

**WASHBURN UNIVERSITY OF TOPEKA**  
**BOARD OF REGENTS**  
**MINUTES**  
**January 25, 2008**

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**I. Call to Order**

Chairperson Storey called the meeting to order at 4:03 p.m. in the Kansas Room of the Memorial Union.

**II. Roll Call**

Present were: Mr. Blair, Mr. Bunten, Mr. Lagerberg, Ms. Marquardt, Mrs. Parks, Mr. Roth, Mr. Storey, and Mrs. Warren.

**III. Approval of Minutes of December 14, 2007 meeting as mailed.**

It was moved and seconded to approve the Minutes of the December 14, 2007 meeting as mailed. Motion passed.

**IV. Officer Reports**

**A. Chair's Report**

Chairperson Storey noted that people were aware of the recent honor received by President Farley. Mr. Storey commended President Farley and the job he's done, noting that in the ten years he has been here he has accomplished a great deal. He said it's just astronomical. The award that Dr. Farley received was the Chief Executive of the Year Award AND extended, on behalf of the Board of Regents, congratulations to President Farley.

Dr. Farley said the staff and faculty at Washburn University are the ones who have done all the hard work and he especially recognized Amanda Millard who was instrumental in providing information for the award.

**B. President's Report**

President Farley noted that at the NAACP banquet January 19 one of the Washburn Regents was honored through the award of a scholarship in her name to a worthy student. Dr. Farley congratulated Regent Blanche Parks. He said it was very exciting for all.

Dr. Farley noted the University's classes for the Spring 2008 semester started on Tuesday. He said it looks like a great start for the semester. He said a General Faculty meeting was held on Thursday, January 24, and the items approved by the General Faculty at that meeting will be making their way to the Board of Regents at its March meeting.

## C. Committee Report(s)

### 1. Budget/Finance Committee

#### a. Budget Guidelines – Salaries

The Chairperson of the Budget/Finance Committee, Regent Roth, reported the Committee met for several hours in advance of the Board's business meeting discussing, among other things, faculty and staff raises for the ensuing fiscal year. He asked Dr. Farley to outline the proposal recommended by the Committee.

Dr. Farley said the administration board developed budget guidelines for salaries for the next fiscal year at this time of the year so the information can be disseminated to departments for the evaluation of faculty and staff and how to award salary increases based upon merit. He said the information developed by the departments would be brought back for the May Board of Regents meeting for adoption of the salary budget for the faculty leave following the May Commencement ceremonies. He said there was a very robust discussion at the committee meeting following which the Committee recommended a 4% increase in the salary pool to be distributed in the same manner as it has been for the past several years with approximately 1½% distributed for meeting expectations and 2½% for merit increases. He reiterated that previous years there have been four tiers, a tier with zero increase, a second tier with .5% increase, a third tier with 1.5% increase and a fourth tier for distribution of the merit increase of 2.5%. He said such a salary increase would permit the campus to remain competitive with the institutions in the state of Kansas and with our nationally recognized peers of about 300 institutions.

It was moved and seconded to approve a salary pool increase of 4% as described by Dr. Farley.

Regent Lagerberg said he would be voting for it, but that he had misgivings about it because at some level we will have to hold the line because a salary increase of this sort has an effect on tuition. He recognized, he said, that this occurs not only here but elsewhere.

Mayor Buntin said he was present at the Finance Committee during the discussion for increases in other areas of the budget, citing by way of example, health insurance premiums and insurance. Prior to the discussion and conclusion on the salary pool, he noted that the total increase was something in the range of \$2.6 million and that he believed that with each 1% increase in tuition equaling \$300,000, the increase that would be passed on in tuition would be something in the 9% range, maybe a little more. He said it is worrisome to him and remarked that in the discussion at the Finance Committee he reported at a recent Chamber of Commerce meeting the average graduate from a college or university leaves school with some \$24,000 worth of debt which is a big load to start with. He said he agrees with Regent Lagerberg that we'll have to make hard decisions, indicating it's his view there is a level of diminishing returns with increased costs resulting in a decreased number of students coming. He said he is not going to support the salary increase at this time.

Dr. Farley said he believed the University would have a smaller percentage and dollar amount increase in tuition, not the 9% or even 7%. He thought the increase proposed would be more in line with 6% or about \$11 per student credit hour. He said that student debt is a concern nationally and that he, along with others, has not sought, nor approved, proposals to increase the amount of debt a student might incur. He said the average student debt by graduates here at Washburn is in the \$13,000-\$14,000 range. He said this is tempered with the knowledge that graduates from college earn substantially more over their lifetime than those who don't have a degree. He said the debt can be managed by these persons given the potential income they'll make. Dr. Farley said the country has seen a dramatic shift in thought when, as in post-World War II era, it was the view education of individuals was for a public good, that the public should pay for. Now he said the prevailing thought is education is a private benefit to be borne by the individual.

Dr. Farley said Washburn has been moderate in its tuition, noting that Washburn tuition is not only less than the national average, but that Washburn's increases over the past several years has historically been the smallest percentage among peers.

Regent Warren said the subject was discussed at some length at the Budget/Finance Committee meeting. She said we have to pay faculty what we can, which is not as much as we might like to do but what we can do.

Chairperson Storey said he and Mayor Bunten both served in the Legislature at the same time and were known as fiscal conservatives. He said we need to look at what others are doing. He noted the reputation of Washburn for having 15-20 students on average in classrooms versus 150 per class at Kansas State University and 200 at the University of Kansas. He said we have to look at what is in our best interest and he doesn't see an alternative. He said everyone is going to be affected in the same manner.

Regent Parks said while she understands the importance of having competitive salaries and retaining quality staff and faculty for Washburn, she is concerned about the impact of a tuition increase on our students during this unstable economy. She said she could not vote for the increase.

On vote of the motion, motion passed with Regents Parks and Bunten voting no.

#### **D. Treasurer's Report**

It was moved and seconded to accept the Treasurer's Report as outlined in the agenda. Motion passed unanimously.

Vice President for Administration and Treasurer, Wanda Hill, reported the University, for the first time, is in the position of paying a contractor the incentive for early completion of a project. Vice President Hill said through the efforts of Ferrell Construction the Stoffer renovation and addition project was substantially completed on December 21, 2007 with the scheduled completion date of January 7, 2008. She said the incentive clause in the contract provided a bonus for early completion of \$1,000 a day up to a maximum of \$15,000.

## V. **New Business**

### A. **Consent Agenda:**

Chairperson Storey inquired whether any Regent had a conflict of interest to declare on any of the items appearing in the Agenda. There were none.

It was moved and seconded to approve the Consent Agenda as set forth in the meeting packet. Motion passed unanimously.

As approved by action of the Board:

#### 1. **Personnel**

##### a. **Voluntary Phased Retirement: Richard Driver**

voluntary phased retirement of Richard Driver, Lecturer in mathematics and Statistics at 50% for the 2008-2009, 2009-2010 and 2010-2011 academic years;

##### b. **Faculty/Staff Personnel Actions**

rehire David Hartley as Lecturer in CAS/Art for FY 2008 Spring semester at a salary of \$15,000; reduce from 1.0 FTE to .75 FTE Maryellen McBride, Asst. Professor in SON, for Spring 2008; increase from .5 FTE to 1.0 FTE Laura Sidlinger, P-T Lecturer in SON, for Spring 2008;

##### c. **Proposed New Full Time Administrative Grant Funded Position – - Small Business Development Center**

addition of a new Assistant Director for Training position in the Small Business Development Center with a salary range of \$45,000-\$50,000;

#### 2. **Report of Purchases between \$25,001 and \$50,000**

award of contract to: Excel Meridian Data, Inc. in the amount of \$48,549.00 for network storage server in ISS; Krueger International, Inc. in the amount of \$27,129.44 for classroom furniture for Stoffer Science Hall; Thomson Financial LLC in the amount of \$36,300.00 for one-year subscription to Thomson One Baseline Direct Product;

#### 3. **WU Policy Regulations & Procedures Manual – Entertainment**

the Entertainment section of the Washburn University Policy Regulations and Procedures Manual as outlined in the agenda item; and,

#### 4. **WU Policy Regulations & Procedures Manual – Moving Expenses**

the Moving Expenses section of the Washburn University Policy Regulations and Procedures Manual as outlined in the agenda item.

**B. Action Items:**

**1. Request for Proposal – Enrollment Management Consulting Services**

President Farley said the University was seeking a consultant to assist it in enrollment management issues. He said we think we've done a pretty good job here and have a good hard-working group of people involved in the process. He said Mr. Monical and Mr. Dickes have participated in the development of materials to aid the University in its marketing efforts which have been good. He said the University solicited proposals for firms to assess Washburn's graduate and undergraduate recruitment and admissions process, identify new markets and geo-demographic opportunities, evaluate enrollment trends by academic program, recruitment strategies, resource requirements including technology and personnel, and process re-engineering. He said the proposals received were evaluated by a high level committee comprised of the Dean of Enrollment Management, the Executive Director of Governmental and University Relations, the Vice Presidents for Student Life, Academic Affairs and Administration. Following the review it was recommended that the firm of Paskill Stapleton & Lord be retained to provide the consulting services. Dr. Farley recommended the award of a contract to Paskill Stapleton & Lord in the amount of \$51,250 plus out-of-pocket travel expenses incurred during the consulting engagement period. It was so moved and seconded. The motion passed.

**2. Law School Asbestos Abatement 2<sup>nd</sup> Floor – Project C07070**

Dr. Farley reported that the asbestos abatement project in this agenda item was included in the Capital Projects list adopted by the Board last spring and recommended the approval of award of contract to B & S Insulation Inc. in the amount of \$98,888 to abate the asbestos fireproofing at the Law School second floor as proposed. It was so moved and seconded. The motion passed.

**3. Backup Electric Generator – Project C07076**

Dr. Farley reported the University was seeking a backup electrical generator to provide electricity to three critical support areas in the event power outage. Those are the University's Police Department, the campus telephone equipment room and the computer network equipment room located in the Bennett Computer Center. In response to a query he reported the University does not currently have a backup generator. He said, however, the computer center had a battery backup system which was damaged when a battery blew up last week. It was moved and seconded to approve the award of a contract to P1 Group Inc. in the amount of \$254,890 to provide and install the backup generator system. Motion passed.

**4. ADA Improvements South of Petro – Project C07053**

President Farley reported the proposals to improve accessibility from the new parking lot South of Petro Allied Health Center for persons with disability to gain entry to Petro and recommended the approval of award of a contact in the amount of \$51,865 to Burlingame Concrete Construction.

In response to a query from Regent Roth whether the amount bid represented a fair price, Vice President Hill indicated that it was.

It was moved and seconded to approve the award of the contract. Motion passed unanimously.

#### **5. Permission for New Tenure-track Faculty Position**

President Farley said the University's School of Law has three centers of excellence to enhance learning opportunities for students in family law, business transactions and excellence in advocacy and that the University's School of Law is proposing the addition of a government and administrative law center. He said with the arrival of the new Dean, Thomas Romig, we have a good proposal and asked the Dean to outline the proposal.

Dean Romig said the centers first appeared in the ABA Self-Study in 1992 as a means to enhance the University's regional leadership. The proposals also appeared again in 1999 and the School of Law began to redirect its efforts. He said the school has had the experience to get the three centers up and running in family and child law, business transactions and excellence in advocacy which have helped to market the School of Law, recruit students and highlight the strengths of the Law School. He said the mission of the proposed new center would be to provide legal education for future public servants seeking careers in local, state and federal government. He said Washburn is in the perfect geographical local with excellent opportunities for externships and internships. He said the School of Law would take the regional leadership role in training graduates in public service who previously may have felt unprepared for careers in city, county and state government service. He said this is an opportunity to raise the visibility of the School of Law nationally. He said the Law School has conducted surveys of students who applied and were accepted to enter Washburn's School of Law but who declined to attend. He said that one of the reasons identified by those persons who did not attend was the lack of a government center. He said in addition to the center, the Law School will provide a certificate program for graduates. He said the center for law and government is in a different position than other centers developed by the Law School as there is currently no tenured expert on the faculty in this area. He said in the other three centers we had faculty with the experience, but in this instance there is no one with the central experience necessary. There is a need, he said, to hire a tenure-track faculty member to serve as the law and government center director. He said the intent is not to hire immediately but with approval of the new position to fund raise for additional endowment funds to help defray the salary expenses. He said the School of Law presently has endowment funds on hand to provide for the salary of a faculty member for several years but the need is present to increase the endowment funds. It was moved and seconded to approve the establishment of a new tenure-track faculty position in the School of Law for the Center for Law and Government. Motion passed unanimously.

It was moved and seconded to adjourn. The meeting adjourned at 4:47 p.m.

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Kenneth P. Hackler  
Secretary, Board of Regents