through scholarships, technology, mentoring, and programming activities including: Academic Preparation Course for First Generation Students, Scholarly Learning Community for First Generation Students, and Focus Groups during K-Week.

F. The Robinson Scholars Program (RSP)

First Generation College Students: RSP provides full scholarships to UK or KCTCS for first generation students selected into the program. RSP serves 29 eastern Kentucky counties. The service region includes many persistent poverty counties. The annual investment in scholarships is about \$1 million. RSP works intensely with college freshmen to help develop good academic habits and explore academic and cultural enrichment opportunities at UK. All students develop career networks through community service.

High School Program: Currently serves three cohorts of high school students (29 students per cohort) in the service region, sophomores through seniors. High school programs include a variety of college preparation, including academic and social. Students participate in leadership and academic workshops and summer camps.

Robinson Leadership Pool: This is a new initiative of RSP. The pool will select 110 high school freshmen in the service region. Those selected will receive enrichment aimed at improving college academic skills, programming rich in STEM-related activities, and opportunities for networking through community service. Students in the pool will participate in activities for three years leading to selection of 29 Robinson Scholars. Those not selected for the scholarship will have developed strong high school resumes to improve their college going chances.

G. Jamal Mashburn Scholarship Program

The Jamal Mashburn Scholarship Program allows the youth of Fayette County to obtain an opportunity early in their educational endeavors and creates an incentive for them to reach their goals. With the purpose of helping students achieve success, the scholarship not only provides financial support for prospective University of Kentucky students, it also offers access to mentoring services and a monitoring system that will assess the needs of each individual.

IV. Division of Student Affairs

A. Counseling Center: Consultation and Psychological Services

The Counseling Center offers a wide range of programs, many of which contribute directly to retention of University of Kentucky students.

- Women of Color Support Group
- Women of Color Graduate/Professional Student Support Group
- International Student Workshops
- Career exploration workshops with Freshman Summer Program students (CARES)
- Diversity workshops for:
 - New Resident Advisors
 - Pharmacy students
 - Counseling Center practicum students
 - AMSTEMM mentors
- Facilitate discussions during International Student Orientation
- Stress management for:
 - Minority Association of Pre-Health Students
 - Black Graduate and Professional Students Association
 - Martin Luther King, Jr. Cultural Center students
- Mentorship/leadership to establish a student chapter of the Association of Black Psychologists

B. Diversity Education and Inclusive Community Building Program

The addition of this program area within the Office of Student Involvement (OSI) in cooperation with the Vice President for Institutional Diversity draws support of diverse student interests and responds to identified needs. Effective March 2009, a full professional staff advisor position was filled to lead in the development of a new *Diversity Education and Inclusive Community Building program area within the Office of Student Involvement.* This program is intended to draw in and integrate minority students more seamlessly into co-curricular programs and engage students in active student leadership roles into topics of diversity education and inclusivity. This included identifying a group of students from various underrepresented student groups to form *CATalyst* with students dedicated to identifying issues around inclusivity and representing these issues through participation in discussions with University administrators, creating programs to promote understanding across differences and developing a peer educator program.

The University is seeing increased numbers of minority students overall participate through the OSI programs, including the Emerging Leader Institute and Leadership Summit; participation in

the Center for Community Outreach; and engagement in the planning and leading of major campus events which reflect more diverse interests.

C. Residence Life

Residence Life supports all students (including high achieving minority students) through collaboration with The Study, academic check points, the diversity/inclusion programming that Resident Advisors offer, and through support of the Multicultural Living Learning Science Cohort.

Residence Life has created departmental goals and metrics that speak to improvements in service and outreach to minority students and minority student staff and makes a concerted effort to reach out to minority students during the selection process for Residence Advisors and Graduate Hall Directors.

D. Disability Resource Center

The Disability Resource Center (DRC) provides equal access to all students with disabilities. The DRC advocates for reasonable accommodations, removal of barriers, and acceptance of different learning methods. In partnership with students, faculty, and staff, DRC strives to achieve an accessible educational environment where students with disabilities have an opportunity to fully participate in all aspects of the University of Kentucky community. Students with documented physical, learning, or temporary disabilities may receive assistance and support from the Disability Resource Center. Campus services available to disabled students include transportation, parking, housing, assistive technology, priority registration, academic accommodations, and additional services.

V. Black Male Success Initiative

A steering committee comprised of Black male faculty, staff, and students direct the development of this initiative. Forums bring Black male students together with Black male faculty and staff to talk about strategies for being successful at UK. The intention is to have the Black Male Success Initiative provide a broad base of support for Black male students that will result in increased retention rates and greater academic achievement. The initiative is in the early stages of development.

UK Black Male Success Initiative Program Goals:

- Increase retention and academic achievement among Black males.
- Improve perception among Black male students of UK as a welcoming and supportive place.
- Create opportunities for Black male faculty/staff/community leaders to connect with Black male students, serve as mentors, and share strategies for success.
- Provide strong leadership on the challenges facing Black men as part of the University's larger retention efforts.
- Collaborate with schools and community based organizations to strengthen the school-to-college pipeline enabling more Black male students to attend UK.
- Increase admission and graduation rates among Black males.
- Involve experts in the implementation of recommendations.

Employment Commitments and Actions

Employment retention and promotion

The UK 2009-2014 Strategic Plan Goal 3 is *Develop the human and physical resources of the University of Kentucky to achieve the institution's top 20 goals*. The following strategies within Goal 3 support improvement in diversity efforts and progress for the future:

3.1.2 -- Assist chairs/directors and search committees in attracting the best candidates in the country for success in the recruitment of a high-caliber and diverse faculty and professional staff.

3.2.1 – Ensure that work allocation and advancement policies and practices for faculty and professional staff, including those pertaining to compensation, are fair, transparent, and clearly communicated, and that they reflect best practices among top public research universities.

3.2.3 – Design and implement a research-based program to improve career advancement support and opportunities for faculty and professional staff at all stages of their careers.

3.3.1 – Reinforce values and practices necessary to foster a culture of respect, learning, innovation, efficiency, and service to support students, colleagues, and customers.

3.4.3 – Sustain continuous progress in employment of women and all minorities at all levels of the University.

In summary, recurring practices for recruitment, retention, and promotion of female and minority faculty include:

- Outreach at regional and national conferences and/or research meetings
- Posting vacant positions in journals and appropriate venues
- Searching candidate databases for potential prospects when positions are available and contacting these individuals
- Follow-up on potential candidates received each year from the Southern Region Education Board (SREB) Conference
- Fellowships for on-campus and off-campus graduates
- Policies and practices to ensure that all faculty members of the same ranks, seniority, quality of service, and quality and quantity of scholarly achievement have the same opportunities for advancement.

Women Faculty at the University of Kentucky: Trends and Progress 1994-2010. This 2010 report contains information in the employment of women faculty in four distinct categories: total faculty; tenured and tenure-track faculty; instructional faculty; and endowed faculty. The comprehensive data set was extracted from UK Human Resource data files for the years 2000-01 to 2009-10. This report analyses IPEDS data on full and part-time UK “instructional” faculty. Data analyses on salary equity and time-in-rank are based on 1993-94 to 2009-10 faculty data set for the purpose of investigating trends on issues related to UK’s tenured and tenure eligible faculty.

Cooperative Extension Service: While Cooperative Extension Service employees are not faculty members, their role as educators in the Commonwealth bears mention. Women have historically outnumbered men as agents in Family and Consumer Science, 4-H Youth Development, and Fine Arts. As little as two decades ago no women served as Agriculture or Horticulture agents. Today Agriculture and Horticulture agents are twenty percent

female. Additionally, forty-three percent of the Cooperative Extension Service administrative positions are held by female employees.

Overall Employee Hiring, Retention, and Promotion: In order to improve employee retention rates, turnover must be analyzed and reviewed to determine issues of concern and courses of action for improvement. Although a certain amount of employee turnover can be viewed as positive, it is critical that the University demonstrate strong efforts to enhance success for its new hires, especially in the context of its diverse employee population. To continually improve the hiring and selection process, Human Resources provides relevant training and resources to assist in the utilization of best practices in the recruitment efforts for faculty and staff. In addition, targeted efforts are being made to reach out to the most qualified and diverse applicant populations to garner the most diverse applicant pools and thereby, improve employment opportunities for women and minorities.

Because the hiring and selection process is decentralized at the University of Kentucky, Human Resources (HR) initiatives strive to seek and develop more proactive resources and tools to assist hiring officials and departments.

Education and Training for Hiring and Selection

The Hiring Enhancement Program, developed by the HR Employment Office in January 2009, provides training, resources, and tools for hiring officials throughout the University. The program is intended to educate hiring officials on effective, legally credible hiring practices. To accommodate the needs of the numerous hiring officials in the organization the HR Employment Office employs three Employment Consultants who offer a variety of customizable resources including: behavior-based interview guides (phone, in-person and/or reference checks); department consultations; and trainings. Additional tools created since the start of this program include:

- a hiring fundamentals checklist,
- an application review checklist,
- a spreadsheet of inappropriate and appropriate interview questions, and
- a UK personnel file review guide.

The Hiring Enhancement Program also offers several featured trainings across campus:

- Legal Considerations: The Do's & Don'ts of Interview Questions,
- How to Develop an Effective Job Posting,
- Behavior Based Interviewing Series, and
- UK's Hiring Fundamentals and Interviewing Techniques.

The HR Employment Office conducts the "interviewing and selecting" portion of the SuperVision training courses offered to all new supervisors to ensure managers are equipped to make sound and effective decisions as leaders.

Employment Advertising Improvements

University of Kentucky Human Resources has acquired the services of an advertising agency to improve UK employment branding and establish more effective advertising capabilities through improved exposure and visibility. This vendor contract became effective January 2005. The advertising firm provides cost-effective

options targeting the specific needs of each position search, reaching a diverse candidate pool as well as ensuring the University maintains a consistent look and message with external media regarding recruitment for faculty and staff positions. Unlimited posting partnerships with InsideHigherEd.com and HigherEdJobs.com have been established to ensure UK's employment opportunities are directed to qualified candidates within higher education while encouraging applications from all backgrounds. To meet the ever-expanding needs of the UK HealthCare system, a posting partnership with HealthCareers.com has also been created. Additionally, the HR Employment staff routinely encourages hiring officials to participate in broader employment advertising and review the largest applicant pool available for positions in job categories which are underrepresented in minorities and/or females. Targeted advertising research overviews are customized for interested departments to provide a cost analysis and suggested niche site advertising options.

In addition, the HR Employment unit has taken a leadership role in the annual Summer Youth Program. This six week program exposes minority high school students to the academic and work environment at the University of Kentucky. Financial support is provided by the Office of the President for the annual program, which allows 10-15 students to work in UK departments over the summer to gain valuable work readiness skills. The program continues to be a valuable opportunity for UK staff to support the Lexington community by coaching and developing assigned Summer Youth employees. The program also continues to be a successful employee and student recruitment tool. During the past nine years, the HR Employment staff has worked with over 70 participants.

Employee Assistance and Support

The Work-Life Office provides an integrated, systematic approach to addressing work-life issues at the University. The Work-Life Office recognizes and builds a culture of understanding and support for the effective management of employee work and personal responsibilities. Two campus-wide climate surveys for both faculty and staff have been completed. Results of these surveys allow the university leadership to review existing strengths as well as opportunities for improvement and consideration throughout the organization. The Work-Life Office has initiated new and evolving services and programs to assist employees and supervisors of broadly diverse backgrounds in their daily work and personal challenges. For many employees who are faced with difficult challenges in the workplace and at home, the Work-Life programs and services may provide resources that enable these employees to remain employed longer at UK than anticipated. Work-Life Office programs and resources include:

- Flexible Work Arrangement Guidelines
 - Individual, supervisor, and departmental consultations
 - Reduced Seasonal Hours Program
 - Online Workplace Flexibility Toolkit
- Child Care and Parent Support
 - Near-site child care via the Woodland Early Learning Center
 - Lactation Support Guidelines and Resources
 - Working Moms' Network Group
 - Parents of Teen and Teens Support Group
- Elder Care
 - Information and Referral
 - Consultations
 - Care Giving Support Group
- Disability Support

- Information and referral for individuals, family members, and sponsored dependents who experience physical and intellectual disabilities available via UK Disability Connect (supported by Human Development Institute)
- Mental Health
 - Voluntary, confidential mental health counseling for employees, their family members, and sponsored dependents via Work+Life Connections (free) and REFER (low cost employee assistance program)
- Financial Counseling
 - Financial counseling for basic budgeting
 - Emergency referrals to community resources
 - Administrative support for the CRISIS program (CRISIS program provides temporary financial assistance in the form of a one-time payment of up to \$500 and is self-sustaining through contributions by faculty and staff.)
- Assessment
 - Work-Life Survey every 4-5 years
 - Workplace Flexibility Supervisor Study
 - Client surveys

These resources and services provide support and flexibility that can translate into greater employee success at all levels of the organization.

Employee training and experienced-based programs provide opportunities to increase awareness of elements of diversity and prepare participants to address diversity issues of concern within the employment context. The [Humanity Academy](#), a week-long program offered since 2006, prepares staff, faculty, and students to raise awareness of diversity issues and to provide leadership in supporting the diversity of the University community. Specific training is also available to healthcare employees to increase their knowledge of diverse patient populations. Training for new healthcare employees includes development of cultural competency. Training for new supervisors embeds diversity elements throughout the curriculum and addresses supervisors' roles in preventing discrimination and harassment. Other courses address specifics of cultural diversity or differences among generations.

Career advancement support contributes to higher promotion and success rates for employees of all backgrounds and experience levels. The Career Development (CD) unit was established in 2008 as a result of high demand articulated by staff in the 2005-06 Work-Life Survey. The mission of the CD unit is to help employees manage and develop their careers, both for their own professional growth and job satisfaction as well as for the success of the University as a whole. Career specialists are available to provide training and assessment services to all employees. Workshops and training opportunities are available in the areas of writing resumes and cover letters, interviewing, and taking charge of the employee's career by outlining job search strategies. Assessment services are available to determine skill sets of strength and developmental focus, in addition to other job-related assessments.

Campus Climate Commitments and Actions

I. Commission on Excellence, Diversity and Inclusion

The UK Commission on Excellence, Diversity, and Inclusion is an issues-oriented and Task Force driven commission.

Task Force on Student Services—Focused on issues of diversity and inclusion in undergraduate co-curricular activities and engagement. The focus is more collaboration in programming and implementation among the various student groups and offices. The intended result is tighter, more comprehensive programming with greater economic efficiency.

Task Force on Academic Support and Enrichment—Focused on issues of undergraduate retention and graduation. Some of the concerns include reasonable uniformity and cohesiveness in approach to services; the Coalition for Black Male Student Success; support of efforts for success of first generation students; and supporting efforts to increase diversity in study abroad.

Task Force on Quality of Work Life—Focused on work life issues of UK employees that enhance diversity and inclusion efforts.

Women's Initiative for Career and Leadership Development—Established linkage with the American Council on Education's Office of Women in Higher Education and with the Governor's Commission on Women. The goal is to help women develop a coherent approach to thinking through and acting on plans/opportunities for professional development and leadership.

Task Force on Partner Opportunities—Focused on developing a protocol and structured approach for responding to needs of finding suitable opportunities for partners of UK recruits to faculty and administrative positions.

Task Force on Campus Climate—Focused on socialization issues that enhance UK's quotient of being a welcoming campus environment. Involves strategic planning efforts for specialized activities and opportunities with deans to customize efforts in most colleges and create a collective psyche around a more embracing campus environment.

Task Force on Alumni Engagement—Focused on structured and strategic involvement of alumni in targeted diversity and inclusion efforts.

II. Climate for Learning Survey

In 2009, the Climate for Learning Survey was administered to undergraduate, graduate, and first-professional students in an effort to assess the academic and social climate on campus. The 63-item questionnaire was the product of collaboration between the President's Commission on Diversity and Institutional Research, Planning and Effectiveness. A total of 2,856 students responded to the survey. The overall response rate was 28 percent, and the overall margin of error was plus or minus 3 percent. Since the sample was not a simple random one and response rates varied within demographic groups, scores were weighted to reflect the composition of the UK student body and each college in Spring 2009. Nine scales were constructed to assess the University of Kentucky learning environment: Openness to diversity, Discomfort with diversity, Welcoming campus environment, Curricular/co-curricular effectiveness, Perceptions of disparate treatment, Engaged community, Volunteerism, Faculty interactions, and Diverse social interactions. *Note: Climate for Learning Survey results are provided at www.uky.edu/IRPE/.*

III. Work-Life Survey

UK@Work was a survey conducted in 2005 and 2006. Over 50 percent of faculty and staff members responded to the survey. The staff and faculty surveys focused on several broad themes: Work environment, Work-Life effectiveness, Diversity, and Recruitment/Retention. The goal of the survey was to identify a positive work environment in which employees would remain, contributing to a diverse and dynamic workforce. To become a Top 20 institution UK must be a Top 20 workplace. The survey contributed to the creation of the Work-Life

Office identifying areas in which employees desired resources, services, and information. *Note: Work-Life survey results are featured at www.uky.edu/IRPE/.*

A second UK@Work survey was conducted in 2010 that included three scales used in 2005-2006: Commitment, Burn-out, and Work-Life support. The 2010 survey also employed two scales from the Climate for Learning Survey: Welcoming Campus Environment and Perceptions of Disparate Treatment. The UK Office of Institutional Research is working with the Work-Life Advisory Council on the survey findings.

Conclusion

The University of Kentucky hereby establishes this 2011-2015 Diversity Plan in compliance with the Council on Postsecondary Education Kentucky Public Postsecondary Education Diversity Policy and Framework for Institutional Diversity Plan Development.

PR 4

Office of the President
June 14, 2011

Members, Board of Trustees:

APPOINTMENT/REAPPOINTMENT TO BOARD OF DIRECTORS
UNIVERSITY OF KENTUCKY GLUCK EQUINE RESEARCH FOUNDATION, INC.

Recommendation: that the Board of Trustees approve the appointment of Stuart Brown, Rolf Embertson, and G. Watts Humphrey Jr., and the reappointment of Tom Goncharoff, Robert Stout, and Naoya Yoshida to the Board of Directors of the University of Kentucky Gluck Equine Research Foundation for a four-year term, ending December 31, 2015.

Background: The Nominating Committee of the University of Kentucky Gluck Equine Research Foundation, which includes the Dean of the College of Agriculture, recommended these appointments to the provost. These recommended appointments require approval by the Board of Trustees in accordance with the Articles of Incorporation and By-Laws for the University of Kentucky Gluck Equine Research Foundation approved by the Board of Trustees at its meeting on September 18, 1984.

Action taken: Approved Disapproved Other _____

Bios for Board of Directors
University of Kentucky Gluck Equine Research Foundation, Inc.

Stuart Brown: Stuart E. Brown II, DVM, is a partner and veterinarian at Hagyard Equine Medical Institute in Lexington, Kentucky. Besides being a partner at HEMI, Dr. Brown also specializes in public sales auction work as part of his Thoroughbred practice. After graduating from Tuskegee University in 1991, Brown began working full-time with HEMI and over the last 20 years has worked on top racehorses, improved hundreds of foal's lives, and performed multiple reproductive procedures.

Rolf Embertson: Dr. Rolf M. Embertson, DVM, Dipl. ACVS, is one of 14 veterinarians who own Rood & Riddle Equine Hospital in Lexington, Kentucky. He is an equine surgeon at Rood & Riddle and heads up the soft tissue, respiratory, upper airway, and reproduction team.

G. Watts Humphrey Jr.: Mr. G. Watts Humphrey Jr. owns the 1,000-acre Shawnee Farm in Harrodsburg, Kentucky, which has Thoroughbreds for racing and breeding. He has served as director of Churchill Downs since 1995. He is also president of a private investment company (GWH Holdings, Inc.) and chairman of International Plastic Equipment Group) and Conair, which manufacture equipment for the plastics industry in Cranberry Township, Pa.

Tom Goncharoff: Mr. Goncharoff is the owner of Crystal Springs Farm in New Mexico and is active in the Thoroughbred and Quarter Horse industries. He is the former farm/racing manager for Crystal Springs Farm (originally in Paris, Kentucky). Crystal Springs campaigned such stakes horses as Gentlemen (Arg.), Talloires, Fit to Lead, Fire the Groom, Ledger Cat, Exclusive Partner, Corwyn Bay, Mistico, Survive, and Invited Guest, among others. Before joining Crystal Springs, he managed Vessels Stallion Farm in California, a leading quarter horse breeding and racing operation.

Robert Stout: Dr. Stout, DVM, executive director of the Kentucky Office of the State Veterinarian, joined the Kentucky Department of Agriculture in 2003 in a homeland security position to keep the public informed about biosecurity issues and disaster preparedness through presentations and training sessions. He served as secretary-treasurer of the Kentucky Veterinary Medical Association for 12 years and served on its disaster preparedness committee. Dr. Stout is a graduate of the University of Kentucky's College of Agriculture and the veterinary school at Ohio State University. He has been an equine and cattle practitioner in the Versailles area since 1974.

Naoya Yoshida: Dr. Yoshida, DVM, is the owner of Winchester Farm in Lexington, Kentucky. Dr. Naoya Yoshida was born in Hokkaido, Japan and spent all his childhood riding and working with horses at Yoshida Stud Farm. After successful studies at Rakuno Gakuen University's Department of Veterinary Medicine, Dr. Yoshida graduated as a Veterinary Surgeon in 1993 with a specialization in Thoroughbred gynecology and obstetrics. Dr. Yoshida spent three years working in Ireland at Kildangan Stud where he studied farm management and equine pre-training. He then moved to Kentucky in January 1997 to work for 18 months under the supervision of Dr. W. D. (Dave) Fishback, Jr. DVM, the President of **Hagyard Equine Medical Institute** (the largest private equine clinic in the world). There, Dr. Yoshida expanded his

knowledge in Thoroughbred reproduction and hygiene control as developed and practiced by some of the most successful stud farms in Lexington (Gainsborough Farm, Pin Oak Stud, and Winter Quarter Farm). Dr. Yoshida went back to Hokkaido in the summer of 1998 to work as General Manager of Yoshida Stud Farm. He married Ms. Marie Debeusscher in July 1999. In June 2002 they purchased a 150-acre farm adjacent to prestigious Claiborne Farm in Paris, Kentucky and began Winchester Farm.

PR 5

Office of the President
June 14, 2011

Members, Board of Trustees:

REAPPOINTMENT TO BOARD OF DIRECTORS
UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION

Recommendation: that the Board of Trustees approve the reappointment of Henry Jackson (public member) for a three-year term ending June 30, 2014 to the Board of Directors of the University of Kentucky Research Foundation (UKRF).

Background: In accordance with the Bylaws, members of the Board of Directors of the University of Kentucky Research Foundation are appointed by the Board of Trustees to serve three-year terms. The Nominating Committee of the UKRF Board has recommended and the UKRF Board of Directors has endorsed the reappointment of Henry Jackson.

Action taken: Approved Disapproved Other _____

Henry Jackson

Henry Jackson is the President and Majority Owner of Snyova Carpets in Old Fort, North Carolina. He is also President and Majority Owner of both Millennium Steel Service in Princeton, Indiana and Millennium Steel of San Antonio, Texas. Mr. Jackson has been in executive and ownership positions since 1978. He started his career at Clark Material Handling in the domestic division, holding positions of Division Controller, Senior VP and CFO. He then transitioned into the position of Managing Director of Clark Material Handling Europe. Prior to his career with Clark, he held various corporate finance positions and was an accountant in the U.S. Army, serving a tour of duty in Vietnam.

Mr. Jackson attended DePaul University on an academic scholarship where he earned a B.S. in Commerce. He continued his education at the University Of Notre Dame where he earned a Masters Degree in Business Administration.

Mr. Jackson is active in the community, serving on numerous business and non-profit boards, including Kentucky Technology Inc., SECAT, the Lexington Chamber of Commerce, the UK Chandler Medical Center, the UK Board of Trustees, the Kentucky Community Technical College System Board of Regions, the Bluegrass Airport Authority, the Fayette County Urban League, the Common Wealth of Kentucky Commission on Human Rights, the University of Kentucky Research Foundation, and the University of Kentucky Fund Board.

AACR 1

Office of the President
June 14, 2011

Members, Board of Trustees:

CANDIDATES FOR DEGREES

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

Background: Each individual whose name appears on the attached list is scheduled to complete the work leading toward the degree for which application is being made at the close of the 2011 Summer Session. Due to licensure or certification requirements, degrees must be verified as soon as possible and the next Board of Trustees meeting is not scheduled until September 13, 2011.

For details on degree candidate listings,
please contact

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

Action taken: Approved Disapproved Other _____

**OFFICE OF UNDERGRADUATE ADMISSION AND UNIVERSITY REGISTRAR
CANDIDATES FOR DEGREES - August 2010**

Graduate Degrees:

Ph.D.	21
Ed.D.	4
D.M.A.	1
M.A.	6
M.A.EDU.....	19
M.M.	1
M.P.H.....	2
M.S.....	8
M.S.CTL.	1
M.S.EDU.....	4
M.S.FS.....	2
M.S.LS.....	5
M.S.MAT.	1
M.S. PAS.	54
M.S. RC.....	1
M.S.W.	15

TOTAL 145

Professional Degrees:

D.P.T.	63
M.D.	5
D.P.H.	4

TOTAL 72

Undergraduate Degrees:

Agriculture

BSAB.....	2
BSAEC	16
BSAG	2
BSAS.....	1
BSCCLD.....	4
BSDIE.....	10
BSFCS	1
BSFOR.....	2
BSFS.....	9
BSHM.....	30
BSHN.....	5
BSHPS.....	2
BSMAT.....	19
BSNRC	2

TOTAL 105

Arts and Sciences

BA.....	118
BS	40

TOTAL 158

Gatton Business and Economics

BBA.....	27
BSA.....	16
BSBE	3

TOTAL 46

Comm. & Information Studies

BA.....	34
BS	19

TOTAL 53

Education

BAEDU.....	11
BSEDU	25

TOTAL 36

Engineering

BSBE.....	2
BSCE	8
BSEE.....	3
BSMAE.....	1
BSMEE	4

TOTAL 18

Fine Arts

BA	20
BFA	1
BM	3

TOTAL 24

Health Sciences

BHS.....	1
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TOTAL 1

Nursing

BSN	31
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TOTAL 31

Social Work

BASW	3
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TOTAL 3

Graduate Degree..... 145

Professional Degrees..... 72

Undergraduate Degrees..... 475

TOTAL 692

AACR 2

Office of the President
June 14, 2011

Members, Board of Trustees:

CREATION OF THE DEPARTMENT OF OTOLARYNGOLOGY –
HEAD AND NECK SURGERY

Recommendation: that the Board of Trustees approve the creation of the Department of Otolaryngology – Head and Neck Surgery in the College of Medicine, effective July 1, 2011.

Background: When the Division of Otolaryngology – Head and Neck Surgery was founded in 1988, most Otolaryngology programs in the United States were divisions of a large, unified Department of Surgery. Medicine has changed dramatically so that surgeons of different specialties have much less in common with one another than they did in the past. As subspecialization has increased, there has been less and less overlap with other surgical services and otolaryngology has assumed the clear leadership role in the management of head and neck oncology in addition to its more traditional areas of nasal, sinus, ear, and throat disorders. As the practice of the various specialties has diversified, the areas of commonality have lessened.

In August 2010 the Dean of the College of Medicine appointed a committee to evaluate the strengths and weaknesses of the Otolaryngology program, suggest strategies to improve the program and recommend whether or not Otolaryngology should remain a division of surgery or become an independent department. The committee unanimously recommended that Otolaryngology become a department and believes that such a move would be another step in helping the University of Kentucky and the College of Medicine to achieve top 20 status.

The proposal for the new department has been approved by the College of Medicine Faculty Council; reviewed and recommended by the Senate Committee on Academic Organization and Structure and the Senate Council; and recommended by the University Senate. The provost of the University supports this recommendation.

Action taken: Approved Disapproved Other _____

AACR 3

Office of the President
June 14, 2011

Members, Board of Trustees:

CHANGE IN DEGREE – GATTON COLLEGE OF BUSINESS
AND ECONOMICS

Recommendation: that the Board of Trustees approve a change in the name of the Bachelor of Business Administration with a major in Decision Science and Information Systems to Bachelor of Business Administration with a major in Analytics (CIP Code: 52.1301, PROG BBA ANLY), effective in the Fall 2011 Semester.

Background: The Decision Science and Information Systems (DSIS) Area within the School of Management seeks to change the name of its undergraduate major to better reflect the training the students receive in the use of computers, software, and data to generate and solve visual, analytical, and judgmental models of decision problems to help make more-informed, fact-based decisions. The DSIS name, and variants of it, were popular academic choices in the 70s and 80s. Today the industry name is Business Analytics or Analytics. Analytics is widely practiced by several Fortune 500 firms with increasing adoption by others. Renaming the DSIS undergraduate major will offer better marketplace recognition and result in a stronger program.

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

Action taken: Approved Disapproved Other _____

AACR 4

Office of the President
June 14, 2011

Members, Board of Trustees:

DELETION OF DEGREE – COLLEGE OF EDUCATION

Recommendation: that the Board of Trustees approve the deletion of the Master of Arts in Education degree with a major in Education – Distributive Education (CIP Code 13.1320, PROGRAMS MAEDU EDED), effective fall 2011 semester.

Background: The consolidation of academic programs in Agriculture, Vocational Education, and Human Environmental Sciences and the movement of faculty from the College of Education resulted in the Board of Trustees approving the dissolution of the Department of Vocational Education at its April 4, 1995 meeting. All students have since matriculated through the program, and the degree is being deleted.

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

Action taken: Approved Disapproved Other _____

AACR 5

Office of the President
June 14, 2011

Members, Board of Trustees:

PROPOSED AMENDMENT TO GOVERNING REGULATION, PART X,
(ENTREPRENEURIAL LEAVE) AND ADMINISTRATIVE REGULATION 3:1
(UNIVERSITY OF KENTUCKY RETIREMENT PLAN)

Recommendation: that the Board of Trustees approve the attached amendment to Governing Regulation X (GR X) relating to faculty leaves of absence, which was received for preliminary consideration as AACR 6 on May 3, 2011. The proposed revision creates an entrepreneurial leave for faculty employees who wish to take time off from their University position to pursue entrepreneurial activities. Based on comments received following the preliminary consideration, certain terms and conditions for entrepreneurial leave have been added to the GR for clarification.

In order to implement the revision to GR X, it is further recommended that the Board of Trustees approve the attached revision to Administrative Regulation 3:1 (AR 3:1). The revision adds entrepreneurial leave as a type of leave for which a faculty employee may make up his/her retirement contributions following the leave. In addition, Section III.D of AR 3:1 is being amended to include the 457(f) plan as another plan option for Excess Limits or Contributions. The Executive Vice President for Finance and Administration (EVPFA) will execute the plan document for the 457(f) plan.

Background: The University encourages faculty employees to engage in entrepreneurial activities and supports the efforts of faculty who wish to commercialize their discoveries. Therefore, the pursuit of entrepreneurial endeavors is a valid reason for establishing an entrepreneurial leave. Faculty employees desiring to take entrepreneurial leave must submit a proposal through the regular leave approval process. The leave must be recommended by the faculty employee's unit administrator and approved by the dean of the college and the Provost. Entrepreneurial leaves will be reported to the Board of Trustees.

The retirement plan currently allows for excess contributions to be made to 403(b) and 415(m) plans to provide retention incentives to certain University employees. Adding the 457(f) plan as another option will provide greater flexibility in providing deferred compensation arrangements for employees.

The revision to GR X has been reviewed and endorsed by the University Senate. The Provost of the University supports this revision. A revised copy of the relevant section of GR X is attached. A revised copy of the relevant section of AR 3:1 is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: Approved Disapproved Other _____

GOVERNING REGULATION, PART X

(vii) Entrepreneurial Leave

The University encourages faculty employees to engage in entrepreneurial activities and strives to support the efforts of faculty who wish to commercialize their discoveries. Therefore, the pursuit of entrepreneurial endeavors is a valid reason for application for a faculty leave of absence.

The request for entrepreneurial leave, submitted by the faculty person to his or her unit administrator, shall be accompanied by a completed and signed "Entrepreneurial Leave" form and all attachments. The period of the leave shall not normally exceed one academic year. However, the leave may be extended for a second and final year by the Provost upon the recommendation of the dean. The Entrepreneurial Leave form enumerates additional terms and conditions of such leaves. The unit administrator shall review the proposal and forward the materials to the dean of the college along with their recommendation. The dean shall forward his or her recommendation to the Provost for approval. Entrepreneurial Leaves shall be reported to the Board of Trustees.

Time spent on entrepreneurial leave shall not apply toward eligibility for sabbatical leave or count as probationary period service unless the University in granting the leave and the individual accepting it agree to the contrary. Time spent on entrepreneurial leave shall not otherwise be considered as an interruption of continuous service.

AR 3:1 UNIVERSITY OF KENTUCKY RETIREMENT PLANS

III. Contributions and Vesting

D. Plans for Excess Limits or Contributions

Employees who reach the Internal Revenue Code (IRC) 403(b) Plan compensation and contribution limits (employee and employer contributions) each year shall participate in the IRC 401(a) Plan. Employees who reach the IRC 401(a) Plan compensation and contribution limits (employee and employer contributions) each year shall participate in the IRC Supplemental 403(b) Plan and/or IRC 415(m) Plan.

In addition to the regular contributions referenced herein, excess contributions to the IRC Supplemental 403(b) ~~Plan, 457(f)~~ and/or the IRC 415(m) plans may be made to provide retention incentives to certain University employees.

* * * * *

X. Contributions during Scholarly Fellowship Leave, [Entrepreneurial Leave](#), or Uniformed Services Leave

A participant on Scholarly Fellowship Leave (*Governing Regulation, Part X*), [or Entrepreneurial Leave \(Governing Regulation, Part X\)](#), or Uniformed Services Leave (HRP&P #75) shall have the option to make up the missed employee contributions and receive the corresponding University contributions upon return from the leave. Such contributions shall be based on the employee's base salary at the time of the leave.

XI. 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 upon the specific prior action of the Board of Trustees granting approval of the appointment or to perform duties for which fee schedules have been approved. The Provost is authorized to establish fee schedules for faculty employees. Human Resources is authorized to establish fee schedules for all other employees (HRP&P #17). Employees who have elected to retire and who have been reemployed under this provision are temporary employees.

FCR 1

Office of the President
June 14, 2011

Members, Board of Trustees:

GIFT FROM KENTUCKY CHRISTIAN FOUNDATION TO REPLACE UNFULFILLED
PLEDGE TO RESEARCH CHALLENGE TRUST FUND

Recommendation: that the Board of Trustees accept a gift of \$45,790 from the Kentucky Christian Foundation of Lexington, Kentucky to replace an unfulfilled Research Challenge Trust Fund pledge.

Background: Kentucky Christian Foundation made a \$50,000 gift on behalf of Joseph H. Clark of Lexington, Kentucky. Mr. Clark established the Braden-Clark Fellowship in Parkinson's Disease Research in memory of his wife, Maria Braden Clark, and in response to a disease that has affected the lives of two close friends. He wishes to assist other people who have been affected by Parkinson's and related neurodegenerative diseases by providing doctoral and post-doctoral fellowships for students who are involved in this area of research. Of the \$50,000 gift received, \$45,790 will be used to replace a defaulted pledge.

At its December 12, 2006 meeting the Board of Trustees accepted a pledge of \$115,000 to create and endow the Bonnie Jean Cox Graduate Research Endowment in Gender and Women's Studies. The pledge was matched by Kentucky's Research Challenge Trust Fund. One of the donors to the fund has informed the University that the remaining pledge of \$45,790 will not be fulfilled. The unpaid pledge of \$45,790 will be replaced using the Kentucky Christian Foundation gift. Consequently, state matching funds will be moved from the Bonnie Jean Cox Graduate Research Endowment to the Braden-Clark Fellowship. The Council on Postsecondary Education has been advised of the proposed replacement.

Action taken: Approved Disapproved Other _____

FCR 2

Office of the President
June 14, 2011

Members, Board of Trustees:

RENAMING OF THE ORCHESTRA RESEARCH ENDOWMENT TO THE LEE T. TODD,
JR. AND PATRICIA B. TODD MUSIC OUTREACH ENDOWMENT

Recommendation: that the Board of Trustees approve the renaming of the Orchestra Research Endowment to the Lee T. Todd, Jr. and Patricia B. Todd Music Outreach Endowment in the Department of Music in the College of Fine Arts.

Background: The Keeneland Foundation requests that the name of the Orchestra Research Endowment be changed to honor President Lee T. Todd, Jr. and First Lady Patricia B. Todd for their years of service to the University of Kentucky. The Keeneland Foundation's commitment of \$600,000 was accepted by the Board of Trustees on September 15, 2009 and matched by the Research Challenge Trust Fund. The Endowment will be used to support orchestra research activities including performances, travel expenses, equipment, supplies, and other costs that support faculty and graduate student research activities.

Action taken: Approved Disapproved Other _____

FCR 3

Office of the President
June 14, 2011

Members, Board of Trustees:

HUMAN DEVELOPMENT INSTITUTE SCHOLARSHIP FUND QUASI-ENDOWMENT

Recommendation: that the Board of Trustees approve the creation of the Human Development Institute Scholarship Fund Quasi-Endowment in the Interdisciplinary Human Development Institute in the Office of the Vice President for Research.

Background: The Quasi-Endowment will be funded initially with \$200,000 in residual funds from fixed-price contracts. The Human Development Institute will utilize the income from the Quasi-Endowment to create student scholarships and stipends to participate in the Human Development Graduate Certification program.

Action taken: Approved Disapproved Other _____

FCR 4

Office of the President
June 14, 2011

Members, Board of Trustees:

FISCAL YEAR 2011-2012 OPERATING AND CAPITAL BUDGET

Recommendation: that the Board of Trustees:

1. Approve the Fiscal Year 2011-2012 Operating and Capital Budget.
2. Approve the appropriation and allocation of all fund balances for future operations, to include amounts necessary to cover accounts receivable and inventories that will represent assets on the audited balance sheet of the University of Kentucky for Fiscal Year 2010-2011. These balances are in addition to those incorporated in the proposed budget. Since the books of account for the University of Kentucky are maintained on a full accrual basis, this action will provide the funds necessary to maintain a sound financial position during Fiscal Year 2011-2012.
3. Order that the operating budget be recorded as an integral part of the University's financial system with the necessary fiscal control being exercised for the collection and appropriation of income and for the expenditure of departmental appropriations in accordance with authorized fiscal policies and procedures.
4. Accept the operating budget as the basis of maximum expenditures for FY 2011-2012, subject to Board approved revisions.

Background: Pursuant to the Governing Regulations Part II 6 (g), the Finance Committee "...shall oversee the budgets of the University by reviewing and recommending to the Board of Trustees on the annual operating budgets." The University's recommended fiscal year 2011-12 consolidated operating budget totals \$2.7 billion, an increase of \$174.9 million compared to the fiscal year 2010-11 revised budget. The Fiscal Year 2011-2012 Operating and Capital Budget will be provided in detail as a separately bound document. The budget will also be available at: <http://www.uky.edu/OPBPA/>.

Action taken: Approved Disapproved Other _____

FCR 5

Office of the President
June 14, 2011

Members, Board of Trustees:

ACCEPTANCE OF INTERIM FINANCIAL REPORT FOR THE
UNIVERSITY OF KENTUCKY FOR THE NINE MONTHS ENDED
MARCH 31, 2011

Recommendation: that the Board of Trustees accept the University of Kentucky consolidated financial report for the nine months ended March 31, 2011.

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 Humanities Foundation, University of Kentucky Equine Research Foundation, University of Kentucky Center on Aging Foundation, and Central Kentucky Management Services.

As of March 31, 2011, the University has recognized \$1,815,703,339 of current funds revenue representing 73 percent of the 2010-11 approved budget of \$2,500,327,000. Expenses and transfers total \$1,774,926,556 or 71 percent of the approved budget.

Action taken: Approved Disapproved Other _____



*Consolidated Financial
Statements*

For the nine months ended March 31, 2011

UNIVERSITY OF KENTUCKY
A COMPONENT UNIT OF THE COMMONWEALTH OF KENTUCKY
STATEMENT OF NET ASSETS
MARCH 31, 2011

ASSETS

Current Assets

Cash and cash equivalents	\$ 336,707,297
Notes, loans and accounts receivable, net	243,959,955
Inventories and other assets	25,659,483
Total current assets	<u>606,326,735</u>

Noncurrent Assets

Restricted cash and cash equivalents	60,605,379
Endowment investments	946,850,075
Other long-term investments	227,339,537
Notes, loans and accounts receivable, net	51,030,505
Other noncurrent assets	15,645,888
Capital assets, net	1,803,086,335
Total noncurrent assets	<u>3,104,557,719</u>
Total assets	<u>3,710,884,454</u>

LIABILITIES

Current Liabilities

Accounts payable and accrued liabilities	136,699,998
Deferred revenue	68,326,511
Long-term liabilities - current portion	60,673,249
Total current liabilities	<u>265,699,758</u>

Noncurrent Liabilities

Accounts payable and accrued liabilities	2,687,142
Deferred revenue	3,889,688
Long-term liabilities	812,434,426
Total noncurrent liabilities	<u>819,011,256</u>
Total liabilities	<u>1,084,711,014</u>

NET ASSETS

Invested in capital assets, net of related debt 1,132,072,207

Restricted

Nonexpendable	
Scholarships and fellowships	118,211,034
Research	252,882,506
Instruction	73,055,167
Academic support	83,276,552
Other	7,784,250
Total restricted nonexpendable	<u>535,209,509</u>

Expendable

Scholarships and fellowships	52,745,222
Research	46,136,678
Instruction	58,805,945
Academic support	29,631,649
Loans	9,541,487
Capital projects	50,161,334
Debt service	15,349,276
Auxiliary	10,935,863
Other	14,683,493

Total restricted expendable 287,990,947

Total restricted 823,200,456

Unrestricted 670,900,777

Total net assets \$ 2,626,173,440

UNIVERSITY OF KENTUCKY
A COMPONENT UNIT OF THE COMMONWEALTH OF KENTUCKY
ALL FUNDS
STATEMENT OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS
FOR THE NINE MONTHS ENDED MARCH 31, 2011

OPERATING REVENUES

Student tuition and fees	\$ 292,396,802
Federal grants and contracts	130,882,109
State and local grants and contracts	78,328,044
Nongovernmental grants and contracts	117,616,203
Recoveries of facilities and administrative costs	37,524,176
Sales and services	32,602,045
Federal appropriations	11,873,728
County appropriations	14,328,222
Hospital services	608,497,126
Auxiliary enterprises:	-
Housing and dining	43,254,554
Athletics	58,636,501
Other auxiliaries	23,058,836
Other operating revenues	343,477
Total operating revenues	<u>1,449,341,823</u>

OPERATING EXPENSES

Educational and general:	
Instruction	209,122,003
Research	194,259,903
Public service	161,989,446
Libraries	14,947,488
Academic support	58,933,469
Student services	23,941,812
Institutional support	52,980,037
Operations and maintenance of plant	48,134,265
Student financial aid	114,488,960
Depreciation	39,187,010
Total educational and general	<u>917,984,393</u>
Clinical operations	64,469,631
Hospital and clinics (including depreciation of \$21,659,674)	578,461,584
Auxiliary enterprises:	
Housing and dining (including depreciation of \$3,873,311)	34,686,058
Athletics (including depreciation of \$363,900)	52,676,665
Other auxiliaries	14,733,078
Other operating expenses	530,034
Total operating expenses	<u>1,663,541,443</u>
Net loss from operations	<u>(214,199,620)</u>

NONOPERATING REVENUES (EXPENSES)

State appropriations	232,332,000
State fiscal stabilization fund	17,223,683
Gifts and non-exchange grants	75,866,404
Investment income (loss)	149,398,489
Interest on capital asset-related debt	(22,316,937)
Other nonoperating revenues and expenses, net	4,227,595
Net nonoperating revenues (expenses)	<u>456,731,234</u>
Net income before other revenues, expenses, gains or losses	<u>242,531,614</u>
Capital appropriations	12,476,839
Capital grants and gifts	21,152,037
Additions to permanent endowments	8,412,999
Other, net	3,930,324
Total other revenues (expenses)	<u>45,972,199</u>
INCREASE IN NET ASSETS	<u>288,503,813</u>

NET ASSETS, July 1, 2010

2,337,669,627

NET ASSETS, March 31, 2011

\$ 2,626,173,440

UNIVERSITY OF KENTUCKY
A COMPONENT UNIT OF THE COMMONWEALTH OF KENTUCKY
CURRENT FUNDS
STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS
FOR THE NINE MONTHS ENDED MARCH 31, 2011 AND 2010

	2011			2010
	Budget	Actual	%	Actual
OPERATING REVENUES				
Student tuition and fees	\$ 289,369,500	\$ 292,396,802	101%	\$ 268,662,026
Federal grants and contracts	165,215,000	130,882,109	79%	118,889,854
State and local grants and contracts	96,562,500	78,328,044	81%	64,655,608
Nongovernmental grants and contracts	139,374,000	117,616,203	84%	114,220,087
Recoveries of facilities and administrative costs	44,000,000	37,524,176	85%	35,257,642
Sales and services	41,899,600	32,602,045	78%	29,161,575
Federal appropriations	17,722,900	11,873,728	67%	12,033,274
County appropriations	17,828,300	14,328,222	80%	13,615,992
Hospital services	903,106,900	608,497,126	67%	591,902,842
Auxiliary enterprises:				
Housing and dining	44,877,400	43,254,554	96%	39,122,738
Athletics	63,255,000	58,636,501	93%	56,068,702
Other auxiliaries	33,072,000	23,058,836	70%	22,531,184
Total operating revenues	<u>1,856,283,100</u>	<u>1,448,998,346</u>	<u>78%</u>	<u>1,366,121,524</u>
OPERATING EXPENSES				
Educational and general:				
Instruction	296,484,200	209,122,003	71%	195,056,861
Research	298,316,100	194,162,157	65%	186,513,360
Public service	228,510,700	161,989,473	71%	152,785,730
Libraries	13,721,900	14,947,488	109%	14,752,889
Academic support	102,026,900	58,933,238	58%	57,775,628
Student services	36,089,100	23,743,587	66%	21,830,698
Institutional support	112,493,900	52,963,939	47%	59,945,706
Operations and maintenance of plant	68,907,400	42,201,066	61%	38,865,419
Student financial aid	107,781,800	114,488,960	106%	101,640,949
Total educational and general	<u>1,264,332,000</u>	<u>872,551,911</u>	<u>69%</u>	<u>829,167,240</u>
Clinical operations	97,256,600	64,469,631	66%	63,092,075
Hospital and clinics	777,890,200	543,398,441	70%	512,923,842
Auxiliary enterprises:				
Housing and dining	35,398,700	30,658,496	87%	28,035,048
Athletics	68,346,800	51,553,256	75%	54,598,791
Other auxiliaries	35,442,100	14,118,634	40%	11,612,365
Total operating expenses	<u>2,278,666,400</u>	<u>1,576,750,369</u>	<u>69%</u>	<u>1,499,429,361</u>
Net loss from operations	<u>(422,383,300)</u>	<u>(127,752,023)</u>	<u>30%</u>	<u>(133,307,837)</u>

UNIVERSITY OF KENTUCKY
A COMPONENT UNIT OF THE COMMONWEALTH OF KENTUCKY
CURRENT FUNDS
STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET ASSETS
FOR THE NINE MONTHS ENDED MARCH 31, 2011 AND 2010

	2011			2010
	Budget	Actual	%	Actual
Net loss from operations	<u>(422,383,300)</u>	<u>(127,752,023)</u>	30%	<u>(133,307,837)</u>
NONOPERATING REVENUES (EXPENSES)				
State appropriations	290,664,700	232,332,000	80%	235,309,600
State fiscal stabilization fund	17,223,600	17,223,683	100%	21,066,800
Gifts and non-exchange grants	73,543,600	72,773,460	99%	64,173,371
Investment income	39,271,200	18,705,572	48%	22,352,806
Other nonoperating revenues and expenses, net	4,366,600	6,018,788	138%	4,667,236
Net nonoperating revenues (expenses)	<u>425,069,700</u>	<u>347,053,503</u>	82%	<u>347,569,813</u>
Net income before other revenues, expenses, gains or losses	<u>2,686,400</u>	<u>219,301,480</u>	8163%	<u>214,261,976</u>
Capital grants and gifts	5,380,100	19,651,490	365%	12,215,541
Other, net	10,500	(1,170,138)	-	(1,250,735)
Total other revenues (expenses)	<u>5,390,600</u>	<u>18,481,352</u>	343%	<u>10,964,806</u>
NON-GASB ACTIVITY				
Appropriated fund balance	208,078,900	-	-	-
Capital purchases and transfers	(149,431,900)	(140,509,255)	94%	(61,382,178)
Debt service transfers	(71,764,500)	(58,039,499)	81%	(48,253,249)
Noncapital transfers	5,040,500	1,542,705	31%	(688,603)
Total non-GASB current funds activity	<u>(8,077,000)</u>	<u>(197,006,049)</u>	2439%	<u>(110,324,030)</u>
INCREASE IN NET ASSETS	-	40,776,783		114,902,752
NET ASSETS, July 1, 2010		<u>505,823,740</u>		<u>509,197,001</u>
NET ASSETS, March 31, 2011		<u>\$ 546,600,523</u>		<u>\$ 624,099,753</u>
RECONCILIATION TO ANNUAL BUDGET				
Operating revenues	\$ 1,856,283,100	\$ 1,448,998,346	78%	\$ 1,366,121,524
Nonoperating revenues	644,043,900	366,704,993	57%	359,785,354
Total revenues	<u>2,500,327,000</u>	<u>1,815,703,339</u>	73%	<u>1,725,906,878</u>
Operating expenses	2,278,666,400	1,576,750,369	69%	1,499,429,361
Nonoperating expenses and transfers	221,660,600	198,176,187	89%	111,574,765
Total expenses and transfers	<u>2,500,327,000</u>	<u>1,774,926,556</u>	71%	<u>1,611,004,126</u>
INCREASE IN NET ASSETS	<u>\$ -</u>	<u>\$ 40,776,783</u>		<u>\$ 114,902,752</u>

FCR 6

Office of the President
June 14, 2011

Members, Board of Trustees:

2010-11 BUDGET REVISIONS

Recommendation: that the Board of Trustees authorize and approve the following revisions to the 2010-11 budget. The budget revisions outlined below will increase the University of Kentucky's total budget by \$4.6 million – from \$2,550,138,000 to \$2,554,738,000.

	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
A. <u>AUXILIARY FUND</u>			
1. Income Estimates			
UK Athletic Association	\$ 64,405,000	\$ 67,105,000	\$ 2,700,000
2. Expenditures			
UK Athletic Association	\$ 64,405,000	\$ 67,105,000	\$ 2,700,000
3. <u>Comments</u> – The UK Athletic Association expects an increase in revenue primarily from ticket sales (\$1,068,000), SEC surplus distribution (\$450,000), and licensing royalty income (\$1,025,000). These funds will be used to support programmatic expenses and capital projects associated with UK Athletics. The UK Athletic Association Board of Directors approved the revision at its May 26 meeting.			
	<u>Approved Budget</u>	<u>Revised Budget</u>	<u>Change</u>
B. <u>RESTRICTED FUND</u>			
1. Income Estimates			
UK Athletic Association	\$ 14,975,000	\$ 16,875,000	\$ 1,900,000
2. Expenditures			
UK Athletic Association	\$ 14,975,000	\$ 16,875,000	\$ 1,900,000

3. Comments – The UK Athletic Association is expected to receive an additional \$1,900,000 from donors. These funds will be used to support programmatic expenses and capital projects associated with UK Athletics. The UK Athletic Association Board of Directors approved the revision at its May 26 meeting.

Action taken: Approved Disapproved Other _____

FCR 7

Office of the President
June 14, 2011

Members, Board of Trustees:

ACCEPT LEXMARK INTERNATIONAL, INC. GIFT AND APPROVE THE RENOVATE
OLD NORTHSIDE LIBRARY BUILDING PROJECT

Recommendation: that the Board of Trustees accept a gift of \$1 million from Lexmark International, Inc. Lexington, Kentucky, and approve the initiation of the “Renovate Old Northside Library Building” capital project.

Background: At its September 9, 2008 meeting the Board of Trustees approved the purchase of the Northside Library Building located at 1737 Russell Cave Road and adjacent to the UK Biology Ecological Research Facility.

The proposed project, authorized by the 2010 Kentucky General Assembly (Extraordinary Session), will renovate the space into an undergraduate class lab facility for the Department of Biology and an outreach instructional facility for Science, Technology, Engineering, and Math (STEM). The improvements will include a community activities room that will double as a classroom for both Biology and STEM outreach. The renovation also will incorporate necessary upgrades of the building systems such as communications, plumbing, HVAC, electrical, fire safety, and security.

The estimated scope of this project is \$2,373,000 and will be funded with a \$1 million gift from Lexmark International, Inc., and \$1,373,000 of available fund balances. Lexmark is a generous supporter of STEM initiatives throughout Kentucky.

The current legislative authorization for the project is up to \$3,500,000 of agency funds. Contingent upon approval by the Board of Trustees, the University will report the use of private funds to the Capital Projects and Bonds Oversight Committee.

Action taken: Approved Disapproved Other _____

FCR 8

Office of the President
June 14, 2011

Members, Board of Trustees:

RENOVATE RESEARCH LABS

Recommendation: that the Board of Trustees approve the initiation of the “Renovate Research Labs” capital project.

Background: This capital project will renovate approximately 2,100 square feet of Physics wet bench research space in the Chemistry-Physics Building. The renovations will include new casework and fume hoods, upgrades to lighting, HVAC, plumbing, communications, fire safety, security, and upgrades to all finishes.

The scope of this project is \$832,000, well within the \$33.5 million scope authorized by the Kentucky General Assembly. The project will be funded using available fund balances.

Action taken: Approved Disapproved Other _____

FCR 9

Office of the President
June 14, 2011

Members, Board of Trustees:

DISPOSAL OF PERSONAL PROPERTY

Recommendation: that the Board of Trustees approve a plan for Fiscal Year 2011-2012 authorizing: (1) routine disposition of personal property to include equipment and machinery, vehicles, library books and materials, livestock, and recyclable materials; and (2) the methods of disposal listed on the Attachment.

Background: Kentucky Revised Statute 164A.575 requires that the Board of Trustees approve disposition of equipment and other property. Administrative Regulation 8:1, approved by the Board of Trustees at its March 6, 2007 meeting, establishes the policies and procedures for routine disposition of property. The proposed plan will provide an efficient and timely process for the disposition of such property. Non-routine disposition, including livestock sales and disposal of major equipment, require specific approval of the Board of Trustees.

Action taken: Approved Disapproved Other _____

ANTICIPATED DISPOSAL OF PROPERTY – FISCAL YEAR 2011-12

A. Equipment and Machinery

Method of Disposal

Public Auction

Internet Auction

Sealed Bid

Fixed Price

Retail Outlet

Transfers to Other State Agencies or Governmental Units,

Educational Institutions, or not-for-profit organizations

Reasons for Disposal

Equipment and machinery surplus to the needs of the University due to depreciation, obsolescence, program changes, or termination.

B. Vehicles

Method of Disposal

Public Auction

Fixed Price

Internet Auction

Reason for Disposal

Vehicles of excessive mileage and/or in need of major repairs.

C. Library Books and Materials

Method of Disposal

Public Auction

Sealed Bid

Fixed Price

Reason for Disposal

Library books and materials that are obsolete or outdated.

D. Livestock

Method of Disposal

Public Auction

Sealed Bid

Fixed Price

Reason for Disposal

Livestock surplus to the needs of the College of Agriculture or otherwise unsuitable for use (completion of research projects, carcass data requirements, normal culling of herds).

E. Recyclable Materials

Method of Disposal

Price Contracts

Fixed Price

Reason for Disposal

To comply with regulations for proper and timely disposition of waste products and recyclable materials.

FCR 10

Office of the President
June 14, 2011

Members, Board of Trustees:

PATENT ASSIGNMENT REPORT

Recommendation: that the Board of Trustees accept the Patent Assignment Report for the period January 1 through March 31, 2011.

Background: At its March 4, 1997 meeting, the Board of Trustees authorized the University of Kentucky Research Foundation to conduct all copyright and patent filings and prosecutions. Quarterly reports on patent and copyright applications are to be submitted to the Finance Committee of the Board.

Action taken: Approved Disapproved Other _____

PATENT ASSIGNMENT
QUARTERLY FOR THE PERIOD THROUGH March 31, 2011

Patents

The following assignments on behalf of the Board of Trustees of the University of Kentucky Research Foundation have been executed:

- 1. U.S. Patent Application Serial Number:** 13/035,576
Filed: February 25, 2011
Title: “Nanotubes as Mitochondrial Uncouplers”
Inventor: Patrick Sullivan (Anatomy and Neurobiology)
Technical Description: The invention relates to nanotubes as mitochondrial uncouplers and provides methods of treating disease and increasing weight loss by administering nanotubes.
Summary: Mitochondria generate most of the cell’s supply of adenosine triphosphate (ATP) used as a source of chemical energy by the cell. The mitochondria also have a function in the regulation of cellular metabolism. This invention offers a method of uncoupling mitochondria by administering nanotubes in a therapeutically effective amount. This results in decreasing reactive oxygen species and decreasing detrimental loading of Ca^{2+} into mitochondria. It is hypothesized that treatment with nanotubes will have the ultimate effect of reducing weight, treating cancer, reducing the effects of traumatic brain injury, or reducing the effects of aging.
- 2. U.S. Patent Application Serial Number:** 13/035,649
Filed: February 25, 2011
Title: “Nanotubes as Mitochondrial Uncouplers”
Inventor: Dr. Patrick Sullivan (Anatomy and Neurobiology)
Technical Description: The invention relates to nanotubes as mitochondrial uncouplers and provides methods of treating disease and increasing weight loss by administering nanotubes.
Summary: Mitochondria generate most of the cell’s supply of adenosine triphosphate (ATP) used as a source of chemical energy. The mitochondria also have a function in the regulation of cellular metabolism. This invention offers a method of uncoupling mitochondria by administering nanotubes in a therapeutically effective amount. This results in decreasing reactive oxygen species and decreasing detrimental loading of Ca^{2+} into mitochondria. It is hypothesized that treatment with nanotubes will have the ultimate effect of reducing weight, treating cancer, reducing the effects of traumatic brain injury, or reducing the effects of aging.
- 3. U.S. Patent Application Serial Number:** 13/044,120
Filed: March 9, 2011

Title: “Human Consensus Sodium-Iodide Symporter Repressor (NIS-Repressor) Binding Site”

Inventors: Kenneth Ain and Dr. Wei Li (Hematology Oncology)

Technical Description: The invention relates to a consensus nucleotide sequence found within two kilobases of the 5 prime end of 56 different genes in the human genome and use of this sequence to screen for compounds and other molecules that inhibit transcription or that interfere with transcription repressors or repressor complexes.

Summary: Human sodium-iodine symporter (hNIS) is a trans-membrane protein enabling thyrocyte, both benign and malignant, to concentrate iodine; permitting radioiodine to be a unique systemic cytotoxic therapy for metastatic tumors. Unfortunately, when hNIS expression is lost in dedifferentiated thyroid carcinomas, there are no effective systemic agents for treating metastatic tumors. Because of its role in inhibiting the transport of iodine into thyroid cancer cells, there is a need to determine the hNIS repressor binding sites, structure and activities so that anti-thyroid cancer therapies can be maximized.

4. **U.S. Patent Application Serial Number:** 13/005,213

Filed: January 12, 2011

Title: “High Activity Mutants of Butyrylcholinesterase for Cocaine Hydrolysis”

Inventors: Chang-Gao Zhan, Fang Zheng and Wennchao Yang (Pharmacy)

Technical Description: The disclosure relates to butyrylcholinesterase (BChE) variant polypeptides, and in particular BChE mutants with amino acid substitutions.

Summary: Cocaine abuse is a major medical and public health problem that continues to defy treatment. This disclosure is an approach to cocaine abuse treatment that interferes with the delivery of cocaine to its receptors and accelerates its metabolism in the body.

5. **U.S. Patent Application Serial Number:** 13/018,641

Filed: February 1, 2011

Title: “High Activity Mutants of Butyrylcholinesterase for Cocaine Hydrolysis”

Inventors: Chang-Gao Zhan, Fang Zheng and Wennchao Yang (Pharmacy)

Technical Description: The disclosure relates to butyrylcholinesterase (BChE) variant polypeptides, and in particular BChE mutants with amino acid substitutions.

Summary: Cocaine abuse is a major medical and public health problem that continues to defy treatment. This disclosure is an approach to cocaine abuse treatment that interferes with the delivery of cocaine to its receptors and accelerate its metabolism in the body.

6. **U.S. Patent Application Serial Number:** 13/015,837

Filed: January 28, 2011

Title: “Method of Treating Ventricular Arrhythmias”

Inventors: Peter Oeltgen (Pathology)

Technical Description: The invention includes pharmaceutically acceptable formulations of opioid receptor (OR) agonists, and methods of using such OR agonists for increasing tolerance to ventricular arrhythmias.

Summary: Ischemia occurs when living tissue is deprived of an adequate flow of oxygen. This invention provides a method of treating ischemia with opioid receptor (OR) agonists such as Deltorphin II.

7. **U.S. Patent Application Serial Number:** 12/829,574

Filed: July 2, 2010

Title: “Intranasal Opioid Compositions, Delivery Devices and Methods of Using Same”

Inventors: Daniel Wermeling (Pharmacy)

Technical Description: The invention relates to pharmaceutical compositions comprising opioids and a liquid nasal carrier, to delivery devices comprising such compositions, and to methods of manufacture and use of such compositions.

Summary: Pain is a major symptom of many diseases. Inadequate treatment of pain can lead to depression, anger, and fear of disease progression. Non-compliance is a problem in pain medication since pain treatment regimens often involve administering medications by injection. Among the many medications available to treat pain, opioids have an extensive history of use and are generally more effective in treating pain than many other treatments. The inventor has developed pharmaceutical compositions and a liquid carrier that allow for the nasal delivery of opioids.

8. **U.S. Patent Application Serial Number:** 13/052,477

Filed: March 21, 2011

Title: “Chelating Compounds and Immobilized Tethered Chelators”

Inventors: Robert A. Yokel, Chang-Guo Zhan (Pharmacy), Wesley Harris, Christopher Spilling (University of Missouri, St. Louis)

Technical Description: The invention relates to novel chelating agents, useful intermediates for synthesizing those chelating agents, the immobilization of those agents on a solid support resin, and the use of those chelating resins to remove metal ions from aqueous solutions.

Summary: A chelator is a compound that bonds to a metal ion. Chelating agents have long been known to be useful in chemical analysis, environmental remediation, and medicine. This invention relates to novel chelating agents or compounds, novel immobilized, tethered chelators and methods of employing these agents to remove trivalent metals such as Al^{3+} from aqueous systems. This system is designed to remove metal ions from parental solutions for infants who may be sensitive to these metal ions.

9. **U.S. Patent Application Serial Number:** 13/041,798

Filed: March 7, 2011

Title: “Thiol-Containing Compounds for the Removal of Elements from Tissues and Formulations”

Inventors: Boyd Haley, David Atwood, and Niladri Gupta (Chemistry)

Technical Description: The invention relates to compounds utilized in covalent binding to a wide range of metals and main group elements, and more specifically to sulfur-containing compounds and the utilization of such to remove contaminants from solids, liquids and gases.

Summary: This disclosure includes methods and pharmaceutical formulations for ameliorating heavy metal toxicity and/or oxidative stress by administering pharmaceutically effective amounts of specified compounds. These compounds are designed to specifically for environmental remediation by removing mercury from water and soil.

10. **U.S. Patent Application Serial Number:** 12/892,464

Filed: September 28, 2010

Title: “Thiol-Containing Compounds for the Removal of Elements from Contaminated Milieu and Methods of Use”

Inventors: Boyd Haley, and David Atwood (Chemistry)

Technical Description: The invention relates to compounds utilized in covalent binding to a wide range of metals and main group elements, and more specifically to sulfur-containing ligands and the utilization of such to remove contaminants from solids, liquids and gases.

Summary: Heavy metal and main group element pollution is a growing worldwide problem. During the last few decades, federal and state governments have instituted environmental regulations to protect the quality of surface and groundwater from contaminants. There are numerous industrial and environmental situations where ligands capable of binding metals and main group elements can be utilized for remediation purposes. However, the limited ability of most reagents presently used on a commercial basis to form stable, covalent bonds with heavy metals is a major concern for remediation applications. The disclosed compounds provide stable, covalent bonds and can be utilized in environmental remediation.

11. **U.S. Patent Application Serial Number:** 12/958,617

Filed: December 3, 2010

Title: “Security Monitoring System for a Bulk Foodstuff Transport Container”

Inventors: Fred Payne, Nasrin Tabayehnejad, Timothy Stombaugh, William Crist, Christopher Dwight, Surjay Alexander, Brian Luck, James Moore, Jonathan Paschal, and Phillip Womble (Biosystems and Agricultural Engineering)

Technical Description: The disclosure relates to methods and systems for preserving security of bulk foodstuffs during transport to prevent unauthorized access, adulteration, and the like.

Summary: Minimal security safeguards exist for the transport of bulk foodstuffs. It is recognized in the transport sector that a need exists for methods and systems for securing bulk foods during transport. In accord with

the identified needs security monitoring methods and systems for implementation in cargo transport operations are provided.

12. U.S. Patent Application Serial Number: 12/859,479

Filed: August 19, 2010

Title: “Conversion of Triglycerides to Hydrocarbons by Means of a Mixed Oxide Catalyst”

Inventors: Mark Crocker and Ms. Tonya Morgan (Center for Applied Energy Research)

Technical Description: The invention relates to the field of hydrocarbon production and catalysts for that purpose.

Summary: This invention offers a new and improved mixed oxide catalyst of nickel and aluminum that is relatively easy and inexpensive to produce but provides performance previously only exhibited by more expensive palladium and platinum catalysts. The disclosed catalysts are useful in the conversion of vegetable oils and animal fats to hydrocarbon fuels.

13. U.S. Patent Application Serial Number: 12/942,396

Filed: November 9, 2010

Title: “Method for Production of Germanium Nanowires Encapsulated Within Multi-Walled Carbon Nanotubes”

Inventors: Mark Crocker and Rodney Andrews (Center for Applied Energy Research)

Technical Description: The invention relates generally to the field of nanotechnology and specifically to a method of producing germanium nanowires encapsulated within multi-walled carbon nanotubes as well as to such nanowires as produced by that method.

Summary: This invention is a simple one- or two-step synthesis method using a combined germanium and carbon source. The resulting nanowires are characterized by high thermal stability and high electrical conductivity. In contrast to prior methods, the current method is catalyst free and the reaction product is clean and pure.

14. U.S. Patent Application Serial Number: 12/846,352

Filed: July 29, 2010

Title: “Adaptive Heat Pump Resistance Heat Controller”

Inventor: Robert Fehr (Biosystems and Agricultural Engineering)

Technical Description: The invention relates to an electrical heating apparatus and method for more efficiently and economically heating an area to a desired temperature using primary and secondary heating sources.

Summary: A heat pump system is a conventional heating device for conditioning air in a living space. Under certain operating conditions a heat pump cannot provide enough heat to meet demand. Accordingly, heat pump systems typically incorporate a secondary resistance heating circuit that operates when the difference in indoor and outdoor air temperature reduces the efficiency of the heat pump. This invention relates to an electrical heating

apparatus incorporating a primary heating-stage heat pump and a secondary heating-stage resistance heating circuit, in combination with an adaptive resistance heat controller. The controller divides the resistance heating circuit into a number of secondary heating stages which allows the use of only those stages necessary to meet secondary heat demand resulting in a reduction in peak electrical demand.

Patent Activities

Fiscal year to date as of March 31, 2011

Number of Patent Applications	16
Number of Patents Issued	21
Patent Receipts	\$1,328,036

FCR 11

Office of the President
June 14, 2011

Members, Board of Trustees:

AUTHORIZATION TO NEGOTIATE TO ACQUIRE UNIVERSITY LOFTS

Recommendation: that the Board of Trustees authorize the Executive Vice President for Finance and Administration to enter into negotiations to acquire University Lofts located at 236 Bolivar Street at a price not to exceed \$6,700,000.

Background: The Executive Vice President for Finance and Administration requests the authority to negotiate the acquisition of University Lofts to house student instructional space for the College of Fine Arts.

The College's instructional space is currently housed in the facility known as "Reynolds #1." Reynolds #1 was constructed in 1934 as a tobacco warehouse and processing facility. The University acquired the facility in 1962. The primary use of the building is class labs and studios for art instruction and hands-on learning for the College of Fine Arts. But because the facility has never received a major renovation, the ventilation, electrical, and mechanical systems and the lighting, restrooms, and flooring still are similar to that of an old tobacco warehouse. In addition, over the last several years the number of students and faculty using the building has increased substantially. The scope of the necessary renovation is estimated to cost \$17 million.

University Lofts, a facility of similar size as Reynolds #1 (105,000 sq. ft.), is situated on 1.57 acres of land at 236 Bolivar Street in Lexington. The property to be negotiated also includes a parking lot containing approximately 0.7039 acres. University Lofts is a former tobacco processing facility that was converted into an 86 unit, loft style apartment building in 2004. As a result, it has significantly fewer capital renewal/deferred maintenance needs than Reynolds #1. The proposed purchase price of \$6,700,000 and later renovations (estimated at \$8,000,000) is cost-effective compared to the \$17 million cost of renovating Reynolds #1. The additional cost of relocating the College's instructional activities to another facility during a year-long renovation to Reynolds #1 also will be avoided by the purchase and renovation of University Lofts. An external architectural consultant has confirmed that current instructional activities in Reynolds #1 can fit within the existing footprint of the University Lofts facility.

The proposed acquisition will be funded by University funds. Pending Board of Trustees approval and successful negotiation for acquisition, the University will request authorization for the renovation of University Lofts from the 2012 Kentucky General Assembly.

Action taken: Approved Disapproved Other _____

FCR 12

Office of the President
June 14, 2011

Members, Board of Trustees:

PROPOSED AMENDMENT TO GOVERNING REGULATIONS:
TECHNICAL CORRECTIONS

Recommendation: that the Board of Trustees receive the attached revision of *Governing Regulation, Part II* (GR II), consisting of technical corrections, for preliminary consideration. The proposed revision does not include substantive changes. The revision consists of technical corrections necessary to bring the GR into consistency with other University regulations and practices.

Background: The proposed revision to GR II consists of the following:

- Paragraph 3 – In order to bring GR II into consistency with GR XIII, the Business Procedures Manual is added to the types of University regulations and policies that the President is authorized by the Board of Trustees to promulgate.
- Section A.2(b) – The language defining the status of faculty in administrative positions was updated in Human Resources Policy and Procedure #4.0 in 2009. The proposed revision to GR II makes the GR language consistent with the HR policy with respect to faculty eligible to vote and eligible to serve as elected members of the Board of Trustees.
- Section A.6(g) – In June 2005, the Board of Trustees increased from \$100,000 to \$400,000, the threshold amount for gifts to the University that must be accepted by the Board. However, the language was inadvertently omitted from the GR during a later revision. The proposed revision adds the gift threshold amount back into the GR.

A revised copy of the relevant section of GR II is attached. Proposed additions are underlined; proposed deletions are lined through.

Action taken: Approved Disapproved Other _____

PART II

GOVERNANCE OF THE UNIVERSITY OF KENTUCKY

The governance of the University of Kentucky is vested by law in the Board of Trustees (KRS 164.131). Within the limits set by the State Constitution and the federal and state laws,^{*} the Board of Trustees is the final authority in all matters affecting the institution and exercises jurisdiction over the institution's financial, educational, and other policies and its relation with the state and federal governments.

These *Governing Regulations* describe the composition, powers, and duties of the Board of Trustees of the University of Kentucky, as defined by Kentucky Revised Statutes, and establish policies and procedures for the performance of its functions. In these *Governing Regulations*, the Board of Trustees delegates certain responsibilities to the President, the University Senate, the Staff Senate, the Student Government Association, the Graduate Faculty, and the faculties of educational units in order to provide for the responsible and efficient administration of the University and the accomplishment of its goals.

As the chief administrative officer of the University, the President is authorized by the Board of Trustees to promulgate the *Administrative Regulations* including the *Human Resources Policy and Procedures Administrative Regulation*, and the *Business Procedures Manual*, to provide interpretation and implementation of these *Governing Regulations*, and of the *Minutes of the Board of Trustees*, and to delineate policies within the sphere of delegated responsibility. Chief administrative officers are authorized to establish unit policies and procedures attendant to their delegated administrative responsibilities.

Deleted: .

At an institution-wide level, the University Senate, as a primary educational policy-forming agency of the University, establishes the broad academic policies of the University. Within the limits set by the Board of Trustees and the University Senate, the Graduate Faculty is delegated jurisdiction over programs leading to graduate degrees and has the responsibility to safeguard, promote and assist in the development of research in all fields. Within the limits set by the institution-wide policies of the Board of Trustees, the University Senate, and the Graduate Faculty, the respective faculties exercise the governance role of policy-making responsibility for the instructional, research and service programs of their educational units. The University Senate, the Graduate Faculty, and the faculties of educational units are authorized to issue rules concerning the policy and procedure-making responsibilities that are attendant to their delegated educational policy-making role.

Where appropriate, the rules and regulations appearing in the *Administrative Regulations*, *Human Resources Policy and Procedures Administrative Regulations* and *University Senate Rules* should refer to the source or sources in these *Governing Regulations* or *Minutes of the Board of Trustees*.

^{*} The Council on Postsecondary Education in Kentucky (KRS 164.020) has powers and duties that relate to the governance of the University of Kentucky.

A. Board of Trustees

1. Definition

The Board of Trustees is a body corporate, under the name of Board of Trustees of the University of Kentucky, with the usual corporate powers, and possesses all the immunities, rights, privileges, and franchises usually attaching to the governing bodies of educational institutions. It may receive, hold, and administer, on behalf of the University, subject to the conditions attached, all revenues accruing from endowments, appropriations, allotments, grants or bequests, and all types of property. (KRS 164.160)

2. Membership

The Board of Trustees of the University of Kentucky consists of sixteen members appointed by the Governor, two (2) University faculty members who shall have the right to vote on all matters except that of faculty compensation, one (1) University staff employee, and one (1) University student.

(a) Appointed Members

The Governor shall make the appointments so as to reflect proportional representation on the Board of the two leading political parties of the Commonwealth based on the state's voter registration and to reflect no less than proportional representation of the minority racial composition of the Commonwealth. Appointments to fill vacancies shall be made for any unexpired terms in the same manner as provided for the original appointments. (KRS 164.131)

The terms of the appointed members shall be for six (6) years and until their successors are appointed and qualified. Three (3) of the appointments shall be graduates of the University and may include one (1) graduate of the institution who may reside outside the Commonwealth; three (3) shall be representative of agricultural interests; and ten (10) shall be other distinguished citizens representative of the learned professions. Each graduate member is appointed by the Governor from a list of three (3) names submitted by the alumni of the University according to a method prescribed by the Board of Trustees, upon recommendation of the UK Alumni Association, pursuant to KRS 164.131(2)(a); KRS 164.140. The prescribed methods are published in the *Minutes of the Meetings of the Board of Trustees* (May 6, 2003).

(b) Elected Members

The number of faculty members, staff employees, and student members elected to the Board of Trustees shall not exceed four (4). (KRS 164.131)

(i) The two (2) faculty members representing the University shall be members of the faculty of the rank of assistant professor or above, elected by secret ballot by faculty members of the rank of assistant professor or above.

In accordance with KRS 164.131(3), faculty members eligible to vote and eligible to serve as elected members of the Board of Trustees shall be those regular, full-time employees conferred with a faculty title and a rank at the level of assistant professor (or its equivalent, librarian III) or above, and as otherwise defined in *Human Resources Policy and Procedure Administrative Regulation Number 4.0: Employee Status*.

Deleted: whose primary assignments, i.e., more than fifty percent (50%), are in instruction, research, and/or public services

The faculty members shall serve for terms of three (3) years and until their successors are elected and qualified. They are eligible for re-election but are ineligible to continue to serve as members of the Board of Trustees if they cease to be members of the faculty. Elections to fill vacancies for any unexpired terms shall be held in the same manner as for the original elections.

The authority to develop procedures for the election of faculty members to serve as members of the Board of Trustees, in accordance with the provisions of KRS 164.131(3), is hereby delegated to the University Senate.

(ii) The staff employee representing the University shall be a regular, full-time staff employee as defined in the *Human Resources Policy and Procedure Administrative Regulation Number 4.0: Employee Status*, excluding the President, Provost, executive vice presidents, vice presidents, and academic deans. The staff trustee shall represent all University staff employees.

The staff member shall serve a term of three (3) years and until a successor is elected and qualified. The staff member shall be eligible for reelection, but is ineligible to continue to serve as a member of the Board of Trustees if the staff employee ceases to be an employee of the University. Elections to fill vacancies shall be for any unexpired term and shall be held in the same manner as provided for the original election.

The staff trustee shall be elected by secret ballot by the regular, full-time staff employees, including the President, Provost, executive vice presidents, vice presidents and academic deans.

The authority to develop procedures for the election of a staff employee to serve as a member of the Board of Trustees, in accordance with the provisions of KRS 164.131(4) is hereby delegated to the Staff Senate.

(iii) The student member shall be the President of the Student Government Association during the appropriate academic year and may be an out-of-state resident. If the student member does not maintain the position as President or

status as a full-time student at any time during that academic year, a special election shall be held to select a full-time student. The authority to develop procedures for the election of a student of the University to serve as a member of the Board of Trustees, in accordance with the provisions of KRS 164.131(5), is hereby delegated to the Student Government Association.

(c) Non-voting members

Pursuant to KRS 164.170 and 164.131(1)(e), the Board of Trustees may from time to time designate persons as nonvoting honorary members of the Board of Trustees, with responsibilities and privileges as it may deem appropriate, except for the power to vote.

3. Meetings

The Board of Trustees shall meet at least quarterly. Special meetings may be called by the Chair or by any three (3) members upon giving ten (10) days' written notice to each member of the Board of Trustees. The business to be transacted at special meetings shall be specified in the notice of the meeting. All meetings are to be held on the campus of the University unless otherwise specified by a majority vote of the Board of Trustees. A majority of the voting members of the Board of Trustees constitutes a quorum. (KRS 164.170)

The Board of Trustees may adjourn any regular or called meeting to any date that it may set for such adjournment. Any meeting of the Board of Trustees, if a quorum is not present, may be adjourned by the members attending to a time when a quorum shall be present.

The meetings of the Board of Trustees shall be open to the public. The Board of Trustees is required to arrange for a stenographic transcript of each of its meetings to be prepared and filed, to send an agenda for each of the meetings to each member of the Board of Trustees, and to make a copy of the agenda available to the press. (KRS 164.170) For regularly scheduled meetings, the agenda shall be released to the general public at least three (3) full business days prior to the board Meeting. "Business Day" means Monday through Friday, excluding Saturday and Sunday and official University holidays. The Board of Trustees and its committees shall operate in compliance with the provisions of the Open Meetings Law. (KRS 61.800-KRS 61.850)

All necessary expenses incurred by the Trustees in traveling to and from and while attending meetings of the Board of Trustees are designated to be paid out of the funds of the University. (KRS 164.170)

4. Conflicts of Interests of Board Membership

No employee of the University shall be directly or indirectly interested in any contract with the University for the sale of property, materials, supplies, equipment, or services, with the exception of compensation to the two (2) faculty members and the one (1) staff employee who are members of the Board of Trustees. (KRS 164.131)

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

No member of the Board of Trustees may be held to be a public officer by reason of membership on the Board except as provided in KRS 45A.335 for the purpose of KRS 45A.340. (KRS 164.150)

5. Officers

The Chair, Vice Chair, Secretary, and Assistant Secretary of the Board of Trustees shall be elected annually at the first fall meeting of the Board of Trustees. (KRS 164.180) The Chair of the Board of Trustees shall be limited to no more than four (4) consecutive terms as Chair. In the absence of the Chair, the Vice Chair presides at meetings of the Board of Trustees and of the Executive Committee.

The Secretary keeps the minutes of all meetings, issues notices of meetings, and provides for the publication and distribution of the minutes in accordance with instructions from the Board of Trustees. The Secretary is responsible for the maintenance of an official revised copy of these *Governing Regulations* and for the publication of revisions. The Assistant Secretary is empowered to perform the duties of the Secretary when the Secretary is not present. The Assistant Secretary need not be a member of the Board of Trustees.

6. Standing and Special Committees

The purpose of standing and special committees is to assist the Board of Trustees in its oversight role by gathering information, discussing, and providing advice on policy proposals prior to their coming before the entire Board of Trustees. Members of the University community and the general public may attend any committee meeting. An individual desiring to address a particular committee or otherwise participate in a committee meeting should contact the committee chair.

Membership of standing committees shall include at least five (5) members of the Board of Trustees including the committee chair.

(a) Executive Committee

The Board of Trustees annually elects an Executive Committee of five (5) members that has the powers that the Board of Trustees delegates to it as prescribed in KRS 164.190. This election shall be held at the first fall meeting of the Board of Trustees. Vacancies may be filled at any meeting of the Board of Trustees. The Chair of the Board of Trustees shall be one (1) of the five (5) members and shall also serve as Chair of the

Executive Committee. In general, the Executive Committee exercises oversight of the financial and business interests of the University and possesses the same powers as the Board of Trustees during the periods between meetings of the full Board of Trustees.

Meetings may be held as necessary at the call of the Chair. The Secretary of the Board of Trustees is the *ex officio* Secretary of the Executive Committee. The President shall attend all meetings.

The Executive Committee is required to submit to the Board of Trustees at each meeting, for the latter's consideration and approval, a complete record of the proceedings of the Executive Committee. The authority of the Board of Trustees to amend the action of the Executive Committee does not extend to the rejection of any valid or authenticated expenditure of money by the Executive Committee (KRS 164.190). The Executive Committee shall serve as a hearing panel in the event of a faculty member, staff employee, or student appeal coming to the Board of Trustees.

The Executive Committee shall serve as the performance review committee for the President, setting and reviewing goals each fiscal year. The Executive Committee shall involve the entire Board of Trustees in this evaluation and shall also solicit input from the executive committees or executive councils of the University Senate, Staff Senate, and Student Government Association.

(b) Academic Affairs Committee

- (i) The Academic Affairs Committee reviews recommendations on policy matters pertaining to the academic mission of the University in instruction, research, and public service as well as to policy matters concerning academic freedom, tenure, and shared governance.
- (ii) The Committee reviews academic program proposals from the President to ensure that a) the academic programs are consistent with the University's mission; b) resources are available to achieve academic priorities as set forth in the strategic plan; c) academic programs are appropriate for its student needs; and d) the University has a system in place for assessing the effectiveness of its academic programs.
- (iii) The Committee reviews new program proposals and changes in the academic units or in the academic organization to ensure these proposals or changes will effectively carry out the academic mission.
- (iv) The Committee reviews the list of candidates for academic degrees approved by the faculty of the University through the University Senate for submission to the Board of Trustees.
- (v) The Committee provides needed information to the Board of Trustees.

(c) Student Affairs Committee

This committee reviews recommendations regarding revisions of the *Code of Student Conduct*. The Committee reviews recommendations concerning the general welfare of students and the adoption of rules, procedures, rights, and responsibilities governing non-academic relationships between the University and its students.

(d) Human Resources Committee

This committee reviews recommendations to the Board of Trustees regarding policies pertaining to employee benefits, rights and privileges requiring Board of Trustees approval.

(e) University Relations Committee

This committee reviews recommendations relating to the economic, social, and public policy environments within which the University operates that directly affect the University. The Committee reviews policies or policy proposals regarding marketing and development as well as public, governmental, and alumni relations.

(f) Investment Committee

Under delegation from the Board of Trustees, and consistent with KRS 164A.550 through 164A.630, the Investment Committee is responsible for review and oversight of the endowment investment programs of the University and its affiliated corporations. These responsibilities include: formulating and reviewing investment policies; appointing, monitoring and evaluating investment managers and consultants; and reviewing and approving plans for the general management of the endowment funds of the University.

The membership of the Committee shall include five members from the Board of Trustees. Each member shall be appointed by the Chair of the Board of Trustees. A quorum of the Committee members must be present in order to conduct business. In addition to the voting members, the Investment Committee may, from time to time, have the Chair of the Board of Trustees appoint, upon recommendation of the University President, non-voting Community Advisory Members to assist it in its functions by providing specialized advice and support. Said Community Advisory Members shall be selected on the basis of their expertise in such areas as investment management and finance. The appointments of Community Advisory members to the Investment Committee shall be for three years and may be reappointed for an unlimited number of three year terms. The maximum number of Community Advisory members authorized at any one time shall be three (3).

The Investment Committee Chair reports to the Board of Trustees after each meeting of the committee on the performance results of endowment investments. Policies of the committee are implemented by the Office of the Treasurer in carrying out the day-to-day operations of the University's endowment funds.

(g) Finance Committee and Audit Subcommittee

This committee ensures the financial stability and long-term economic health of the University by monitoring the financial operations of the University and its affiliated corporations and making appropriate recommendations to the Board of Trustees to ensure achievement of the University's mission. Consistent with KRS 164A.550 through 164A.630, the committee maintains oversight responsibility for the financial management of the University in the areas of accounting, auditing, payroll, purchasing, capital construction, real property, and affiliated corporations. The Committee shall oversee the budgets of the University by reviewing and recommending to the Board of Trustees on the annual operating budgets. The Committee shall ensure that accurate and complete financial records are maintained by reviewing and recommending to the Board of Trustees on annual financial reports and related recommendations from the Audit Subcommittee, interim financial reports, long-term debt obligations, gifts to the University of \$400,000 or more, capital projects of \$600,000 or more, leases over \$200,000 per year, disposition of property, sale of assets, and financial transactions not provided for in the annual operating budget.

The Audit Subcommittee recommends to the Finance Committee on the appointment of the external auditors, receives and reviews the annual reports from the external auditors, and makes recommendations to the Finance Committee concerning these reports.

(h) Nominating Committee

This committee nominates officers of the Board of Trustees and members of the Executive Committee. The Committee reviews and recommends the appointment of trustees to the boards and committees of the University and its affiliated entities.

(i) University Health Care Committee

This Committee shall serve as a governing body to operate the University Hospitals in accordance with the standards established by The Joint Commission, formerly 'Joint Commission on Accreditation of Health Care Organizations,' and to oversee the University's clinical enterprise. This responsibility includes management oversight for the development of policies, rules, and regulations for the governance of the University Hospitals and clinical enterprise. Policies of the Committee are implemented by the Executive Vice President for Health Affairs in carrying out the day-to-day operations of the University Hospitals and clinical enterprise.

The membership of the Committee shall include five members from the Board of Trustees. Each member shall be appointed by the Chair of the Board of Trustees acting upon recommendation of the President of the University. The initial Board of Trustee member appointments to the University Health Care Committee shall be for staggered terms in the following manner: two members for three years, two members for four years and one member for five years. Any Board member appointed thereafter shall serve for three years and may be reappointed for an additional three years. Any vacancy occurring before the expiration of the term of the appointment shall be filled for the unexpired term. A quorum of the Committee members must be present in order to conduct business.

The University Health Care Committee may create sub-committees and shall create committee rules to guide their governance consistent with The Joint Commission.

(j) Special Committees

Special committees may be established and appointed at any time by the Chair of the Board of Trustees and with such charge as the Board of Trustees Chair may determine. Special committees shall carry out their duties as specified and report to the Board of Trustees. Such committees shall function until discharged. Membership shall include trustees and may also include persons who are not Board of Trustees members.

7. Powers and Responsibilities

The powers and responsibilities of the Board of Trustees include the following:

(a) Establish proper regulations for the governance of the University and the physical training, military or otherwise, of the students. The Board may authorize the suspension and dismissal of students for neglect or violation of the regulations or for other conduct prejudicial to the character and welfare of the University. (KRS 164.200)

(b) Determine the colleges, schools, divisions, departments, bureaus, and offices which shall comprise the University within the scope of the Acts of Congress approved July 2, 1862, and Acts supplementary thereto, and the relation which each division shall sustain to each other division and to the whole. It may devise, allot, and arrange the distribution of divisions with the designation appropriate for each, and devise the means required for their effective instruction, administration, and governance. (KRS 164.210)

(c) Appoint a President, professors, assistants, tutors and other personnel and determine the compensation, duties, and official relations of each and in making such appointments no preference may be shown to any religious denomination.[†] The Board is required to provide compensation for all positions created and filled by the Board of Trustees. The Board may provide for employee retirement benefits and such other employee benefits as are related to the respective employments and services furnished.

* See Parts I.D.2.(c)(1) and X.A.

Retirement plans may include, but without limitation, the retirement ages, the benefits of employees including group insurance, annuities, establishment of a trust fund or funds, and, the amounts to be paid or contributed by employees and the amounts to be paid or contributed by the University of Kentucky, and other appropriate terms and provisions with respect thereto. (KRS 164.220)

(d) Suspend or remove any of the officers, teachers, professors, or agents that it is authorized to appoint, except that no President, professor, or teacher may be removed except for incompetence, neglect of or refusal to perform duties, or for immoral conduct, and then only after ten (10) days' notice in writing stating the nature of the charges preferred, and after the individual has been given an opportunity to make defense before the Board of Trustees by counsel or otherwise and to introduce testimony which shall be heard and determined by the Board of Trustees. (KRS 164.230)

(e) Grant degrees to graduates of the University, prescribe conditions for the award of honorary degrees, and confer such honorary degrees, upon the recommendation of the faculty of the University, as it deems proper. (KRS 164.240)

(f) Make a full report to the General Assembly, within the first month of each even-numbered year regular session, of the condition and operation of the University since the date of the previous report, with such recommendations concerning the University as are deemed necessary. (KRS 164.250)

(g) Acquire additional lands or other property or material for the purpose of expanding its plant and extending its usefulness. When unable to contract with the owner of land or other property or material necessary for the purposes of the University, it may acquire the same by condemnation proceedings in the manner provided in KRS 416.010 to 416.080. (KRS 164.260)

(h) Dispose of real estate held by the Commonwealth for the use or benefit of the University or the Kentucky Agricultural Experiment Station as authorized in KRS 164.270 and KRS 45.360.

8. Order of Business

The order of business at meetings of the Board of Trustees normally is as follows:

- Call to Order
- Roll Call
- Reading and Approval of Minutes with Necessary Modifications
- Report of the President
- Consideration of President's Recommendations for Action
- Consideration of President's Discussion Items
- Reports of Committees
- Other Business

Adjournment

The most recent version of *Robert's Rules of Order* shall be observed in conducting the business of the Board of Trustees except as these may be modified by regulations adopted by the Board of Trustees.

B. Petitions to Address the Board of Trustees

The purpose of this section is to provide a standard process for members of the University community and the general public to address the Board of Trustees on matters relevant to the University. This process provides for reasonable access to the Board of Trustees, while also preserving the Board's orderly business operations.

The procedures established by this regulation do not supersede *Governing Regulations* or *Administrative Regulations* that specifically permit appeal to, or appearances before, the Board or a Board Committee.

1. Petitions

(a) An individual desiring to address the Board of Trustees shall submit a written petition to the Chair of the Board of Trustees through the Office of the President at least two (2) full business days prior to a scheduled meeting of the full Board. The petition shall describe the subject matter and the rationale for addressing the Board, and shall be submitted on the form (Petition to Address the Board of Trustees) attached as Appendix I to this regulation.

Petitions are available in the Office of the President, 101 Main Building, Lexington KY 40506-0032, or on-line at <http://www.uky.edu/Trustees/petition.htm>, and may be submitted in hardcopy or electronically. In order to be considered, any petition to address the Board of Trustees shall be submitted in accordance with this regulation and shall contain all required information. The Office of the President is responsible for forwarding to the Board Chair all petitions submitted in accordance with this regulation.

(b) The Chair, who may consult with the President, shall determine if the subject matter of the petition is relevant to a pending or future agenda item, or deemed essential information necessary for the Board to fulfill its statutory responsibilities. If the Chair determines that the subject is relevant or the information is essential, the Chair shall:

(i) approve the petition to address the Board and ask that the petitioner be so informed; or

(ii) refer the petition to an appropriate committee of the Board and ask that the petitioner be informed of the Committee's meeting time and location.

(c) The Committee to which a petition is referred shall review the merits of the petition to address the Board and shall take such action as it deems appropriate.

(d) The list of petitioners requesting to address the Board of Trustees, along with the disposition of each petition, shall be made available immediately prior to each Board meeting at the meeting location.

(e) The Chair of the Board of Trustees shall provide a report during the full Board meeting on the number of petitions to address the Board received, as well as the disposition of said petitions.

(f) Prior to acting on an item or issue, the full Board shall hear approved petitioners who are present and prepared to address the Board when called to appear.

(g) A record shall be kept indicating the petitioner's name, the subject matter, and action taken on each petition to address the Board.

2. Limitations

(a) The Chair of the Board of Trustees may establish reasonable and appropriate limitations on the number of petitioners who may address the Board at each meeting and the time permitted for each address.

(b) In the event of a substantial change to an action item, or the addition of an action item to the Board agenda, the Chair may, in his or her discretion, accept a petition(s) received outside the procedures and timelines established by this Governing Regulation.

(c) The Chair of a Committee may establish reasonable and appropriate limitations on the number of petitioners who may address or participate in a committee meeting and the time permitted for each address.

APPENDIX I

**Petition to Address the Board of Trustees
University of Kentucky**

Petitions to address the Board may be made by completing and submitting this form to the Office of the President no later than two (2) business days before the start of the meeting (e.g., for a Tuesday, 1:00 p.m. meeting, petitions must be received by Friday at 1:00 p.m.). To ensure the proper recognition of speakers, no change in the original presenter may be made, except possibly as determined by the Board Chair or a Board Committee. For a complete list of guidelines, see GR II, *Governance of the University of Kentucky*.

INFORMATION
(Please type or print.)

Contact Information (All fields must be completed)*

Name: _____ Telephone Number: _____
E-Mail: _____ Mailing Address: _____

***YOU MUST PROVIDE A TELEPHONE NUMBER AND EMAIL ADDRESS IN ORDER FOR YOUR REQUEST TO BE CONSIDERED.**

University Relationship

Relationship to the University (please check the most appropriate category):
 Student Faculty Staff Alumni Other (Please specify) _____
Name of Group (if applicable): _____

Topic

Topic on which you wish to speak: _____

Please indicate if you will speak pro con or neutrally on this topic.

Briefly summarize your proposed address to the board: (maximum 1000 characters)

Have you contacted any University units about this topic previously?

Yes No

If yes, list the units and the action taken by each office: (maximum 300 characters)

The University of Kentucky is committed to providing equal opportunity for participation in all programs, services, and activities. Accommodations for persons with disabilities may be requested by contacting the Office of the President within 24 hours of the meeting. Requests received after this date will be honored whenever possible.

Office of the President
100 Main Building
Lexington, KY 40506
Phone: (859) 257-1704 Fax: (859) 323-2414 E-mail: pway@email.uky.edu