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Office of the President
December 14, 2004

Members, Board of Trustees:

WAIVER OF ADMINISTRATIVE REGULATION PERTAINING TO RETIREMENT

Recommendation: that the Board of Trustees approve the extension of Dr. Carolyn Williams's appointment as Dean of the College of Nursing for a period ending no later than June 30, 2007, authorizing a waiver of Section III.C.2 in AR II-1.6-1, University of Kentucky Retirement Plan, requiring "The mandatory retirement date, as an executive, for all employees of the University of Kentucky employed in bona fide executive or high policy making positions . . . is hereby established as the end of the University's fiscal year in which the employee attains age 65."

Background: Dr. Carolyn Williams was appointed dean of nursing in 1984 and will turn 65 during the current academic year. The Provost met with the College of Nursing Faculty Council and communicated with all faculty and staff in the College of Nursing. He stated the following reasons for his preference to seek approval to extend Dean Williams' term as dean for up to two years and requested their feedback.

1. The Academic Health Center is going through intense strategic planning regarding facilities, programs, and finance. Dean Williams is the senior dean among her peers and brings a very well informed historical perspective to the discussions. She brings stability to the table, and she can serve as a mentor and consultant to the several new deans who have been appointed in the Academic Health Center.
2. The College of Nursing has been an extremely well-administered college under Dean Williams's leadership.
3. Dean Williams has indicated her willingness to continue for an additional period of time, and recommends that the extra time be used to conduct an aggressive national search for a successor. A search committee will be appointed in a timely manner that will allow the recruitment and appointment of the next dean to assume leadership at the time that Dean Williams resigns the deanship.

Michael Kennedy and Roy Moore also solicited feedback from the College of Nursing concerning the proposal. In total, written feedback was received from about 50 individuals in the college, including the majority of the faculty. The strong consensus of this feedback was that the Provost's plan was one that the faculty and staff supported.

Action taken: Approved Disapproved Other _____