

Minutes of the Meeting of the Board of Trustees of the University of Kentucky,  
Tuesday, March 5, 2002.

The Board of Trustees of the University of Kentucky met at 1:00 p.m. (Lexington time) on Tuesday, March 5, 2002 in the Board Room on the 18<sup>th</sup> Floor of Patterson Office Tower.

A. Meeting Opened

Mr. Billy Joe Miles, Chairperson, called the meeting to order at 1:00 p.m., and Mr. Tim Robinson gave the invocation.

B. Roll Call

The following members of the Board of Trustees answered the call of the roll: Mr. Paul W. Chellgren, Ms. Marianne Smith Edge, Mr. John "Jack" Guthrie, Dr. Loys Mather, Ms. Pamela May, Dr. Robert P. Meriwether, Mr. Billy Joe Miles (Chairman), Dr. Claire Pomeroy, Mr. Steven S. Reed, Mr. Tim Robinson, Mr. Frank Shoop, Ms. Marian Sims, Ms. Alice Sparks, Dr. Grady Stumbo, Ms. JoEtta Wickliffe, Mr. Billy Wilcoxson, Mr. Russ Williams, Ms. Elaine Wilson, and Ms. Barbara Young. Absent from the meeting was Dr. Elissa Plattner. The University administration was represented by President Lee T. Todd, Jr.; Acting Senior Vice President Jack C. Blanton; Senior Vice President and Chancellor of the Medical Center James W. Holsinger, Jr.; Acting Provost Michael Nietzel; Acting Vice President for Research James Boling, and Mr. Richard E. Plymale, General Counsel.

Members of the various news media were also in attendance. A quorum being present, the Chairperson declared the meeting officially open for the conduct of business at 1:03 p.m.

C. Consent Agenda

Mr. Miles entertained a motion to approve the following items on the Consent Agenda:

Approval of Minutes	
PR 2	Personnel Actions
AACR 1	Change in Name of an Educational Unit
AACR 2	Establishment of a Center for Structural Biology

On motion made by Mr. Shoop and seconded by Ms. Edge, the Consent Agenda was approved. (See PR 2, AACR 1 and AACR 2 at the end of the Minutes.)

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

President Todd reported that he had been officially inaugurated since the last meeting. He thanked the inauguration committee and said they had a dinner the evening before the Board meeting for JoEtta Wickliffe, past member of the Board Dan Reedy, T. Lynn Williamson and the Inauguration Committee who really made an effort to have the inauguration with quality, in a short time to get it done. He informed the Board that it was the event of his lifetime. He thanked his wife, Patsy, for making sure he agreed to have the inauguration because she was determined to have it. He said that he had learned that when his wife is determined to do something, it generally happens.

President Todd said he would give a report on the review done by the Athletic Review Committee at the end of the meeting under Other Business. He announced that the Board meeting would adjourn following the Athletic Review Committee report, and there would be a short break with a press conference immediately following the break.

President Todd encouraged the Board to read PR 1 because it contains a lot of great information. He called attention to the following items in PR 1:

The Mayor of Lexington is putting up \$100K and the University of Kentucky is putting up \$100K to enter into a joint venture to develop a "College-Town Concept" for an area of the city bordering the UK campus. Ayers/Saint/Gross Architects and Planners, who are the master planners, will develop the plan.

He reported that a press conference was recently held to announce the University's leasing of two stories in the former Kentucky Utilities building on Vine Street to expand educational services tailored to downtown Lexington clientele. Lexington Community College, the College of Social Work, and the University's interdisciplinary health institute will be utilizing space in the building. This action shows the University's commitment to downtown Lexington.

The University of Kentucky has been selected as one of only five Research I universities in the nation entitled to award Beckman Foundation undergraduate research scholarships totaling \$105,000 over the next three years to six students. President Todd said that he had mentioned this earlier in his inaugural address. This puts the University of Kentucky in company with Duke, Boston University, University of Washington, and UCLA.

The UK Alumni Association bestowed its coveted "Great Teacher Awards" on six instructors at a luncheon ceremony in mid-February.

Former Indonesian Finance Minister Bambang Sudibyo, along with an Indonesian banker, the chairman of a leading accounting firm and a major eastern Kentucky banker, were inducted into UK's Gatton College of Business and Economics Alumni Hall of Fame in mid-February.

Four alumni of the UK School of Music were inducted into the Carl A. Lampert Music Hall of Fame in late February.

The UK College of Human Environmental Sciences (HES) inducted three people into its Hall of Fame in late February as part of its HES Week celebration. President Todd said one of his goals is to have all of the Hall of Fames on the same day and bring back to campus a wealth of alumni who would be speakers. This would be another way of creating a tradition that would show people what the University of Kentucky has accomplished.

Fujio Cho, president of Toyota Motor Corporation, received an honorary Doctor of Engineering degree from the University of Kentucky in late January.

Sonja Feist-Price, an associate professor in the College of Education's Department of Special Education, has been named 2001 "Researcher of the Year" by the National Council on Rehabilitation Education.

The University's Capital Campaign moves forward. It has raised nearly \$455 million. President Todd reminded the Board that anything they can do to help ensure that the University gets another round of "Bucks for Brains" is crucial to completing the \$600 million goal. He said that he and Dr. John Shumaker, President of the University of Louisville, would be reporting to the Senate Appropriations and Revenue Committee on Thursday morning to give them answers to any questions they might have. He said he appreciated Terry Mobley and his team, and the fact that they have raised \$455 million. He said he is eager to close out the \$600 million Capital Campaign and start a new one.

Winston Ho, professor in Chemical and Materials Engineering in the College of Engineering, has been elected to the National Academy of Engineering. President Todd said this is one of the measures of Top 20 universities. He reported that there have only been four in the history of the institution, and he believes the previous members are retired. The University needs more of these honors. It is certainly an honor for Professor Ho and an honor for the University.

More than \$10,000 has been raised for the Pediatric Aids Foundation at the annual UK Dance Marathon, an event sponsored by the Panhellenic Association, the Interfraternity Council, Student Government and the Student Activities Board.

President Todd reported that his wife, Patsy, was a judge at the Greek Sing and noted that Marian Sims was there, too. It was a nice event, and it was for the Make a Wish Foundation. They raised at least \$16,000, if not more.

President Todd called attention to the other significant activities for faculty, students and staff in his report and asked the members of the Board to take time to read them and congratulate those people when they see them on campus.

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

President Todd called on Provost Mike Nietzel to introduce a special guest.

Dr. Nietzel thanked President Todd and Chairman Miles. He said it was his privilege to be able to summarize very briefly the credentials of the candidate, Dr. James G. Cibulka, who is being recommended to become the next Dean of the College of Education.

Dr. Nietzel explained the search process. He said the search for the Dean of the College of Education began last spring when Dr. Shirley Raines announced her resignation to accept the position of President at the University of Memphis. The search committee was put in place, and the search began in July, 2001. It was a national search.

He reported that he was very pleased with the leadership of Deneese Jones and Howard Grotch as chairs of that committee and also pleased with the many members of the committee who served. The committee recommended the top candidate, and that was Dr. James G. Cibulka. Dr. Cibulka was brought to campus for an interview in November where he had an opportunity to meet with the College of Education students and faculty, and with deans and other administrators at the University. Dr. Cibulka was asked to return for a second visit and met with individuals on campus.

Dr. Nietzel reported that he received a great deal of support from the College and other administrators that Dr. Cibulka join the University of Kentucky as Dean of the College of Education. That certainly was confirmed by Dr. Cibulka's national reputation and recommendation from external referees that were received.

Dr. Nietzel briefly reviewed some features of Dr. Cibulka's academic career. Dr. Cibulka was educated as an undergraduate at Harvard and then received his Ph.D. from the University of Chicago. He has served at some very fine universities in a variety of faculty and administrative positions. He was the founder and first chair of the Department of Community Education at the University of Wisconsin in Milwaukee. At the University of Maryland, he was Chair of the Department of Educational Policy and Planning and then became the Associate Dean of the College of Education at the University of Maryland. Dr. Cibulka has also earned a wonderful reputation as a scholar. He is the author or editor of eight books. So, his trajectory in terms of scholarly activity is still ascending. He is a consultant and expert witness nationally on a number of very important matters in the field of education, including desegregation and public financing of education. He has had a very wonderful record of extramural support for his scholarship as well as on behalf of developments in the College of Education at Maryland and on behalf of public education in the State of Maryland.

Dr. Nietzel said he was pleased with Dr. Cibulka's decision to join the University of Kentucky. In his opinion, Dr. Cibulka can be a terrific Dean for this College. It is a vital area obviously for the University both in terms of degree programs and research

agenda but also for the contributions this College must make to the State of Kentucky and the local community.

Dr. Nietzel thanked Dr. Ed Sagan, who served as an excellent interim dean during this period. He said it has been a pleasure for him and all the other deans to work with Dr. Sagan. Dr. Sagan was asked to stand and be recognized, following which he received a round of applause. Dr. Nietzel said he was pleased to see so many faculty members from the College of Education, as well as others, as observers of the meeting.

Mr. Miles asked for a motion of approval for PR 3. Ms. Sims made the motion. Her motion, seconded by Mr. Chellgren, carried.

Dr. Nietzel introduced Dr. Cibulka and asked him to say a few words about joining the University. Dr. Nietzel said that he had suggested to President Todd that he begin a tradition of having new deans address the Board at the point where they are confirmed. It is a lovely opportunity for them to be introduced to the campus and to hear some of the ideas they have about academic leadership at the University. He asked everyone to join him in welcoming Dean James Cibulka. Dr. Cibulka received a round of applause.

Dr. Cibulka thanked President Todd, Provost Nietzel, distinguished members of the Board of Trustees, and others. He said Kentucky is the ideal place to assume the important leadership role of dean and gave the following comments.

First of all, the fact that Kentucky has announced its aspiration to become one of the Top 20 public universities in the nation is a very important signal of its intent and seriousness. With regard to excellence in working toward this goal in the College of Education, he said he thinks there are many fine programs and excellent faculty. So, the foundation is there upon which to build. The College will have to be strategic in the way in which it builds on those strengths, and that is part of his responsibility as the dean in working with the College.

Dr. Cibulka said he would be working with the faculty to expand the amount of external funding that the College receives, which is one of the hallmarks of a top ranked college of education. The College has the strengths of the faculty, and it is a matter of organizing the resources and efforts toward that end. He said he looked forward to working with the College and the campus administration with that important national agenda.

Secondly, he said he was really delighted that President Todd announced a commitment to the higher purpose needs of Kentucky and will be addressing those needs. The improvement of K-12 education is absolutely essential to the future of the Commonwealth. The state made a commitment to education reform over a decade ago, and the nation has been watching this effort and the perseverance of the state. Now that the agenda has been in place for over a decade, it is important to consolidate its gains and work with the Commonwealth in strengthening that commitment. That is the role of the

College of Education. One of the very important challenges in turning around the public school system is to close the achievement gap. President Todd has made it very clear that this is a top priority in his administration at the University of Kentucky.

Certainly, the College of Education wants to work closely with the campus, with the community, and with the Commonwealth. He said that he thinks that a Research I institution which has a land grant mission, as is the case in Kentucky, has a very special obligation to serve the needs of the State. That distinguishes it from some other universities that only have a Research I mission. He said that he is very committed to trying to serve the needs of the State. The College of Education has a long and significant record in serving both the local community and the broader needs of the State. He said the needs and expectations which society has for colleges of education are greater than ever before; therefore, he will be working with the faculty to determine how they can most effectively serve the needs of the State and try to make headway on important educational challenges like the minority achievement gap. He said he shared President Todd's view that national excellence and responsiveness to the State are very compatible with one another and not necessarily in competition. His entire career has been directed toward trying to reconcile and make compatible those two great goals, national excellence as well as responsiveness to local and state needs.

Thirdly, he said he wants to emphasize that the education reform agenda that the Commonwealth has is so challenging and so complex that it requires, in his view, the full resources of the University and the community. The College of Education, of course, is a very major player and perhaps, the major player at the University level in addressing this; however, the College cannot do it alone. He said his administration will emphasize a collaborative approach to addressing these needs, and the College will try to reach out to other units on campus as well as to the broader community. He said he believes that is the only way the University can really make headway in dealing with these problems.

Finally, he said he would have to admit that one thing that gave him cause for reservation about coming to Kentucky is that he will be leaving the Maryland basketball team just at the top of its game. The consolation is that Kentucky has a great team as well. He said he is looking forward to the first game where he will have a new loyalty in that regard.

In closing, he said that he thinks these are very exciting years for the University of Kentucky and the College of Education. He thinks the College is going to achieve a lot working together, and it is really a privilege for him to join everyone in that effort. He thanked everyone and said that he looks forward to meeting and working with many of those present in the months and years ahead. Dr. Cibulka received a round of applause.

F. Assistant Dean of Admissions and Student Affairs Emeritus be Conferred Posthumously upon Daniel C. Seaver (PR 4)

President Todd said it gives him pleasure to employ the title emeritus staff. The only regret in this case is that it is posthumously to Daniel Seaver. He recommended that Mr. Seaver be named Assistant Dean of Admission and Student Affairs Emeritus in recognition of his long service and dedication to the University and its students for more than 29 years. Dan Seaver served the University in Admissions and Student Affairs, the College of Allied Health, and the College of Dentistry. Unfortunately, he passed away on February 1<sup>st</sup>, just over a month ago.

Mr. Seaver is survived by his wife, Cindy Weaver, who works part-time in the public school system. His daughter, Nancy, is 23 years old and pursuing a masters degree in higher education at UK. Nancy received her undergraduate degree at Centre College. His twin sons James and Robert are 20 years old and both pursuing undergraduate degrees at UK. James was accepted into the Gaines Program the day before the Board meeting.

Dan was nominated for this honor by numerous colleagues and at the request of many student organizations. He was an outstanding advocate for students and touched the lives of many. He will be sorely missed.

President Todd asked the members of the family to step forward. He presented them with a framed certificate for this recognition. The family received a round of applause.

G. Honorary Degree Recipients (PR 5)

President Todd said he was extremely pleased to announce the recipients of the honorary degrees who will be recognized at the Commencement on May 5<sup>th</sup>. He gave remarks about the following recipients:

Wimberly C. Royster

Wimberly Royster came to the University of Kentucky as a graduate student in 1946. At the time of his retirement, he was the university's first Vice President for Research and Graduate Studies.

Dr. Royster was a leader on campus for over 50 years. He chaired the Mathematics Department in 1963, then became Director of the School of Mathematical Sciences, then Dean of the College of Sciences, followed by the Dean of the Graduate School and Vice Chancellor for Research. Under his leadership, the Mathematics Department was awarded major funding from the National Science Foundation in 1968 and that provided the impetus for one of the institution's most distinguished research and graduate education programs which continues with that reputation to this day.

On a national level, Dr. Royster was President of the Conference of Southern Graduate Schools, President of the Council of Graduate Schools in the United States and Canada and served on numerous other boards.

Even after he retired, Dr. Royster worked for a couple of years on ASTeCC. He was the key person in getting the ASTeCC building on campus, working closely with Senator Wendell Ford and Dr. Charles Wethington. He was very instrumental in bringing that about.

Since his retirement, and everyone knows that he has not truly retired, he went to work for the Kentucky Science and Technology Council, an operation co-founded by President Todd. There, Dr. Royster oversaw the EPSCoR program that has probably brought over \$100 million to the state for research for young professors. In addition to that, is his idea to find a new way to cause systemic change in Appalachia for math and science. He wrote a proposal to the National Science Foundation, and Kentucky is now the headquarters for a project called ARSI, Appalachian Regional Systemic Initiative, which oversees about 13 states. Dr. Royster, who is a gentleman and has boundless energy, has overseen that.

In view of his personal attributes and his professional accomplishments, his service to the University, the Commonwealth and the nation, Wimberly Royster is recommended as a recipient of the 2002 Honorary Doctor of Science Degree.

#### Stanford T. Roach

Sanford T. Roach, also known as Coach Roach, has made major contributions to society in the areas of athletics, education, and public service. He was the original Dunbar High School coach in Lexington where he taught science and coached basketball for 24 years. He later served as assistant principal at Lexington Junior High School.

He was salutatorian of his high school class. He received his bachelor's degree from Kentucky State College and his master's degree from the University of Kentucky, where he was one of the very early African-Americans to graduate from this institution.

At Dunbar, he amassed a record of 512 wins to 142 losses for a lifetime coaching record of 610 wins and 166 losses, a phenomenal record.

He is also a leader in the community and in his church. A long-time member of the St. Paul African Methodist Episcopal Church, he is a church steward, former trustee, class leader, and choir member.

His work with children has benefited many young people in the community, where he served on the board of Boy Scouts of America and Big Brothers/Big Sisters.

He has been awarded an honorary doctorate degree from Kentucky State University and inducted into the Kentucky High School Athletic Association Dawahare's Hall of Fame, and the Kentucky Athletic Hall of Fame, and that is just to name a few. The new Dunbar High School gymnasium has been dedicated the S. T. Roach Sports Center, where the



S. T. Roach Basketball Classic occurs annually.

For his distinguished record of service to the community, to athletics, and to the University of Kentucky, Sanford T. Roach is recommended as the recipient of the 2002 Honorary Doctor of Humanities degree from the University of Kentucky

Sister Rosemary Howarth

Sister Rosemary Howarth is the General Superior of the School Sisters of Notre Dame and has served as the international leader of the sisters since 1998. In this capacity she oversees 4,000 sisters working in 33 countries. Recipients of the University of Kentucky's honorary degrees are required to attend a special ceremony, and Sister Howarth is coming from Rome to receive this degree on behalf of all the Sisters of Notre Dame.

Sister Rosemary's work has had a direct impact on the University of Kentucky through her involvement with the "Nun Study," in which 2,500 sisters have undergone extensive examination and review, as well as a commitment at their death to donate their brains to the Sanders-Brown Center on Aging. The sister's involvement in this study has resulted in significant advances and discoveries in the areas of Alzheimer's disease as well as other neurological problems. The Nun Study has received national and international acclaim and has brought great credit to University of Kentucky and its research programs.

Sister Rosemary has been heavily involved throughout her time with the School Sisters of Notre Dame and with the poorest of the people in an effort to bring physical and spiritual relief to their lives.

On the basis of her leadership of a humanitarian organization that serves the poor across the world, as well as her efforts to provide understanding of one of the most debilitating diseases of the modern world, Sister Rosemary is recommended as a recipient of the 2002 Honorary Doctor of Letters degree.

On motion made by Elaine Wilson, seconded by Mr. Guthrie and carried, PR 5 was approved.

H. Investment Committee Report

Mr. Miles said that he was changing the order of the agenda and called upon Mr. Wilcoxson for the Investment Committee.

Mr. Wilcoxson, Chairperson of the Investment Committee, reported that the endowment investment assets had a market value on December 31, 2001 of \$442 million, compared to \$432 million for June 30, 2001, for an increase of \$10 million. Overall, the endowment posted an average return of minus 1.3% for the year ended December 31, 2001, compared to minus 3.3% for a blended market index of allocated assets and an out

performance of 200 basis points over the capital market indexes. The Committee has preliminary data from Cambridge Associates, who is the consultant to the Investment Committee, that indicate that the University of Kentucky endowment performance was favorable when compared to the college and university endowment median return for the same period which was 2.3% or 100 basis points. He said he hoped the market kept going up and asked for any questions.

Mr. Shoop made a motion to accept the Investment Committee report. His motion, seconded by Mr. Reed, carried.

I. Academic Affairs Committee Report

Ms. Alice Sparks, Chairperson of the Academic Affairs Committee, reported that the Committee had two very good reports from The Futures Committee and The Top 20 Task Force. Unfortunately, there was not enough time to complete The Top 20 Task Force report. When their report is finished, they will be allowed time to report to the full Board. The Top 20 Task Force is working very hard and very diligently, and it is really good.

J. Finance Committee Report

Mr. Chellgren, Chairperson of the Finance Committee, reported that the Committee met that morning and had a comparatively light agenda. The Committee, as always, constructively used its time.

He said the first thing the Finance Committee dealt with was a report from the Audit Subcommittee of the Finance Committee, and he gave that report. The Audit Subcommittee met that morning with the external auditors of the University, who are Deloitte and Touche. The Subcommittee reviewed the scope of the audit services for the current fiscal year. The scope of the audit services is just under 3700 audit hours. This will result in audits of the University, itself, and about 10 of the affiliated organizations, including the various foundations, the Athletics Department, and the Research Foundation and will also include audits of the hospital, Kentucky Healthcare Enterprises, the Credit Union, estimated bond arbitrage liability for our housing and dining bonds, and the like.

The Audit Subcommittee also made reference to the fact that this year the Financial Statements are going to be significantly different than in previous years as the University implements the Government Accounting Standards Board (GASB) Number 35, which means the University does account for accumulated depreciation on its property, plant and equipment. That will result in a reduction of University net worth of something over \$600 million, an annual charge to the income statement of over \$60 million for a non-cash charge for depreciation expense. So, the Financial Statements this coming fall will be quite different than in previous years.

The other item the Audit Subcommittee dealt with was a review of the audit approach and risk areas, indication of areas of special audits significance that the auditors will be focusing on including cash, investments, property, plant equipment, self insurance reserves, and some other items. This was part of the regular scheduled Audit Subcommittee meeting.

K. Report of Leases (FCR 1)

Following the Audit Subcommittee report, the Finance Committee moved into its normal agenda. Mr. Chellgren stated that FCR 1 is a Report of Leases. There are two new leases to report since the last meeting of the Finance Committee. These are modest leases, one for 420 square feet and the other for a little over 1100 square feet of office space. He said the specifics of the leases are described in FCR 1 and moved the adoption of FCR 1. Ms. Wilson seconded his motion, and it passed. (See FCR 1 at the end of the Minutes.)

L. Authorization to Lease 1.76 Acres on College Way to American Cancer Society (FCR 2)

Mr. Chellgren said that FCR 2 is an unusual item. It is to negotiate and execute a lease for 1.76 acres on south campus to the Mid-South Division of the American Cancer Society to build a physical facility by the name of "Hope Lodge" for housing of cancer patients who are having treatments. The University would then enter into a 15-year lease for the sum of \$1 a year with renewal options. He asked Drs. Blanton and Holsinger to mention a few facts about this somewhat unusual item.

Dr. Blanton said that Dr. Holsinger will outline the benefits that will accrue to the University, and Mr. Warren Denny, University Architect, will give the Board some idea of the plan.

Dr. Holsinger said it is a real pleasure for him to present to the Board a variety of benefits that accrue to the Medical Center and to the community at large by having a "Hope Lodge." This partnership with the American Cancer Society provides benefits such as free accommodations to cancer patients and their caregivers when they are referred by their physician. It will also provide free transportation to local locations where they are being treated and the interesting and best part of it is that it will serve all the Lexington hospitals and all the physicians who treat cancer patients in the community.

He said that it is interesting to remember that Lexington has 37,000 qualifying cancer treatment days per year for use of a "Hope Lodge." He noted that 27,000 of those who are at the number 19<sup>th</sup> ranked cancer treatment center in the United States, namely the University's Markey Cancer Center, will obviously have a tremendous use of this facility, particularly since it will be on campus. A "Hope Lodge" is essential for families of adult patients just as the Ronald McDonald House is essential for the families of children that come to UK's Children's Hospital. It is a real plus to UK and with it also

comes the fact of having the caregivers as well as patients. When they are outside the hospital and are able to be together in one location, it provides that much needed support group system that makes such a difference in the lives of people that have cancer and also in the lives of their caregivers. He said it is a pleasure for him to have Warren Denny, the University Architect, give some of the particulars about where it will be located.

Mr. Denny gave a PowerPoint presentation about the location of the facility and information about the space. He provided a view of the preliminary design of the facility and information about the schedule and budget for the project. He noted that there are going to be 65 new parking spaces to support the facility, 15 located in the front of the office area that also serves visitors who come for special kinds of support services. He pointed out that some existing trees would be preserved, and the site will be fully landscaped with new trees as well as existing trees. Another feature is the proposed access road will also serve the K Association that is in need of an access road for catering. So, the University gets some synergy here as a part of this site development.

Mr. Denny showed the Lodge portion of the building which is a three level structure consisting of 23,340 gross square feet. The ground floor has a manager's unit, a bedroom and living space for that person. It is a 24/7 operation, and it will always have someone there.

It is a three level structure. The top two levels will be 32 suites with living units. That equates to 11,688 nights of free housing. You can compare that to Dr. Holsinger's comments on the need. It is anticipated that this facility will be utilized almost immediately. On the ground floor, the entrance faces out towards the parking lot. You enter the building from the major parking lot. There is a living area and dining facilities for the people who stay here and a library.

He showed a floor plan of the office building which is a one story structure consisting of 5000 square feet. The management for the facility will occupy the office building. The facility also provides conference and meeting space and areas to provide services for patients dealing with prosthetics, fitting of wigs, and those kinds of non-surgical type services that are needed.

In conclusion, Mr. Denny provided a view of a preliminary rendering of the facility, a one-story office building and a three-story lodge. He pointed out the scale of the buildings and said they are nearby the Montclair subdivision that consists of low one and two story houses much like the residences in the area. The building uses the site rather effectively to deal with its mass by placing it on the grade. It is a brick building, which is what you might normally expect to find in Lexington residential areas, and has fiberglass shingle roofs. The residential construction project is scheduled for completion in December of 2003, and the total project costs, including the soft costs, are just under \$4 million.

Mr. Chellgren thanked Mr. Denny and introduced Mike Calhoun, project director for Hope Lodge's Mid South Division, and Bill Robbins, local Board member, in the

audience, following which they received a round of applause. Mr. Chellgren said that these individuals have been the catalysts to this project and moving it forward. He moved the Board's acceptance of FCR 2. Mr. Reed seconded the motion, and it passed. (See FCR 2 at the end of the Minutes.)

M. Disposition of Personal Property (FCR 3)

Mr. Chellgren said that FCR 3 is a normal business effort. Dr. David Gater, Assistant Professor in Physical Medicine and Rehabilitation, is leaving to go to the University of Michigan. Dr. Gater has requested that a particular piece of property called a prototype Wheelchair Aerobic Fitness Trainer that he has been using in his research go with him to the University of Michigan. Mr. Chellgren reported that the sale price of \$23,335 has been negotiated, and the University has no need for the property. He moved approval of FCR 3. His motion, seconded by Ms. Edge, carried. (See FCR 3 at the end of the Minutes.)

N. International Education Quasi Endowment (FCR 4)

Mr. Chellgren said that FCR 4 is the reclassification of an existing account to a quasi endowment. This is a reclassification of an account that has a current market value of \$90,000. It is going to be designated as a quasi endowment for continued support of a student scholarship program for students studying abroad. He moved the acceptance of FCR 4. Ms. Sparks seconded his motion, and it passed. (See FCR 4 at the end of the Minutes.)

O. Gifts and Pledges (FCR 5-15)

Mr. Chellgren said FCR 5 through 15, inclusively, are gifts, or relate to prior gifts, and pledges that the Board has accepted. These items will be voted on as a group. He reviewed FCR 5-15.

FCR 5 - approval for redesignating the UK Committee for Urologic Progress Endowment for Urologic Research in the College of Medicine to the UK Committee for Urologic Progress Professorship in Urology.

FCR 6 - acceptance of a gift of \$100,000 from ProfiGen, Inc., of Greenwich, Connecticut to support the research of Professor Glenn B. Collins in the College of Agriculture's Department of Agronomy.

FCR 7 - acceptance of a gift of \$60,000 and a pledge of \$240,000 from Arthur E. Walker, Jr. of Mount Sterling, Kentucky to create and endow the Arthur E. Walker, Jr. Endowed Basketball Scholarship in the Department of Athletics.

FCR 8 - acceptance of a gift of \$10,000 and a pledge of an additional \$140,000 for a total of \$150,000 from Frank and Tress Nichols of Jacksonville, Florida to

create and endow the Frank and Tress Nichols Academic Enrichment Fund in the Department of Athletics.

FCR 9 - acceptance of gifts and pledges totaling \$50,000 to create and endow the Robert E. McNiel Endowed Research Fund in the Department of Horticulture in the College of Agriculture. The \$50,000 is eligible for matching funds from the state's Research Challenge Trust Fund.

FCR 10 - acceptance of a gift of \$50,310 and a pledge of \$199,690 for a total of \$250,000 from Kenneth H and Susan W. Beard of Oak Brook, Illinois to create and endow the Kenneth H. and Susan W. Beard Graduate Fellowship in the College of Engineering.

FCR 11 - acceptance of a gift of \$10,000 and a pledge of \$40,000 from Alice Sparks, a fellow trustee, from Crestview Hills, Kentucky to create and endow the David B. Stevens, M.D. Professorship in Orthopedic Surgery in the College of Medicine. Mr. Chellgren asked Ms. Sparks for comments.

Ms. Sparks said that she appreciated the University, and she assumed the Board would accept the gift because it does give her a lot of personal pleasure to be able to recognize and honor her brother in this manner for his contributions to the community, to the University, but probably most of all his being a pillar of strength to her and their family for many years. It does give her a lot of pleasure to do this and to publicly recognize her brother for all he has done for all of them and also to thank the College of Engineering for the education they gave her husband to enable him to be so successful and enable her, in turn, to make the gift. She introduced her brother, David, and his wife of almost 50 years, Sally, and her good friend and asked that her brother be recognized. He was given a round of applause. She asked her brother for any comments he would like to make.

Dr. Stevens thanked his sister, Ms. Sparks, and said it was very generous of her. He said he was very grateful to her for this honor and recognition and also very grateful to the University of Kentucky for allowing him to be on its faculty for many years: to practice medicine, and to participate in the educational process. It is a wonderful opportunity for somebody who started out in Kentucky to end up here today. It is wonderful. He said he considered himself a very lucky person, particularly the genes that Alice's mother and father passed on to him. They seem to have worked out well so far. He is also very grateful that they saved the most important ones for Alice. He concluded by saying that an honor like this is like attending your own funeral, but at least he is alive and knows it is here. He thanked Alice and the University and was given another round of applause.

FCR 12 - acceptance of a gift of \$10,000 and a pledge of \$40,000 from Nicholas S. Hellmann of San Carlos, California to create and endow the Hellmann Family Fund in the Department of Internal Medicine in the College of Medicine.

FCR 13 - acceptance of a gift of \$100,000 from the Charlotte R. Schmidlapp Trust of Cincinnati, Ohio, and the McDowell Cancer Foundation of Lexington, Kentucky to create and endow the Charlotte R. Schmidlapp Fellowship in Gynecologic Oncology in the College of Medicine. This gift is eligible for matching funds from the Research Challenge Trust Fund.

FCR 14 - acceptance of a gift of \$120,000 from Wyeth-Ayerst Pharmaceuticals, Inc. of Philadelphia, Pennsylvania to support the College of Pharmacy education outreach programs. This gift does not qualify for match.

FCR 15 - acceptance of a pledge of \$300,000 payable at the rate of \$100,000 per year over 3 years from the Kentucky Housing Corporation to establish and endow the Affordable Housing Research Fund in the College of Agriculture. This pledge is eligible for matching funds from the Research Challenge Trust Fund.

Mr. Chellgren stated that with the Board's anticipated acceptance of these gifts and pledges, there is approximately \$91,000 left from the principal of the most recent Research Challenge Trust Fund and approximately \$2.2 million from accumulated interest. There only remains approximately \$2.3 million left from the program that was passed a couple of years ago. As President Todd made reference earlier, we are hopeful that the "Bucks for Brains" or more accurately this year's "Bonds for Brains" program is reauthorized. It is terribly important for the institution's drive for excellence and superior performance.

Mr. Chellgren moved the acceptance of FCR 5 through 15, inclusively. Ms. Wilson seconded the motion, and it carried. (See FCR 5 through 15 at the end of the Minutes.)

P. Insurance Settlement

Mr. Chellgren reported that an insurance settlement has been reached on the Administration Building. A payment has been made of approximately \$9.8 million. Approximately \$2.0 million has been spent and committed for work that has taken place and is under way which will leave approximately \$7.8 million remaining to reconstruct the Administration Building. Although no firm estimates are yet available, it does seem clear that there will be a gap of some millions of dollars between \$7.8 million and the anticipated total cost to reconstruct the building in the way that is going to be recommended. Mr. Chellgren said he wanted to mention this for the record.

Q. Ad Hoc Committee on Board Structure Report

Dr. Mather reminded the Board that Chairman Miles reappointed the Ad Hoc Committee on Board Structure a few months ago, giving them the charge to review again the Board structure and the charges of the Board committees. He also asked them to look at the organization of the affiliated boards and entities within the University.

Dr. Mather said the first part of the Committee's charge is a relatively simple task. He said he anticipated that the Committee would bring some minor recommendations to the Board in terms of the other part of their charge probably by the May meeting.

He said they also thought that it would not be a terribly laborious task, thinking they were only looking at about a dozen corporations; however, the list is now about 48 or 50. He thanked the staff for the tremendous support they have given to the Committee. The Committee has reviewed the charges, the responsibilities, and the consistency of organization across these various organizations and will be bringing some recommendations for the administration. He said he anticipated bringing that to the Board at the end of April.

R. University Relations Committee Report

Mr. Guthrie, Chairperson of the University Relations Committee, mentioned that the University Relations Committee did not meet; however, the Board was given a copy of their biographical information that will be placed on the website. He said he wanted to give each Board member one last chance to look at it and make sure everything is correct or make changes. He asked that any changes be submitted to him within a week. He said he would forward any changes to Mary Margaret Colliver in Public Relations. The photos previously taken and the bios will be put on a Board of Trustees website.

S. Resolution for President John Shumaker, University of Louisville

Mr. Williams said that the Board's friend and colleague President John Shumaker at the University of Louisville has accepted the position of President of the University of Tennessee. He presented the following resolution in honor of Dr. Shumaker:

WHEREAS, John Shumaker has faithfully and successfully served the Commonwealth and the University of Louisville as its President, and

WHEREAS, the relationship between the University of Kentucky and the University of Louisville has evolved into one of mutual support and respect, and

WHEREAS, John Shumaker has accepted the position of President of the University of Tennessee system,

BE IT THEREFORE RESOLVED, that the University of Kentucky Board of Trustees expresses its mixed feelings of gratitude, disappointment and joy about Dr. Shumaker's new position, and that the University of Kentucky Board of Trustees pledges to continue the spirit of cooperation with the University of Louisville through their transition as they select a new president and beyond.

Mr. Williams moved the acceptance of the Resolution. Mr. Guthrie seconded the motion, and it passed.



T. Athletic Review Committee Report

President Todd expressed appreciation to the Athletic Review Committee that was led by Professor Bob Lawson. Others on the Committee were: Ms. Sparks, a member of the Board, Chris Frost, College of Law Professor, Art Gallaher, retired Chancellor of the University of Kentucky, and Henry Clay Owen, Treasurer and Controller for the University. He said the Committee put in a lot of work, and he certainly appreciated what they did.

President Todd noted that he delayed this item to the end of the meeting because he did not want to distract from the positive things that have been done at the University. He apologized for those that may get overshadowed by this athletic review, but he wanted to make this presentation to the Board of Trustees at this point in time. He said he would take questions from the Board and the press following his presentation.

President Todd reported that when he assembled the Athletic Review Committee and started the process about four weeks ago he was not sure what might be found, if anything, but he was certain that he did not want to condone or overlook the type of activities and behavior that has led to a recurrence each decade of investigation by the National Collegiate Athletic Association (NCAA). He said he was certain he was already tired of the rumors and accusations about how the Athletics Department was being run. He was certain that he wanted to know the facts and to have a much clearer understanding of how the Athletics Department operated. He said he was certain he was not comfortable with the direction and isolation of the program. He wanted to take this approach to change the culture of the Department so the University could start the tradition of not reappearing before the NCAA each decade.

President Todd said he realized in the four weeks they would not discover everything good or bad about the Athletics Department, but he now knows a lot more than he did four weeks ago. He said he now knows enough to go ahead and begin making some changes and taking some actions based on the review team's recommendations. It is very important for him to point out and for the Board to recognize that the employees of the Athletics Department are very talented and dedicated individuals who want the program to succeed and work very hard to make it succeed.

He said he was going to spend very little time talking about the transgressions of individuals or the inappropriate practices of the Department. He sees no value in that other than identifying those weaknesses and creating the countermeasures to make sure that they do not reoccur.

President Todd said the review team's report is really about solutions and not problems. He said he worked closely with the team during their review process, and he concurred with their recommendations. He pointed out that he would make a few modifications and additions as he went through the presentation. He said this was not an enjoyable or enviable task. He reiterated his appreciation to the review team for their

diligence and commitment and the approach that they took in this process. He then reviewed some of the recommendations and gave an outline of the positions that he was taking on each of these.

He reported that the first recommendation of the review team is the reorganization of the Athletic Association Board of Directors. It should be reduced in size and converted into a real and governing body over the athletics program.

There are three elements in this recommendation, and one is to appoint a Budget Committee of the Board, with the University's Controller and Treasurer as an ex-officio voting member of that committee, use that Committee to prepare detailed budgets for the Athletics Department, make sure and monitor those budgets as they are implemented, and help oversee the expenditures.

The second element is to appoint a Ticket Committee to the Athletic Board and give them the responsibility for developing sound practices concerning the distribution of tickets for basketball and football. This new committee will replace the existing committee that has been in place that really has no authority and essentially has been nonfunctional. In addition, this Ticket Committee will have the responsibility for monitoring the use of such tickets in accordance with such policies and practices. The Committee will also require that the Department Ticket Manager report to them on an as needed and as requested basis.

The element of the Board's reorganization requires that all Athletics Department contracts regular or consulting contracts and any significant modifications thereof be submitted to the Athletic Board for their approval and recommended to the University's Board of Trustees as appropriate. Lack of oversight and the absence of good checks and balances are major weaknesses that were found in the Department. He said he believes that having a strong Board with appropriate authority is a very solid first step. He said he would begin immediately to determine exactly the best way to put that structure in place. He will call a meeting of the existing Athletic Board probably after the NCAA tournament, and he will begin that process.

The second area of concern on behalf of the review team was ticket allocation and controls. While a strong demand for football and basketball tickets drives much of the success in the administration of the athletic programs, it is also the root cause of many of the problems. He said he has every intention of strengthening demand for those tickets. The fans do not deserve anything less. He said he believed it could be done with the overall enhancement of the University of Kentucky in mind, going back to his comment during his inauguration that this is "One University."

While many of the recent activities and practices of the Athletics Department have been innovative, some of them lend themselves to questionable practices. It is time to move beyond reproach and even the perception that questionable deals are involved. The review team's recommendation on ticket allocation control includes the following: termination of the tickets for cars program as it presently exists. Existing contracts will

certainly be honored, and the University will work with these auto dealers involved to maintain their support for the University. He said he had talked to many of them, and this has been going on for quite sometime. The auto dealers think they are only trying to help the institution. Clearly, this activity does not violate the scalping law since the Athletics Department authorizes it. But, the independence of how each contract is constituted presents some opportunity for misuse and certainly the perception of misuse. Perceptions have been really weighing down the Department and weighing down a lot of his time. It is important to note that the auto dealers involved in this leasing program are loyal supporters of UK athletics and are involved because they want to help the University. They have offered to help in any way the University administration suggests.

President Todd said that he recognizes that there is a need for some of the coaches and staff to have transportation for the administration of their duties. He, along with the Athletics Director, will evaluate those needs and determine the best way to provide appropriate transportation to those individuals. He said he also intends to have the University Human Resources Department review the compensation of all staff to ensure that the Athletics Department salaries are in line with comparable positions in the rest of the University, in the market place, and among the university's benchmarks.

The review team recommends the allotment of basketball tickets under the control of the Athletics Director be reduced to 8 from a number that presently exceeds 165 and in the past has exceeded 220. This obviously takes more control out of the hands of the Athletics Director and places it in the management of the Ticket Committee. He said he thinks this is a good thing, and they will do that.

The review team recommends that the Ticket Committee ensure that the proper policies and practices of the Department were applied to advance the interests of the University of Kentucky. President Todd said he is going to ask the Ticket Committee to review those ticket allocations, and if necessary, some of those tickets will be called back in. A significant number of tickets were assigned to individuals without selection via the lottery or without the individuals' having to abide by the rules in place by the Blue/White Fund. Again if the Ticket Committee is empowered with the right policies and procedures, they can eliminate these issues in the future.

A plan will be developed by the Ticket Committee to allow for the use of tickets by academic departments to enhance the quality of their programs through fund raising and other activities. Currently, there is only one dean with tickets in the lower arena, and to the best of his knowledge, there is one dean who sits with his back almost to the brick wall in the upper arena. He said that he considered that inappropriate. In his inaugural address, he talked about silos and the need to remove the belief that the Athletics Department occupies a silo. There are wonderful things that can happen as we integrate the academic and athletic side of this institution to strengthen of both of them and allowing the academic deans to be able to use those tickets in such a way that they can enhance not only the morale of their faculty but also the funds coming into the institution. This is something that we will do. The spirit of wildcat athletics is a great asset to the

entire University, and it should be viewed that way. Athletics and academics together can be an extremely powerful force.

President Todd said that the next set of recommendations had to do with the Athletics Department management, reporting, and oversight. First, require full compliance by the Athletics Department with all regulations, policies, procedures, and practices of the University of Kentucky. Second, formulate and adopt standards of professional and ethical behavior for all the employees of the Athletics Department, including policies concerning receipt of personal gifts and conflicts of interest. He reported that the review team found instances where both of these elements have been violated or at least pushed to the limit. Again, the proper oversight and reporting procedures simply have not been in place or enforced. He said that these ethical standards will apply across the entire University, and they are not there now which is a surprise to him, but the University has got to do that.

Another recommendation is consider the possibility of having the Director of the CATS program, the academic support program that is the tutoring program, report to the Associate Provost for Undergraduate Education rather than to the Director of Athletics. He said he has considered this and believes it to be a very sound idea. The concept integrates that Department and the students, along with the academic structure of the institution. He said that is certainly one of his goals, and he is taking the steps to do this immediately. Accordingly, Bob Bradley will report to Phil Kraemer.

The next recommendation by the review team involves the Athletics Department Blue/White program. The recommendation requires stronger coordination and cooperation between that program and the University's general development program and office. This step is critical to the overall development efforts. President Todd said that he has decided to move the Athletics Department's fundraising efforts to report directly to the University's Development Officer. He thinks that this will be a boost for both sides of that campaign, and he believes it is also important to recognize those donors that support the academic mission of the institution because they should be able to enjoy the benefits of athletics as well as those who only support athletics. He said he has faith that Kathy DeBoer and Terry Mobley will work together as they have already in the past on many occasions. It has not been done structurally, consistently, or with the vim and vigor, and he intends to do it that way.

President Todd said the next recommendation requires strict oversight of all booster organizations by the Department's compliance officer and an annual report to the Athletic Board on all booster club expenditures on behalf of the athletics program and including any expenditure on behalf of the Athletics Department employees or former employees. He said it is important to point out that these booster clubs truly do have the best interest of the University in mind, and they want to be a part of the program. They want the program to succeed. Lack of broad-based authoritative oversight places these organizations and the University in vulnerable situations. Once again, with the proper checks and balances in place, these groups can be of great benefit and support to UK

athletics and academics, and he will ensure that that happens. He said he knows that is what the boosters would like to see as well.

The next section of recommendations deals with C. M. Newton's contract. This recommendation outlines actions that are needed to bring the Department's relationship with former Athletics Director C. M. Newton into line with the requirements of the formal contract that governs that relationship. The contract, according to what the review team has found, is an employment contract specifically providing that the University agrees to "employ the officer, Mr. Newton, as a special assistant to the Athletics Director for a term of four years." Accordingly, Mr. Newton is supposed to be working full-time for the University, and that is not the case by his own admission. The contract is clearly not a contract for consulting services, and it is not a contract providing deferred compensation for past services. The payments being made to Mr. Newton under the contract should cease immediately since he is performing no duties with the Athletics Department, and that was the recommendation of the review team. President Todd said he spoke with Mr. Newton the night before the Board meeting and the next morning, and Mr. Newton expressed a desire to retire from the University effective June 30<sup>th</sup> of this year.

An additional item recommends that the priority list for tickets in Rupp Arena be modified to provide Mr. Newton or members of his family only the tickets to which he is entitled to under the terms of his contract. The contract will come to a close as a result of Mr. Newton retiring at the end of the fiscal year. As retired Athletics Director, he will receive four tickets to football and basketball games. The University of Kentucky has benefited by the years of service Mr. Newton gave to it. Having him attend the wildcat games and participate in the activities of the University as a guest is important, and President Todd hopes that Mr. Newton does so for many years.

The last set of recommendations from the review team has to do with changes in the Athletics Department leadership. The final recommendation of the review team is that Larry Ivy should be removed from the position of Athletics Director. He reported that Mr. Ivy asked him to announce that he has decided to retire from the University effective June 30, 2002. As a result of his approaching retirement, Larry has stepped down as Athletics Director, effective immediately. Mr. Ivy has agreed to serve as a Special Assistant to the Interim Athletics Director and to assist with the transition until the effective date of his retirement. With his time of service, Mr. Ivy is eligible for early retirement and felt now was an opportune time for him to pursue other interests. Mr. Ivy has been a part of the University for more than 30 years, and for that service we are very thankful and appreciative. We certainly wish him the best in the next phase of his career.

President Todd reported that he has asked Terry Mobley, who is the Director of the UK Development Office, to serve as the Interim Athletics Director. He said that Mr. Mobley has agreed to serve, and he is appreciative of that. That is effective immediately. He said that he and Mr. Mobley would be going to the Athletics Department later that day to address those employees. He reported that Mr. Mobley would not be a candidate for the final position.

President Todd said that he is putting into place an Interim Business Manager for the Athletics Department, and that is Mr. Mark Mathews, UK's Senior Associate Controller. Mr. Mathews has agreed to serve in that role. That will also become a permanent position in the Department, but Mr. Mathews will not be a candidate for that position. He said that he believes the addition of this Business Manager position provides additional checks and balances throughout the Department and allows the University to make sure it is applying the principles of the University with respect to its requirements and regulations across the entire University.

President Todd said that he planned to immediately begin work with Mr. Mobley and Mr. Mathews, as well as the rest of the Athletics Department staff, to implement the changes that he has just discussed as well as putting in place additional processes and procedures that will ensure solid and ethical business practices throughout the Department.

He said he is beginning a search for a new Athletics Director immediately. There is not going to be a formal search committee, but he will be seeking advice from a number of individuals from both in and outside the University. He said that he has already received a lot of applications. He will possibly consider the use of a national search firm; however, he has not yet made that decision. He said that he has not set a specific timetable for the search, but he assured the Board that it is a top priority. He is going to make it happen as soon as he possibly can.

Four weeks ago he said he talked about making sure the fundamentals were sound. He has learned that the Athletics Department does a whole lot of things right and has gone from a \$3 million to a \$40 million enterprise. The University of Kentucky is in the black, unlike many around the country. But, some things need dramatic change and other areas just need some leveling up.

The review team has provided the information to begin that process and he, again, expressed his thanks and sincere gratitude to the review team for a job well done. They certainly did not shy away from the difficult questions and issues that confronted them. And while this list of recommendations is solid, he reported that he is not disbanding that team. As he initiates many of these recommendations and further delves into the operations of the Department, there may be other issues he wants to ask them to review. New leadership, some realignment of the organization, and some improved checks and balances will continue to enhance the Department's operation.

He said that his commitment is to build on a successful wildcat team of the past and strive for even greater success for all of the programs. There is a tremendous opportunity for continuous improvement. He urged the support of the Trustees and said he feels that he has it. He said that he has heard from many wildcat fans, and they want it fixed. They want a clean, competitive program, which is exactly what he said to the Presidential Search Committee when he took the job of presidency. When they asked him about athletics, he said first it has to be clean, and secondly, you hope it can still be

competitive. As Jerry Claiborne said, "If you hire me you will find out if it will happen or not." We can do this, and we can be competitive. He said that he wanted to make something extremely clear. It is not his intention to do anything to harm the competitiveness of the University's great athletic program; however, it is firmly his intention to do everything within his power to ensure that the University of Kentucky does not appear before the NCAA Infractions Committee one more time while he is President. He said that it has also been his goal to build this institution into one University, and he has talked about that by integrating the CATS program into the academic side and by integrating the Blue/White development effort into the overall development of the University. The University is getting there, and he is pleased with that because that is the direction it needs to continue to go. He said he would be glad to answer any questions from the Board before the meeting adjourns. President Todd received a round of applause.

Mr. Miles asked Mr. Shoop to make the comment that he made at lunch.

Mr. Shoop commented that the Board stands 100% behind President Todd.

President Todd said that he appreciated Mr. Shoop's comment.

U. Terry Mobley's Comments

President Todd asked Mr. Mobley to make some comments.

Terry Mobley thanked President Todd. He said he just wanted to take a couple of minutes and really reiterate some of the things President Todd said but also explain a couple of issues as far as his feelings toward the day.

He thanked President Todd for the confidence he has shown in selecting him for this transition period. He said he is not sure about the democratic process that was used to arrive at the decision, but the University has been a passion of his for all of his life. The last 25 plus years have been the most wonderful years that anyone could envision. He said he is a graduate, his wife is a graduate, and his three children are graduates of the University of Kentucky. It has been a labor of love for him. He said today is a tough day. Larry Ivy was a friend. He is a friend of many in the room and has given a lot of years of service to the University. There was never a time when he asked Mr. Ivy to do something that he did not do. He wished for Larry and Doreen nothing but the best. Mr. Mobley said he also understood that in an organization this size change is inevitable. Changes have to occur, and we have to move on.

Mr. Mobley said that many have already asked him why he is not interested in the permanent position as Athletics Director. There is some feeling as a former athlete that I would automatically be interested in that position. He stated that he has the best job at the University of Kentucky already. Where else can you see the fruits of your labor more clearly than raising money that endows the position that brings a faculty member, that brings a Jim Cibulka to the University, and that retains outstanding faculty that are

already here. Where else can you see money come in and create an endowed scholarship that recruits an outstanding student that you get to meet and visit with or maybe gives a first generation student from our own state that opportunity to come to the University of Kentucky that otherwise would be impossible, or a piece of research equipment or computer that is given, or money provided to make purchases for our research faculty that generates the research that is done here. He said that he finds great pleasure in seeing that take place. Being Director of Athletics is not all for former athletes. He said it was easy to have that discussion with President Todd because he is very much at ease and at pleasure in his current position. He said that he cherishes his position. He said he will do nothing but work closely with the President in the process and with whomever is selected.

The University of Kentucky has a wonderful Athletics Department and the 150 Athletics Department employees have been through a lot the last one and a half years. More recently, the employees in the Athletics Department have been filled with anxiety. He said the first thing he wants to do is shake some hands and give some hugs. Those people have diligently worked in very difficult times. They have been filled with anxiety not knowing if it is going to get down to them and what they will do. These are human lives and if you are a humanitarian in spirit at all, we need to let them know what a great job they have done in making the Athletics Department what it is. Let's get this behind us and move on. He said he is happy to work with President Todd and the Board in any way that he can to make this transition as pleasant as possible.

V. Meeting Adjourned

With no further business to come before the Board, Mr. Miles adjourned the meeting at 2:30 p.m.

Respectfully submitted,

JoEtta Wickliffe  
Secretary, Board of Trustees

(PR 2, 3, 4, 5; AACR 1; 2; FCR 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, and 15 which follow are official parts of the Minutes of the meeting.)