

MINUTES¹
Council on Postsecondary Education
April 13, 1998

The Council on Postsecondary Education met via video teleconference on April 13, 1998, 2:00 p.m. (ET). The primary video teleconference site was the CPE Conference Room in Frankfort. Chair Hardin presided.

ROLL CALL

Members present and the video teleconference site from which they participated follows:

Leonard Hardin (CPE Conference Room, Frankfort); Norma Adams (Center for Rural Development, Somerset); Walter Baker (Western Kentucky University, Tate Page Hall, Room 109A, Bowling Green); Steve Barger (CPE Conference Room, Frankfort); Wilmer Cody represented by Randy Kimbrough (CPE Conference Room, Frankfort); Ronald Greenberg (CPE Conference Room, Frankfort); Merl Hackbart (CPE Conference Room, Frankfort); Marlene Helm (CPE Conference Room, Frankfort); Philip Huddleston (Western Kentucky University, Tate Page Hall, Room 109A, Bowling Green); Shirley Menendez (Paducah Community College, Media Library Research Center, Room 2B); Marcia Milby Ridings (CPE Conference Room, Frankfort); Lee Todd (participated in *discussion only* via telephone from Lexington); Lois Weinberg (Hazard Community College, Room 100); Charles Whitehead (Ashland Inc., Corporate Executive Building, Ashland). Only one member was absent: Peggy Bertelsman.

**INTRODUCTORY
REMARKS**

Chair Hardin stated that this was a special called meeting of CPE for the purpose of employing a new CPE President, and that the agenda would be restricted to this task as outlined in the agenda and in the announcement of the meeting.

Chair Hardin reported that on March 27 and 28 CPE held a special meeting to interview the three final candidates submitted to CPE by SCOPE. At that meeting CPE approved a motion that authorized the Chair ". . . to enter into discussions with the leading candidate as agreed upon in closed session . . ." The motion also asked that the Chair bring a recommendation for salary and a proposed contract back to CPE for approval. On Saturday, March 28, Chair Hardin communicated to Gordon Davies that CPE wished to employ him as President of CPE. Mr. Davies accepted the offer and has agreed to become the first President of CPE.

John Kuhnle of Korn/Ferry, Gordon Davies, Chair Hardin, Dennis Taulbee (CPE General Counsel), and counsel for Mr. Davies were involved with the contract negotiations. A letter of agreement, signed by Mr. Davies and Chair Hardin on behalf of CPE, outlined the terms of employment agreed to by Mr. Davies and Chair Hardin. The letter of agreement was mailed to CPE members prior to the special meeting. The proposed contract is for four years beginning June 15, 1998.

¹ All attachments are kept with the original minutes in CPE offices. A verbatim transcript of the meeting is also available.

CPE offered Mr. Davies an annual salary of \$260,000 with a base salary of \$210,000 and a deferred compensation/housing package of \$50,000. Chair Hardin reminded CPE members that Kentucky statutes require that the salary of the CPE President be greater than the base salary of the presidents of the state-supported institutions. It is projected that the highest paid president, Charles Wethington of the University of Kentucky, will receive a salary of approximately \$200,000 on July 1, which is why Mr. Davies was offered the base figure of \$210,000. CPE also will provide Mr. Davies with an automobile and other benefits contained in the letter of agreement.

MOTION: That CPE appoint Gordon Davies as President of CPE for a four-year term commencing June 15, 1998, and ending June 30, 2002, at an annual salary of \$260,000 with salary and benefits consistent with the letter of agreement dated April 6, 1998, and signed by Mr. Davies and Chair Hardin. Further, that Mr. Davies serve as an unpaid consultant to the CPE for the period between April 13, 1998, and the start of his contract so that his travel expenses can be reimbursed during that period. The motion was made by Mr. Whitehead and seconded by Ms. Helm.

VOTE: A roll call vote was taken, and the motion passed unanimously. Lee Todd did not vote because he was participating in the meeting by telephone.

Mr. Greenberg thanked the Governor, his staff, and the legislature for the passage of House Bill 1 and for having the forethought of arriving at the definition of compensation allowing CPE to seek out nationally recognized candidates for this position. Mr. Todd commended Chair Hardin and the SCOPE Search Task Force for the hours of work spent in the search process and for the quality of the candidates brought to CPE for consideration.

Chair Hardin stated that Korn/Ferry did an excellent job for the SCOPE Search Task Force and CPE. The search firm submitted to CPE a list of 23 candidates which was narrowed to fourteen. The SCOPE Search Task Force interviewed six candidates and selected the top three. CPE then interviewed the three top candidates on March 27-28. It was by unanimous approval that CPE offered Mr. Davies the position of CPE President.

Chair Hardin commended CPE, particularly Charles Whitehead, for the way the selection process was handled. He expressed his appreciation for the time that SCOPE members spent on the screening process. Mr. Whitehead's SCOPE Search Task Force, in particular, put in a great deal of time reviewing names and interviewing candidates. Chair Hardin thanked the CPE members for agreeing to interview the candidates on a weekend and their eagerness to select the proper person.

Also, appreciation was expressed to Debbie McGuffey for the hours she gave to the search process and for the professional manner in which she handled her assignment. Chair Hardin thanked Dennis Taulbee for his assistance during the contract negotiations and expressed appreciation for Dennis' knowledge, skills, and understanding of what CPE could do in terms of employment concessions.

Chair Hardin thanked Mr. Ramsey for assisting CPE through this transition period. He emphasized that this was a team effort that began with the legislative process. The Governor and those legislators with whom he has talked have been encouraging, and he wanted to thank them for their support.

Mr. Whitehead thanked CPE staff, the legislators, and SCOPE members. He expressed appreciation for the support and effort that SCOPE Search Task Force members received in this endeavor. Chair Hardin also expressed appreciation for CPE staff.

*VIDEO
TELECONFERENCE*

This meeting was the first CPE meeting held via video teleconference. The six video teleconference sites connected for this special meeting were as follows: CPE Conference Room, Frankfort (primary site); Ashland Inc., Ashland; Hazard Community College, Hazard; Paducah Community College, Paducah; Center for Rural Development, Somerset; and Western Kentucky University, Bowling Green. Ms. Menendez complimented CPE members on their use of video teleconference technology. She encouraged CPE to use this technology as often as possible. Chair Hardin stated that this method may be used on appropriate occasions in the future.

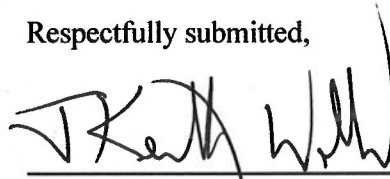
*COMMONWEALTH
VIRTUAL
UNIVERSITY*

Mr. Walker introduced Ms. Miko Pattie, a librarian at the University of Kentucky, and Mr. Bill Potter, a librarian at the University of Georgia. Ms. Pattie is a CPE consultant charged with overseeing the development of the Commonwealth Virtual Library. Mr. Potter was visiting CPE and sharing concepts from Georgia's GALILEO Project (electronic virtual library) with the Commonwealth Virtual Library Group. Both Ms. Pattie and Mr. Potter made brief comments. Mr. Potter believes that the opportunity exists to create a virtual library that will reach beyond the Commonwealth Virtual University and benefit all citizens of Kentucky. Mr. Walker stated that at its last meeting the Distance Learning Advisory Committee approved a small grant from CPE to be given to the library group for work on a pilot project for the Commonwealth Virtual University.

ADJOURNMENT

The meeting adjourned at 2:30 p.m.

Respectfully submitted,



J. Kenneth Walker
Acting Chief Operating Officer



Billie D. Hardin
Secretary