

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

October 25, 2002

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the fourth quarterly meeting of the Board of Regents of Western Kentucky University was held at the Regents Conference Room of the Wetherby Administration Building on the Western campus. The meeting was called to order by Chair Gray at approximately 8 a.m., CDT.

AGENDA ITEM 2 - Invocation

The invocation was provided by Dr. Luther Hughes, Associate Vice President for Enrollment Management, Academic Affairs.

AGENDA ITEM 3 - Roll Call

The following members were present:

Mr. Howard E. Bailey
Ms. Kristen T. Bale
Mr. Earl Fischer
Ms. Lois Gray
Professor Mary Ellen Miller
Ms. LaDonna G. Rogers
Ms. Jamie L. Sears
Mr. James Tennill
Ms. Beverly Wathen

Regents Martin and Sheffer were absent.

AGENDA ITEM 4 - Special presentations and recognition

4.1 Resolutions for adoption:

The following resolution was read by Jamie Sears:

RESOLUTION (1)

WHEREAS, Ms. Laquetta Shepard of Louisville, Kentucky, displayed impressive and honorable courage during a Ku Klux Klan Rally at the Warren County Justice Center on August 31, 2002; and

WHEREAS, Ms. Shepard's instinctive resolve to take a stand for dignity and tolerance is to be admired; and

WHEREAS, this courageous act caused the gathering of Klan members to disperse

and to conclude their message of hatred and intolerance; and

WHEREAS, the adversity she faced and the courage she demonstrated were an inspiration to the faculty, staff, students, and alumni of Western Kentucky University and to the citizens of the city, region, state, and nation; and

WHEREAS, such admirable courage is deserving of special recognition;

Therefore be it RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on October 25, 2002, does hereby express its recognition to Ms. Laquetta Shepard and extends best personal wishes for continuing success in all her endeavors;

Be it further RESOLVED, that this resolution be spread upon the minutes and a copy thereof be presented to Ms. Shepard as an expression of the esteem in which she is held by members of this Board.

Ordered at Bowling Green, Kentucky, this 25th day of October in the year of our Lord two thousand and two.

Lois W. Gray, Chair
Board of Regents

Gary A. Ransdell, President

Professor Mary Ellen Miller read the following resolution:

RESOLUTION (2)

WHEREAS, Dr. Joy Bale Boone founded the *Center for Robert Penn Warren Studies* at Western Kentucky University and served as chair of the governing committee and the advisory board from 1983 until 2000; and

WHEREAS, Dr. Bale-Boone was the first poet laureate of the state of Kentucky after the Kentucky General Assembly established criteria for such honorable recognition; and

WHEREAS, Dr. Bale-Boone through her own poetry and her promotion of the poetry of others brought distinction and prestige to the literary arts in this state and beyond; and

WHEREAS, such leadership and dedicated efforts are deserving of special recognition;

Therefore, be it RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on October 25, 2002, does hereby adopt this resolution in recognition of Dr. Bale-Boone's devotion to, passion for, and contributions to the literary arts; be it

FURTHER RESOLVED that this resolution be spread upon the minutes of this Board and that a framed copy hang in perpetuity in the Robert Penn Warren Room in Cherry Hall on the campus of Western Kentucky University and eventually in whatever university facility houses the memory of Robert Penn Warren for generations to come.

Ordered at Bowling Green, Kentucky, this 25th day of October, two thousand and two.

Lois W. Gray, Chair
Board of Regents

Gary A. Ransdell, President

Motion to approve the resolutions for Ms. Shepard and Dr. Bale-Boone was made by Mr. Bailey, seconded by Ms. Sears and carried unanimously.

4.2 Student Introductions

Dr. Luther Hughes introduced several new freshmen at WKU who carry outstanding credentials.

AGENDA ITEM 5 - Disposition of minutes of the August 16, 2002, third quarterly meeting and the September 18, 2002, Executive Committee meeting

The minutes were presented without reading inasmuch as copies were mailed in advance of the meeting. Motion for adoption of the minutes of the August 16, 2002, third quarterly meeting was made by Mr. Fischer, seconded by Ms. Bale, and carried unanimously.

Motion for adoption of the minutes of the September 18, 2002, Executive Committee meeting was made by Mr. Tennill, seconded by Ms. Bale, and carried unanimously.

AGENDA ITEM 6 - Committee Reports

6.1 Finance and Budget Committee, Mr. Earl Fischer, Chair

6.1.1 Self-insured Health Insurance Plan Update

The Board was presented an update on the self-insured health insurance plan which can be found on pages 3-6 of the agenda packet.

6.1.2 BKD, LLP Presentation of New Accounting Standards

Representatives from the accounting firm Baird, Kurtz and Dobson reviewed the new changes in accounting standards. A copy of their summary, *GASB 34/35*, is filed in the Board's official files.

6.2 Academic Affairs Committee, Ms. Kirsten Bale, Chair

Ms. Bale reported the Academic Affairs Committee met Monday, October 21, and discussed and approved the following:

6.2.1 Approval to award Emeritus/a status to recommended recipients

FACTS: Provost and Vice President for Academic Affairs supports the listed faculty members who have been recommended by the tenured faculty, department head, and college dean to be awarded *Emeritus/a* status. They each have served the university for at least ten years and have had distinguished records of achievement and service at the university.

RECOMMENDATION: President Gary A. Ransdell recommends the awarding of emeritus/a status to each of the following faculty members:

Department of Government

Dr. Carl Chelf, Professor of Government, Emeritus

Department of Modern Languages and Intercultural Studies

Dr. Tom Baldwin, Professor of Modern Languages and Intercultural Studies, Emeritus

Department of Philosophy and Religion

Dr. Donald R. Tuck, Professor of Religious Studies, Emeritus

Ogden College of Science and Engineering

Department of Agriculture

Mr. Billy Adams, Associate Professor of Agriculture, Emeritus

Dr. Ray Johnson, Professor of Agriculture, Emeritus

Dr. James McGuire, Professor of Agriculture, Emeritus

Mr. Cletus Mitchell, Associate Professor of Agriculture, Emeritus

Dr. Will Normand, Professor of Agriculture, Emeritus

Dr. Robert Schneider, Professor of Agriculture, Emeritus

Dr. James Worthington, Professor of Agriculture, Emeritus

MOTION for approval of Emeritus/a status as recommended was made by Ms. Bale, seconded by Ms. Sears and passed unanimously.

6.2.3 Approval of inclusion of additional counties in the Tuition Incentive Program (TIP)

FACTS: The Tuition Incentive Program (TIP) at Western Kentucky University has provided reduced out-of-state rates as a means of increasing diversity and enhancing access for students in various locations in surrounding states. The TIP tuition rate is the Kentucky resident rate plus twenty-five percent.

In addition to the out-of-state counties currently included in the program, we are proposing to add the following six counties in the nearby states of Ohio, Illinois, Tennessee, and Missouri: St. Louis and St. Charles Counties in Missouri; Madison and St. Clair Counties (East St. Louis area) in Illinois; Montgomery County (Dayton) in Ohio; and Pickett County in Tennessee (Pickett County is immediately adjacent to Clinton County in Kentucky where Western offers courses through the new Clinton County Learning Center).

For the first year, Western will be “passive” in the recruitment of students in these areas, especially in the St. Louis and Dayton areas. This passive recruitment will include, but not be limited to, informing all high schools of the opportunities Western provides through the Tuition Incentive Program. Typically, new programs take at least a year to be fully recognized and for visible results to occur. Admissions Office staff will spend very little time literally in these areas during the first year. Admissions personnel will attend any major college fairs held in these areas. The university will seek to make contacts via General Motors Corvette Assembly Plant personnel in Bowling Green who have maintained family or other personal ties in the St. Louis area. Including the East St. Louis area will provide additional opportunities for enhancement of diversity in Western’s enrollment.

Similar passive recruitment efforts will be made in the Dayton area during the first year. Evaluations of numbers of applications will be carried on throughout the year. The need for new Admissions personnel to cover these areas will be evaluated after the first year.

Pickett County in Tennessee is located just south of Clinton County in Kentucky and is only six miles from the new Clinton County Learning Center in Albany,

Kentucky. Western is taking a lead role in expanding educational opportunities to this area through the Learning Center, and the University's Extended Campus staff has strongly endorsed the inclusion of Pickett County in the TIP initiative. Adding student enrollments from Pickett County at the Clinton County Learning Center will generate sufficient class sizes to support a broader array of course offerings at that location.

Adopting this recommendation will advance the University's Strategic Plan, Challenging the Spirit, specifically including **Strategic Goal 2: Developing the Student Population**.

COST IMPLICATIONS: There will be minimal cost implications during the first year, perhaps including some additional travel, printing and mailing costs. Potential future costs for any additional staffing will be evaluated after the first year.

RECOMMENDATION: President Ransdell recommends the inclusion of St. Louis (including the City of St. Louis) and St. Charles Counties in Missouri, Madison and St. Clair Counties in Illinois, Montgomery County (including the City of Dayton) in Ohio, and Pickett County in Tennessee in the Tuition Incentive Program (TIP).

MOTION for approval to include the counties of St. Louis (including City of St. Louis), and St. Charles in Missouri, Madison and St. Clair in Illinois, Montgomery (including City of Dayton) in Ohio, and Pickett in Tennessee in the University's Tuition Incentive Program was made by Ms. Bale, seconded by Ms. Rogers, and carried unanimously.

6.2.4 Approval of modifications to the Policy on Distinguished University Professor

FACTS: The existing policy on appointment of distinguished university professors was adopted in 1996. Based on experience over the last six years of administering the program, the Council of Academic Deans and the Provost and Vice President for Academic Affairs have concluded and recommended to the President that some changes in the policy would be desirable in order to make the program more attractive and viable. The proposed changes are identified below:

Distinguished University Professorship - The Distinguished University Professorship program is designed to recognize faculty members who have served the university ~~over a long period of time~~ *with distinction* and have compiled an outstanding record of achievement in teaching, research, and service. By providing additional support for their work, the program seeks to enable recipients to pursue more professional opportunities and to ~~play a larger role in university life~~ *increase the leadership role of these faculty at Western Kentucky University.*

I. Eligibility

To be eligible for appointment as a Distinguished University Professor, a faculty member must have ~~a workload assignment of at least 75% in instruction, research and service and must have:~~

- held the rank of professor for at least ~~seven~~ *five* years.
- completed ~~fifteen~~ *10* years of service to Western Kentucky University.
- compiled a record of sustained achievement in teaching, research/creative activity, and service.

~~Distinguished University Professors cannot simultaneously hold other named professorships or endowed chairs. — Department heads, chairs, directors, and area~~

coordinators are eligible for appointment. Individuals holding Distinguished University Professorships who are promoted into administrative positions of dean or higher will retain the title of Distinguished University Professor but will not receive the annual stipend of the professional development funds.

II. Selection Procedure

Faculty may be nominated for a Distinguished University Professorship by a faculty member, department head/chair, or dean, or they can self-nominate. Candidates must submit a letter indicating acceptance of the nomination with curriculum vitae and three letters of support. Candidate materials will be:

- Reviewed by the tenured faculty in the department or discipline and comments or recommendations forwarded to the department head and then the dean for review
- Evaluated by outside peer review-through submission of reports from two-three outside evaluators selected by the Distinguished University Professorship Committee
- Recommended by the Distinguished University Professorship Committee to the Provost/Vice President for Academic Affairs
- Recommended by the Provost/Vice President for Academic Affairs for approval by the President and Board of Regents

Normally, no more than two Distinguished University Professors are appointed during a single year, with a maximum of 10 serving currently at a given time. They may be selected from any of the Academic Colleges (except the Community College) and the University Libraries.

~~A The Distinguished University Professorship Committee; is chaired by an assistant or associate vice president and consisting s of the deans of the four undergraduate colleges Academic Colleges and the University Libraries. There will be one Distinguished University Professor from each college and the libraries or a selected faculty representative if no Distinguished University Professor or former Distinguished University Professor is available from that college. and four faculty representatives elected by the faculty of each college, will establish selection criteria, create a review process, and issue a call for nominations by the faculty. As Distinguished University Professors are appointed in each college, one of them will then become the faculty representative from that college on the selection committee. The college deans serve on the committee by virtue of their office; and faculty representatives (if DUPs) are appointed annually on a rotating basis. Distinguished University Professors or faculty representatives are appointed by the Provost annually on a rotating basis.~~

~~Nominees for a Distinguished University Professorship must make application, submit a dossier, and be:~~

- recommended by a majority of the tenured faculty in the department.
- recommended by the department head and the dean.
- recommended by the Distinguished University Professorship Committee.
- evaluated by outside peer review.
- recommended by the Vice President for Academic Affairs for approval by the President and the Board of Regents.

~~No more than two Distinguished University Professors may be appointed during a single year, with a maximum of 10 serving at a given time.~~

Nominees will be kept in the applicant pool for three years, unless a specific request is made to withdraw the application. Applicants in the pool will be given an opportunity to update their vitas if they wish to do so.

III. Term of Appointment

Distinguished University Professors will be appointed for a designated term of five years, renewable upon application from the Distinguished University Professor. ~~A Distinguished University Professor may apply for additional appointments through the regular selection procedure.~~ After the five-year appointment term has been completed, the DUP will retain the Distinguished University Professor title designated with the years of appointment (e.g. Name, DUP, 1996-2001).

IV. Responsibilities

Faculty named as Distinguished University Professors will be expected to:

- demonstrate sustained excellence in teaching, research/creative activity, and service.
- provide leadership for innovative and/or interdisciplinary efforts in teaching/creative activity, and service.
- conduct annually a faculty seminar and participate in colloquia as appropriate.
- serve on ~~the Advisory Council of the Center for Teaching and Learning~~ at least one major advisory committee in the University; and
- provide advice to the President and Provost as requested.

V. Benefits

Faculty members named Distinguished University Professors will receive:

- permanent recognition for life as a ~~distinguished faculty member~~ Distinguished University Professor (see III above), including emeritus recognition upon full retirement.
- ~~an annual stipend of \$2,000 for the term of the appointment.~~
- ~~An annual allowance of \$1,000 for travel or other professional expenses.~~
*a total annual award package of \$5,000 for each of the five years.

NOTE: The Distinguished University Professor may select annually how his/her \$5,000 award package will be taken (e.g. as a salary stipend with associated benefits, in a professional development account, or some combination thereof that does not exceed \$5,000). Professional development funds may be carried over in the Distinguished University Professor's professional account up to five years after the end of the appointed term.

*Change in dollar value of award package contingent upon President's approval and approval of new funding (e.g. current funding = \$13,750; new funding = \$36,250).

RECOMMENDATION: President Ransdell recommends approval of modifications of the policy for Distinguished University Professor appointments.

MOTION: Approval of modifications of the policy for Distinguished University Professor appointments was made by Ms. Bale, seconded by Professor Miller, and carried unanimously.

6.2.5 Approval to modify the non-resident tuition for non-resident (domestic) students

FACTS: To make Western more attractive to international students, a tuition of \$4,154 was established with the understanding that up to \$2,264 would be available as scholarship awards to non-resident graduate students resulting in a tuition rate of \$1,890 (This is 10%

above the graduate resident rate.). The practice of providing a scholarship is seen as an institutional investment in enriching the composition of the graduate student population and is also a strong factor in the granting of the student visa for international students who wish to study at Western. The 2002-03 graduate tuition rates are \$1,719 and \$1,890 for resident and non-resident graduate students, respectively, assuming the application of the potential scholarship. However, the value of the scholarship is less obvious to non-resident, domestic students. It is a fairly common practice for institutions who recruit full-time, non-resident graduate students (domestic) to waive the non-resident fee as part of the recruitment package. It is also common for most full-time graduate students to request graduate assistantships which in turn reduces their nonresident tuition costs (at WKU) and in many other institutions, may actually eliminate the tuition.

Our procedures regarding implementation of the non-resident graduate student tuition rate are creating both communications and public relations problems with students from neighboring states. These students do not understand the scholarship statement on their tuition bills and that the non-resident tuition rate is higher than the resident rate, even with the scholarship. This issue poses added problems for those who work with graduate student tuition. Also, the scholarship applies only to full-time students. Recipient records must be audited weekly throughout each semester and appropriate adjustments made in the scholarship award.

Given that our graduate tuition scholarship helps the international student but not the domestic graduate nonresident student, the current elements of confusion would be resolved if the scholarship was limited to full-time, non-resident visa-seeking students. This would result in a graduate resident rate, a graduate non-resident (domestic) rate, and a graduate non-resident rate for international students.

TIME LINE: This change will be implemented for the Spring, 2003 semester.

FINANCIAL IMPLICATIONS: None. The tuition charges will be the same as previously approved prior to clarification.

RECOMMENDATION: President Ransdell recommends approval to clarify existing graduate tuition policy by creating three categories of tuition for graduate students to include a graduate resident rate, a graduate non-resident (domestic) rate, and a graduate non-resident international student rate which includes the availability of a scholarship to off-set all or part of the international graduate student tuition differential. *Approved by the Academic Affair Committee, October 21, 2002.*

Motion by Ms. Bale, seconded by Ms. Rogers to create three categories of tuition for graduate students to include a graduate resident rate, a graduate non-resident (domestic) rate, and a graduate non-resident international student rate which includes the availability of a scholarship to off-set all or part of the international graduate student tuition differential, effective Spring 2003 semester. The rates for Spring 2003 for each of the three categories respectively, will be \$1,719, \$1,890, and \$4,154 (with up to \$2,264 scholarship available for international students). * The motion carried unanimously.

* **Secretary's Note of Clarification:** Although the agenda item discussed categories for "tuition," the amounts listed in the motion include tuition *and* the mandatory student athletic fee.

The motion intended that the tuition rates would remain the same. The motion stated that there is no financial implication since the tuition charges will be the same as previously approved prior to

clarification. The only change that was recommended and, therefore, approved is that the additional non-resident, full-time graduate tuition be assessed only to international students, not domestic students.

6.3 *Special Committee on Diversity and Internationalism, Professor Mary Ellen Miller, Chair*

Professor Mary Ellen Miller introduced Dr. John Hardin in his new capacity as Assistant to the Provost for Diversity Enhancement. Professor Miller noted that informational reports on diversity are found on pages 16-22 of the agenda packet, and pages 23-8 contain updates on internationalism.

6.4 *Executive Committee, Ms. Lois W. Gray, Chair*

6.4.1 *Acceptance of the successful bid for the purchase of Western Kentucky University's Consolidated Educational Buildings Refunding Revenue Bonds, Series N*

This is an informational item. The Executive Committee, by delegated authority, approved the sale of bonds at its meeting on September 18, 2002. (This action is documented in the official minutes of that meeting)

6.4.2 *Legislative Updates*

Written informational legislative updates by Robbin Taylor are found on pages 35-40 of the agenda packet.

6.4.3 *Campaign Update*

This informational report by Tom Hiles is found on page 41 of the agenda packet.

6.4.4 *Quarterly media Report*

Bob Edwards provided an informational media report that is found on pages 42-43 of the agenda packet.

6.4.5 *Executive Session*

This agenda item was moved to the end of the agenda.

Motion to accept the above informational reports contained in agenda items 6.4.1-4 for filing in the Board's official files was made by Mr. Fischer, seconded by Ms. Wathen, and carried unanimously.

6.5 Student Affairs Committee, Mr. James B. Tennill, Chair

Pages 44-47 of the agenda packet summarize the housing occupancy for fall, 2002, provide an update on parking, and the Aramark contract. Those items were reviewed by Dr. Gene Tice, Vice President for Student Affairs.

Motion to receive items 6.5.1-3 for filing in the Board's official files was made by Mr. Tennill, seconded by Ms. Bale and carried.

AGENDA ITEM 7 - Recommendation for approval of personnel actions since August 16, 2002

Chair Gray presented the recommended personnel actions contained in the next fifteen pages.

PERSONNEL CHANGES – FACULTY

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Art	Joon Sung	Assistant Professor	08/07/2002			40,008.00	Appointment
Associate Degree Nursing Program	Dawn Garrett	Instructor	08/07/2002	06/30/2003		32,496.00	Appointment
Associate Degree Nursing Program	Mary Green	Instructor	08/07/2002	06/30/2003		33,492.00	Appointment
Associate Degree Nursing Program	Angela Irvin	Instructor	08/07/2002	06/30/2003		32,496.00	Appointment
Chemistry	Shawn Kellie	Instructor	08/07/2002	12/31/2002		12,000.00	Appointment
Communication	Bruce Crawley	Instructor	08/07/2002	06/30/2003		31,500.00	Appointment
Communication	Gary Hughes	Instructor	08/07/2002	06/30/2003		31,500.00	Appointment
Communication	Patricia Witcher	Instructor	08/07/2002	12/31/2002		15,756.00	Appointment
Computer Science	Ahmed Kamal	Visiting Assistant Professor	08/07/2002	06/30/2003		51,924.00	Appointment
Consumer & Family Sciences	Tracy Pace	Instructor	08/07/2002	06/30/2003		28,200.00	Appointment
Dean Community College	George Kontos	Assistant Professor	08/07/2002			38,004.00	Appointment
Elementary Education	Antoinette Talbott	Instructor	08/01/2002			31,500.00	Appointment
English	Melanie Bates	Instructor	08/07/2002	06/30/2003		31,500.00	Appointment
English	Kate Begnal	Instructor	08/07/2002	06/30/2003		31,500.00	Appointment
English	Marie Guthrie	Instructor	08/07/2002	06/30/2003		31,500.00	Appointment
Government	Martha Adams	Visiting Assistant Professor	08/07/2002	06/30/2003		44,004.00	Appointment
Modern Lang & Intercultural Studies	Gustavo Obeso	Instructor	08/07/2002			32,508.00	Appointment
Music	Mark Jennings	Visiting Assistant Professor	08/07/2002	06/30/2003		40,200.00	Appointment
Sociology	Ja'Shard Justice	Instructor	08/07/2002	06/30/2003		28,008.00	Appointment
University College	Terrance George	Instructor	08/07/2002	12/31/2002		13,008.00	Appointment
Computer Science	Robert Byrd	Assistant Professor	07/01/2002		56,496.00	57,696.00	Deg/Crt Sal Inc
Psychology	Pitt Derryberry	Assistant Professor	07/01/2002		46,104.00	47,304.00	Deg/Crt Sal Inc
Engineering	John P. Russell	Department Head/Professor	07/01/2003				Optional Retire
English	Joseph Glaser	Professor	07/01/2003				Optional Retire
History	Charles Bussey	Professor	07/01/2003				Optional Retire
History	Frederick Murphy	Professor	07/01/2003				Optional Retire
School of Journalism & Broadcasting	Jo-Ann Albers	Director/Professor	07/01/2003				Optional Retire
Sociology	James Grimm	Professor	07/01/2003				Optional Retire
Community College	Jerry Boles	Optional Retiree	06/30/2002				Opt Ret End
Community College	Anna Jo Johnson	Optional Retiree	06/30/2002				Opt Ret End
English	James Heldman	Optional Retiree	06/30/2002				Opt Ret End
Government	Carl Chelf	Optional Retiree	06/30/2002				Opt Ret End
Public Health	Joseph Glenn Lohr	Optional Retiree	06/30/2002				Opt Ret End
Special Instructional Programs	Mildred Wallace	Optional Retiree	06/30/2002				Opt Ret End
Management and Information Systems	Thomas Butterfield	Co-Chair	07/01/2002		80,928.00	89,928.00	Promotion

**PERSONNEL CHANGES – FACULTY
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Communication	Christopher Grove	Instructor	07/01/2002	06/30/2003		31,500.00	Reappointment
Communication	Clint Haynes	Instructor	07/01/2002	06/30/2003		31,500.00	Reappointment
Dean Community College	Wendy Sanchez	Instructor	07/01/2002	06/30/2003		28,008.00	Reappointment
Economics and Marketing	Allan Hall	Vstg Business Exec/Residence	07/01/2002	06/30/2003		41,604.00	Reappointment
History	Paula Trafton	Instructor	07/01/2002	06/30/2003		28,008.00	Reappointment
Mathematics	Robert Bueker	Professor	07/01/2002	12/31/2002		15,180.00	Reappointment
Mathematics	John Lagrange	Instructor	07/01/2002	06/30/2003		30,360.00	Reappointment
Mathematics	Margo Law	Instructor	07/01/2002	06/30/2003		30,360.00	Reappointment
Mathematics	Glenn Perkinson	Instructor	07/01/2002	12/31/2002		15,348.00	Reappointment
Mathematics	Shirley Wildermuth	Instructor	07/01/2002	12/31/2002		16,200.00	Reappointment
Middle Grades & Secondary	John Kiraly	Professional-in-Residence	07/01/2002	06/30/2003		34,224.00	Reappointment
Public Health	Cecilia Watkins	Visiting Assistant Professor	07/01/2002	06/30/2003		39,528.00	Reappointment
Communication	Charlotte Elder	Instructor	08/07/2002	06/30/2003		31,500.00	Rehire
Communication	Donna Kirwan	Instructor	08/07/2002	06/30/2003		31,500.00	Rehire
Dean Community College	Michelle Randolph	Instructor	08/07/2002	12/31/2002		16,008.00	Rehire
Dean, Ogden College	William Blackburn	Instructor	08/07/2002	12/31/2002		15,000.00	Rehire
Elementary Education	Kelly Bell	Instructor	08/01/2002			31,500.00	Rehire
English	Tammy Rastoder	Instructor	08/07/2002	06/30/2003		31,500.00	Rehire
English	Carlin Verbeck	Instructor	08/07/2002	06/30/2003		31,500.00	Rehire
Journalism & Broadcasting	Alan Palmer	Vstg Professional-in-Residence	08/07/2002	06/30/2003		42,000.00	Rehire
Management	Jennifer Smith	Instructor	08/07/2002	06/30/2003		35,004.00	Rehire
Nursing	Audrey Cornell	Instructor	08/07/2002	06/30/2003		32,004.00	Rehire
Public Health	Jae Kim	Instructor	08/07/2002	06/30/2003		34,008.00	Rehire
Theatre & Dance	Reed Bergen	Instructor	08/07/2002	06/30/2003		28,008.00	Rehire
University College	Therese Boyarsky	Instructor	08/07/2002	06/30/2003		26,004.00	Rehire
Management	H. Randall Capps	Visiting Professor	08/07/2002	06/30/2003		40,008.00	Rehire of Retiree
Institutional Research/Government	Julius Sloan	Optional Retiree	07/01/2002		22,584.00	27,588.00	Opt Ret Change
School of Journalism & Broadcasting	Jeanie Adams-Smith	Assistant Professor	07/01/2002		55,008.00	56,476.00	FY Salary Inc
School of Journalism & Broadcasting	James Kenney	Assistant Professor	07/01/2002		55,008.00	57,756.00	FY Salary Inc
Biology	Kerrie McDaniel	Visiting Assistant Professor	08/07/2002	06/30/2003		35,004.00	Status Change
Nursing	Cathy Abell	Visiting Assistant Professor	08/07/2002	06/30/2003	35,628.00	36,000.00	Status Change
Community College	Nancy English	Instructor	07/01/2002		25,008.00	34,008.00	Status Change
Community College	Patricia Steelman	Instructor	08/07/2002	12/31/2002		15,000.00	Status Change
Community College	Heather Strode	Instructor	08/07/2002		21,372.00	32,004.00	Status Change

**PERSONNEL CHANGES – FACULTY
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Mathematics	Ferhan Atici	Visiting Assistant Professor	08/07/2002	06/30/2003	13,200.00	30,360.00	Status Change
Music	John Carmichael	Professor	07/01/2002		56,544.00	62,832.00	Status Change
Accounting and Finance	Indudeep Chhachhi	Page Professor	07/01/2002	06/30/2005		388.00/mo	Stipend
Allied Health - Dental Hygiene	Rebecca Tabor	Associate Professor	07/01/2002			250.00/mo	Stipend
Community College	Sherry Reid	Interim Dean	07/01/2002	06/30/2003		750.00/mo	Stipend
Distance Learning Programs	Robert Wyatt	Director	07/01/2002	06/30/2003		300.00/mo	Stipend
Elementary Education	Alice Mikovch	Associate Professor	07/01/2002	05/31/2003		300.00/mo	Stipend
Management and Information Systems	Zubair Mohamed	Interim Co-Chair	07/01/2002	06/30/2003		793.00/mo	Stipend
Nursing	Rachel Kinder	Assistant Professor	07/01/2002	09/31/2002		250.00/mo	Stipend
Physics & Astronomy	Richard Hackney	Interim Department Head	08/01/2002	06/30/2003		500.00/mo	Stipend
Elementary Education	Stanley Cooke	Interim Department Head		12/31/2002			Stipend End
Community College	David Rogers	Assistant Professor	07/01/2002		31,620.00	32,004.00	Transfer
Physics & Astronomy	Charles McGruder	Professor	07/01/2002		89,880.00	100,008.00	Transfer
Community College	Linda Clark	Assistant Professor	01/01/2003	06/30/2003			Unpaid Leave
Community College	Dennis Smith	Assistant Professor	07/31/2002				Termination
Elementary Education	Kelly Bell	Instructor	08/26/2002				Termination
English	Anna Combs	Instructor	08/07/2002				Termination
School of Journalism & Broadcasting	Augustine Ihator	Associate Professor	06/30/2002				Termination
Theatre and Dance	Lees Hummel	Assistant Professor	08/31/2002				Termination

PERSONNEL CHANGES – GRANTS

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Biotechnology Center - POD	Bryan Mason	MN Temp PNF 00	08/12/2002	08/11/2003		26,004.00	Appointment
Child Care	Linda Reynolds	Teacher	09/03/2002	09/30/2003		17,376.00	Appointment
Dean College of Education	Eddie Swain	Counselor, Talent Search	09/03/2002	08/31/2003		26,400.00	Appointment
Education Telecommunications	Todd Camplin	BW PT Tech 00	07/15/2002	09/30/2003		6.00/hr	Appointment
Equal Opportunity/ADA Compliance	Kristy Reeder	BW PT Tech 00	08/01/2002	06/30/2003		20.00/hr	Appointment
Equal Opportunity/ADA Compliance	Sherrie Vaughn	BW PT Tech 00	08/01/2002	06/30/2003		18.00/hr	Appointment
Forensics - POD	James Mory	MP PT Temp PNF 00	08/15/2002	04/30/2003		4,000.00	Appointment
Institute for Rural Health - POD	Bonny Petty	BW PT Tech 00	09/09/2002	06/30/2003		18.00/hr	Appointment
Institute for Rural Health - POD	Yamini Teegala	BW PT Temp Maint 00	08/19/2002	05/09/2003		8.00/hr	Appointment
Social Work	Michelle Acree	Assistant Professor	08/07/2002	06/30/2003		44,004.00	Appointment
College of Health & Human Services	Glynda Stone	Coordinator II	09/30/2002	09/29/2003	30,600.00	31,824.00	Grant FY Sal Inc
Counseling and Student Affairs	Charlene Manco	Director	09/01/2002	08/31/2003	52,056.00	65,004.00	Grant FY Sal Inc
Counseling and Student Affairs	Melissa Towe	Office Coordinator	09/01/2002	08/31/2003	25,236.00	30,288.00	Grant FY Sal Inc
Counseling and Student Affairs	Janie Ward	Office Assistant	09/01/2002	08/31/2003	20,184.00	21,192.00	Grant FY Sal Inc
Counseling and Student Affairs	Shirley Wood	BW PT Clerical 00	09/01/2002	08/31/2003	15.12/hr	15.88/hr	Grant FY Sal Inc
Equal Opportunity/ADA Compliance	Valerie Spence	BW PT Tech 00	07/01/2002	06/30/2003	22.00/hr	25.00/hr	Grant FY Sal Inc
Public Health	Donita Lashley	HETC Health Programs Spec	09/30/2002	09/29/2003	29,820.00	31,008.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Dennis Angle	Graphics Specialist	09/01/2002	08/31/2003	43,752.00	45,072.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Harry Bickel	Lead Staff Consultant	09/01/2002	08/31/2003	56,184.00	58,944.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Janet Buckley	Component Specialist	09/01/2002	08/31/2003	55,452.00	57,396.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Bob Crooks	Training Specialist	09/01/2002	08/31/2003	54,540.00	56,184.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Dena Davis	Infant/Toddler Specialist	09/01/2002	08/31/2003	45,612.00	46,488.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Perry Davis	Management Specialist	09/01/2002	08/31/2003	54,072.00	56,784.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Eric Dupree	Management Specialist	09/01/2002	08/31/2003	55,008.00	57,216.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Gail Elleby	Management Specialist	09/01/2002	08/31/2003	57,600.00	60,336.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	09/01/2002	08/31/2003	55,152.00	57,360.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Michael Gramling	Training Specialist	09/01/2002	08/31/2003	52,248.00	53,820.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Thomas Hamilton	Technology Specialist	09/01/2002	08/31/2003	52,488.00	54,072.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Michael Hartz	Staff Assistant	09/01/2002	08/31/2003	33,864.00	35,388.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Holly Hatcher	Administrative Coordinator	09/01/2002	08/31/2003	30,840.00	32,076.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Luis Hernandez	Training Specialist	09/01/2002	08/31/2003	60,228.00	62,484.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Amy Hood	Training Specialist	09/01/2002	08/31/2003	50,496.00	52,272.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Henry Jones	Family Services Specialist	09/01/2002	08/31/2003	52,524.00	54,516.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Janine Keirman	Project Financial Specialist	09/01/2002	08/31/2003	46,992.00	49,812.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Robert Mason	Component Specialist	09/01/2002	08/31/2003	53,724.00	55,884.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Kyle Matthews	BW PT Clerical 00	09/01/2002	08/31/2003	6.19/hr	6.50/hr	Grant FY Sal Inc
Training/Technical Assistance Svcs	Colleen Mendel	Executive Director	09/01/2002	08/31/2003	93,480.00	98,160.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Susan Marie Morris	Staff Assistant	09/01/2002	08/31/2003	34,020.00	35,220.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Paula Mydlenski	Nutrition Specialist	09/01/2002	08/31/2003	57,384.00	60,156.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Nita Norphlet-Thompson	Special Projects Specialist	09/01/2002	08/31/2003	55,092.00	56,748.00	Grant FY Sal Inc

PERSONNEL CHANGES – GRANTS
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Training/Technical Assistance Svcs	Beth O'Brien	Staff Assistant	09/01/2002	08/31/2003	36,960.00	39,060.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Sherry Parker	Administrative Coordinator	09/01/2002	08/31/2003	25,872.00	26,652.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	James Pasley	Training Specialist	09/01/2002	08/31/2003	56,784.00	59,064.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Jennifer Pecot	Training Specialist	09/01/2002	08/31/2003	53,868.00	55,404.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Vera Pritchett	Computer Specialist	09/01/2002	08/31/2003	48,888.00	50,328.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Betty Robertson	Data Manager	09/01/2002	08/31/2003	32,940.00	34,260.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Gladys Rocafort	Training Specialist	09/01/2002	08/31/2003	50,508.00	53,040.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Lejane Sailors	Health Specialist	09/01/2002	08/31/2003	53,376.00	55,956.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Connie Smith	Early Childhood Ed Specialist	09/01/2002	08/31/2003	59,628.00	62,028.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Cynthia Sprouse	Administrative Coordinator	09/01/2002	08/31/2003	27,264.00	28,908.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Betsy Thigpen	Training Specialist	09/01/2002	08/31/2003	54,504.00	56,148.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	Marcia Verzaro-O'Brien	Director, Southern Region	09/01/2002	08/31/2003	80,592.00	84,432.00	Grant FY Sal Inc
Training/Technical Assistance Svcs	James Watkins	Program Manager	09/01/2002	08/31/2003	54,084.00	55,716.00	Grant FY Sal Inc
Water Resource Center - POD	Ouida Meier	Project Specialist	10/01/2002	09/30/2003	40,104.00	41,712.00	Grant FY Sal Inc
Water Resource Center - POD	Chiquita Sparks	Office Associate	10/01/2002	09/30/2003	21,000.00	22,260.00	Grant FY Sal Inc
Water Resource Center - POD	Ritchie Taylor	Director	10/01/2002	09/30/2003	50,004.00	53,004.00	Grant FY Sal Inc
Applied Physics Institute	Kirk Cantrell	BW PT Temp Tech 00	09/13/2002	01/29/2003		19.30/hr	Reappointment
Dean Community College	Carla Hinton	MP PT PNF 00	07/01/2002	06/30/2003		9,265.00	Reappointment
Library Special Collections	Lynne Ferguson	BW PT Temp Tech 00	08/01/2002	05/31/2003		16,598.00	Reappointment
Applied Physics Institute	Ivan Novikov	Research Associate	07/01/2002	01/15/2003	40,008.00	40,008.00	Reappt/No Sal Inc
Counseling and Student Affairs	Jennifer Costellow	BW PT Temp Clerical 00	09/01/2002	10/31/2002	10.00/hr	10.00/hr	Reappt/No Sal Inc
Dean College of Education	Nancy Carwell	Director	09/01/2002	08/31/2003	40,644.00	40,644.00	Reappt/No Sal Inc
Dean College of Education	Kenneth Dyrson	Director	09/01/2002	08/31/2003	44,640.00	44,640.00	Reappt/No Sal Inc
Dean College of Education	Marlys Garman	Academic Coordinator	10/01/2002	06/30/2003	14,327.00	14,327.00	Reappt/No Sal Inc
Dean College of Education	Vicki Gregory	Academic Coordinator	09/01/2002	08/31/2003	34,068.00	34,068.00	Reappt/No Sal Inc
Dean College of Education	Carolyn Hagaman	Coord, Student Support Svc	09/01/2002	08/31/2003	33,984.00	33,984.00	Reappt/No Sal Inc
Dean College of Education	Michael Johnson	Coordinator	09/01/2002	08/31/2003	38,820.00	38,820.00	Reappt/No Sal Inc
Dean College of Education	Martha Kenney	Coordinator	10/01/2002	06/30/2003	34,116.00	34,116.00	Reappt/No Sal Inc
Dean College of Education	Paula Maier	Counselor	09/01/2002	08/31/2003	28,788.00	28,788.00	Reappt/No Sal Inc
Dean College of Education	Gaye Pearl	Office Assistant	10/01/2002	09/30/2003	25,596.00	25,596.00	Reappt/No Sal Inc
Dean College of Education	Mary Roppel	Office Associate	09/01/2002	08/31/2003	22,524.00	22,524.00	Reappt/No Sal Inc
Dean College of Education	Martha Sales	Counselor, Talent Search	09/01/2002	08/31/2003	29,736.00	29,736.00	Reappt/No Sal Inc
Dean College of Education	Howard Stone	Adult Ed Spec, Vet Upward Bnd	10/01/2002	06/30/2003	28,680.00	28,680.00	Reappt/No Sal Inc
Dean College of Education	Randal Wilson	Director	10/01/2002	06/30/2003	40,812.00	40,812.00	Reappt/No Sal Inc
Dean College of Education	Cassie Zippay	Adult Ed Spec, Vet Upward Bnd	10/01/2002	06/30/2003	28,704.00	28,704.00	Reappt/No Sal Inc
Dean Community College	Amy Thomas	SM Temp Clerical 00	10/01/2002	12/31/2002	23,700.00	23,700.00	Reappt/No Sal Inc

**PERSONNEL CHANGES – GRANTS
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Physics & Astronomy	Aleksandr Barzilov	Research Associate	09/29/2002	01/29/2003	40,008.00	40,008.00	Reappt/No Sal Inc
Physics & Astronomy	Michael Belbot	Senior Research Scientist	09/29/2002	06/30/2003	46,500.00	46,500.00	Reappt/No Sal Inc
Physics & Astronomy	Jonathan Paschal	Computer Specialist	09/29/2002	01/29/2003	33,660.00	33,660.00	Reappt/No Sal Inc
Physics & Astronomy	Gary Spichiger	Research Assistant	09/01/2002	01/29/2003	32,256.00	32,256.00	Reappt/No Sal Inc
Student Support Services	Kimberly Whalen	Office Associate	09/01/2002	08/31/2003	20,544.00	20,544.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Annette Anderson	Teacher	09/01/2002	06/30/2003	15,012.00	15,012.00	Reappt/No Sal Inc
Dean Community College	Barbara Strande	BW PT Temp Tech 00	08/19/2002	05/09/2003		33.06/hr	Rehire
Equal Opportunity/ADA Compliance	Jacqueline Peterson	BW PT Tech 00	07/01/2002	06/30/2003		20.00/hr	Rehire
Equal Opportunity/ADA Compliance	Teresa Smith	BW PT Tech 00	07/01/2002	06/30/2003		20.00/hr	Rehire
Equal Opportunity/ADA Compliance	Rosalind Spillman	BW PT Tech 00	07/01/2002	06/30/2003		20.00/hr	Rehire
Equal Opportunity/ADA Compliance	Peggy Wallace	BW PT Tech 00	07/01/2002	06/30/2003		20.00/hr	Rehire
Equal Opportunity/ADA Compliance	Debbie Ward	BW PT Tech 00	07/01/2002	06/30/2003		25.00/hr	Rehire
Equal Opportunity/ADA Compliance	Candaes Williams	BW PT Tech 00	07/01/2002	06/30/2003		18.00/hr	Rehire
Equal Opportunity/ADA Compliance	Tabitha Womack	BW PT Tech 00	07/01/2002	06/30/2003		20.00/hr	Rehire
Psychology	Amy Schirmer	BW PT Tech 00	09/01/2002	05/10/2003		5.50/hr	Rehire
College of Health & Human Services	Kathie Steffens	Office Associate	10/01/2002	06/30/2003	21,612.00	22,116.00	Salary Increase
Dean College of Education	Mary Roppel	Office Associate	10/01/2002	08/31/2003	22,524.00	23,028.00	Salary Increase
Economic Development Institute	Brenda Dickson	Office Coordinator	10/01/2002	06/30/2003	28,296.00	29,052.00	Salary Increase
Public Radio Services	Charolene Burden	Operations Assistant	10/01/2002	09/30/2003	22,200.00	23,208.00	Salary Increase
Student Support Services	Kimberly Whalen	Office Associate	10/01/2002	08/31/2003	20,544.00	21,048.00	Salary Increase
Dean College of Education	Patricia Ault	Office Associate	08/05/2002	06/30/2003		21,804.00	Status Change
Educational Television Services	Donald Noel	Operations Manager	09/03/2002	09/02/2003		28,500.00	Status Change
Institute for Rural Health - POD	Joseph Staples	MN Temp PNF 00	08/01/2002	06/30/2003		28,008.00	Status Change
Cave and Karst Studies	Kurtis Schumm	BW PT Temp Tech 00		06/30/2002			Termination
Consumer & Family Sciences	Susan Miller	BW PT Clerical 00		09/14/2002			Termination
Educational Television Services	Lindsey Sullivan	Operations Manager		08/16/2002			Termination
Geography and Geology	Christian Osboe	BW PT Temp Tech 00		06/30/2002			Termination
Public Health	Glenda White	Office Associate		09/29/2002			Termination
Training/Technical Assistance Svcs	Irene Nelson	Teacher		08/31/2002			Termination

PERSONNEL CHANGES – STAFF

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Academic Advising	Mary Haydon	Coordinator II	09/16/2002			24,732.00	Appointment
Academic Advising	Margaret Preston	Advising Associate	08/12/2002			21,420.00	Appointment
Admissions	Rebecca Sims	Admissions Associate	10/14/2002			19,104.00	Appointment
Athletic Marketing	Patrick Ransdell	MP PT PNF 00	08/01/2002	05/23/2003		10,000.00	Appointment
Distance Learning Program	Veronica Keeler	BW PT Tech 00	08/19/2002			7.00/hr	Appointment
Distance Learning Program	Wayne Keeler	BW PT Tech 00	08/19/2002			7.00/hr	Appointment
Distance Learning Program	Richard McClard	BW PT Tech 00	08/19/2002	05/11/2003		7.00/hr	Appointment
Distance Learning Program	Brant Wheeler	BW PT Tech 00	08/19/2002	05/11/2003		7.00/hr	Appointment
English	Patsy Taylor	BW PT Clerical 00	08/20/2002			8.00/hr	Appointment
Governmental Relations	Melissa Johnson	BW PT Temp Clerical 00	09/16/2002	09/15/2003		11.50/hr	Appointment
Health Services	Wayne MacGregor	Business Manager	08/05/2002			45,000.00	Appointment
Housing & Residence Life	Kyle Goodlett	Asst Residence Hall Director	07/29/2002			10,500.00	Appointment
Human Resources	Harvey West	Benefit Accounts Associate	09/16/2002			28,008.00	Appointment
Institutional Advancement	Sue Ellen Huffman	Research Assistant	09/23/2002			25,008.00	Appointment
Intramural/Recreational Sports	Sarah Irvin	BW PT Tech 00	08/12/2002			7.35/hr	Appointment
Intramural/Recreational Sports	Steven Powell	BW PT Tech 00	08/12/2002			7.35/hr	Appointment
Intramural/Recreational Sports	Lori Stamps	BW PT Tech 00	08/19/2002			5.15/hr	Appointment
Lbraries	Paula Bowles	BW PT Clerical 00	09/23/2002			8.70/hr	Appointment
Libraries	Michael Kinney	BW PT Tech 00	09/30/2002			9.00/hr	Appointment
Libraries	Christina Muia	BW PT Clerical 00	09/27/2002			8.72/hr	Appointment
Libraries	Jue Wang	Coord, Electronic Info	08/01/2002			40,008.00	Appointment
Maintenance Services	Floyd Berthelot	Supv, Electrical Shop	09/09/2002			38,025.00	Appointment
Men's Football	Lance Vermeil	Strength/Conditioning Coach	08/01/2002			21,096.00	Appointment
Police	Lori Kostiuk	Parking Enforcement Officer	08/19/2002			16,956.00	Appointment
Shuttle Service	Christopher Hopkins	Shuttle Bus Operator	08/15/2002			13,500.00	Appointment
Special Events	Sarah Thomas	BW PT Temp Clerical 00	08/12/2002	05/18/2003		10.00/hr	Appointment
Sports Information	Aaron Ames	Coordinator I	10/01/2002	06/30/2003		18,960.00	Appointment
Student Government Association	JacLyn Dunkelberger	BW PT Temp Clerical 00	08/05/2002	05/16/2003		7.00/hr	Appointment
Student Publications	Ann Green	BW PT Temp Clerical 00	08/15/2002	05/15/2003		5.15/hr	Appointment
Talisman	Colleen Carroll	BW PT Temp Maint 00	08/27/2002	05/20/2003		167.00/mo	Appointment
Talisman	Stephanie King	BW PT Temp Maint 00	08/27/2002	05/20/2003		167.00/mo	Appointment
Talisman	Amy Merrick	BW PT Temp Maint 00	08/27/2002	05/20/2003		89.00/mo	Appointment
Undistributed Housing Expense	Michael Thompson	Building Services Attendant	08/05/2002			12,714.00	Appointment
WKU Foundation	Melissa Tate	BW PT Tech 00	08/21/2002			8.00/hr	Appointment
Women's Swimming	Bruce Marchionda	Assistant Coach	09/03/2002			40,008.00	Appointment
Women's Track & Field	Erik Jenkins	Assistant Coach	08/16/2002	05/15/2003		7,506.00	Appointment
Women's Volleyball	Natalie Furry	Assistant Coach	07/24/2002			16,500.00	Appointment

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Campus Services	Royce Dethridge	Supervisor, Landscaping	07/01/2002		40,911.00	41,106.00	Deg/Crt Sal Inc
Intramural/Recreational Sports	Mark Williams	Asst Director, Intramurals	09/01/2002		41,220.00	41,928.00	Deg/Crt Sal Inc
Office of Diversity Programs	Jacqueline Pillow	Office Associate	09/01/2002		21,240.00	21,744.00	Deg/Crt Sal Inc
Strength & Conditioning	John Stephanski	Strength/Conditioning Coach	08/01/2002			300.00/Lump Sum	Deg/Crt Sal Inc
Academic Affairs & Provost's Office	Lou Stahl	Office Associate	07/01/2002	09/30/2002	24,960.00	26,160.00	Temp Rate Incr
Academic Affairs & Provost's Office	Lou Stahl	Office Associate	10/01/2002	06/30/2003	25,464.00	26,664.00	Temp Rate Incr
Applied Research & Technology - POD	Lucinda Graham	Operations Specialist	07/01/2002	09/30/2002	28,128.00	29,928.00	Temp Rate Incr
Applied Research & Technology - POD	Lucinda Graham	Operations Specialist	10/01/2002	06/30/2003	28,380.00	30,180.00	Temp Rate Incr
Chemistry	Alicia McDaniel	Chemical Supplies Tech	09/01/2002		22,368.00	28,368.00	Temp Rate Incr
Controller	Georgia Powell	Sr Payroll Associate	07/16/2002	09/30/2002	38,640.00	42,240.00	Temp Rate Incr
Farm	Joseph Brammer	Asst Farm Manager	07/01/2002	06/30/2003	24,384.00	30,384.00	Temp Rate Incr
Human Resources	Melissa Cornelius	Employee Benefits Associate	08/05/2002	09/30/2002	23,880.00	26,280.00	Temp Rate Incr
Police	Darrin Beckmann	Police Officer	09/16/2002		25,680.00	26,808.00	Temp Rate Incr
Controllor	Mary Cole	Mgr, Payroll/Tax Compliance	09/01/2002		40,320.00	45,528.00	Promotion
Gordon Ford College of Business	Robert Reber	Associate Dean	07/01/2002		87,228.00	97,008.00	Promotion
Housing & Residence Life	Kathryn Stewart	Residence Hall Director	07/29/2002	06/30/2003	10,500.00	12,804.00	Promotion
Sports Information	Brian Fremund	Director, Ath Media Relations	10/01/2002		25,152.00	37,008.00	Promotion
Undistributed Housing Expense	Jessica Adamson	Group Leader, Bldg Services	07/29/2002		14,449.50	17,550.00	Promotion
Academic Advising	Leslie Lawrence	MP PT PNF 00	07/01/2002	06/30/2003		19,000.00	Reappointment
Academic Advising	Dianna Marshall	MP PT PNF 00	08/19/2002	05/09/2003		15,000.00	Reappointment
Academic Advising	Ricardo Sisney	MP PT PNF 00	08/19/2002	05/09/2003		6,000.00	Reappointment
Athletic Marketing	Michael Legg	MP PT PNF 00	08/06/2002	08/31/2002		25,008.00	Reappointment
Chemistry	Phillip Shelton	BW PT Temp Tech 00	08/16/2002	12/31/2002		12.50/hr	Reappointment
Dean Ogden College	Savitha Bobbala	BW PT Temp Tech 00	05/15/2002	12/15/2002		7.00/hr	Reappointment
Health & Fitness Lab	Gayle Kenyon	BW PT Tech 00	08/19/2002			20.00/hr	Reappointment
Interactive Television	John Coe	BW PT Tech 00	08/26/2002			20.00/hr	Reappointment
Libraries	Carol Watwood	MP PT PNF 00	08/01/2002	05/30/2003		12,500.00	Reappointment
Libraries, Extended Campus	Robert Harbison	BW PT Clerical 00	09/01/2002	11/01/2002		9.00/hr	Reappointment
Men's Football	Bryan Cross	MP PT PNF 00	07/01/2002	04/30/2003		15,000.00	Reappointment
Men's Football	John Hocker	MP PT PNF 00	07/01/2002	04/30/2003		15,000.00	Reappointment
Men's Track & Field	Jeremy Camron	MP PT PNF 00	08/16/2002	05/15/2003		3,006.00	Reappointment
Physical Education & Recreation	Michael Morris	BW PT Maint 00	07/01/2002			8.00/hr	Reappointment
Talisman	Stephanie Gladney	BW PT Clerical 00	08/27/2002	05/20/2003		2,007.00	Reappointment
Talisman	Erica Walsh	BW PT Clerical 00	08/27/2002	05/20/2003		801.00	Reappointment
Theatre & Dance	Gail Thomas	BW PT Temp Sk Crft 00	08/19/2002	12/06/2002		7.81/hr	Reappointment
University Centers	Emily Butler	BW PT Maint 00	08/05/2002	05/10/2003		7.00/hr	Reappointment
University Centers	Terrence Fizer	BW PT Maint 00	08/06/2002			8.00/hr	Reappointment

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Women's Basketball	Brian Wilson	MP PT PNF 00	07/01/2002	03/31/2003		9,000.00	Reappointment
Academic Advising	Angela McDonald	Coordinator	08/06/2002			22,008.00	Rehire
Dean Community College	Shirley Bush	Coordinator II	08/19/2002	06/30/2003		30,000.00	Rehire
English	Eva Whittle	Office Associate	09/19/2002			22,488.00	Rehire
Extended Campus-Glasgow	Travis Young	BW PT Maint 00	08/14/2002	05/30/2003		5.15/hr	Rehire
F&A - VP Information Technology	Holly Hunt	Office Assistant	08/12/2002			20,496.00	Rehire
Military Science	Rita Collins	Office Associate	08/05/2002			20,400.00	Rehire
University Centers	Erin Davis	Manager	08/05/2002			28,008.00	Rehire
University Centers	Azurdee Garland	BW PT Temp Maint 00	09/08/2002	05/14/2003		7.00/hr	Rehire
Women's Studies	Patricia Jagers	Office Associate	08/05/2002			21,096.00	Rehire
Physics & Astronomy	Noretta Baxter	Office Associate	07/01/2002		19,200.00	21,120.00	Reclass
HVAC Services	Lonice Goodbread	HVAC Technician	07/31/2002		23,361.00	17,043.00	Salary Decrease
Academic Affairs & Provost's Office	Lois Hall	Administrative Assistant	10/01/2002		38,676.00	39,684.00	Salary Increase
Academic Affairs & Provost's Office	LaDonna Harris	Office Coordinator	10/01/2002		25,944.00	26,700.00	Salary Increase
Academic Affairs & Provost's Office	Teresa Jackson	Office Coordinator	10/01/2002		27,684.00	28,440.00	Salary Increase
Academic Affairs & Provost's Office	Lou Stahl	Office Associate	10/01/2002		24,960.00	25,464.00	Salary Increase
Academic Technology	Nancy Graham	Office Assistant	10/01/2002		24,792.00	25,800.00	Salary Increase
Academic Technology	Joyce Thorpe	Film Library Associate	10/01/2002		27,912.00	29,172.00	Salary Increase
Accounting and Finance	Barbara Glass	Office Associate	10/01/2002		22,392.00	22,644.00	Salary Increase
Admissions Office	Linda Spinney	Admissions Associate	10/01/2002		21,936.00	22,692.00	Salary Increase
Agriculture	Deborah Gabbard	Office Associate	10/01/2002		27,600.00	28,608.00	Salary Increase
Agriculture	Patricia Harper	Office Assistant	10/01/2002		20,208.00	20,712.00	Salary Increase
Allied Health - Dental Hygiene	Sandra Wilson	Office Associate	10/01/2002		23,352.00	23,604.00	Salary Increase
Alumni Relations	Doris Vance	Office Associate	10/01/2002		22,008.00	22,512.00	Salary Increase
Applied Research & Technology - POD	Lucinda Graham	Operations Specialist	10/01/2002		28,128.00	28,380.00	Salary Increase
Architect & Manufacturing Sciences	Judy Pennington	Office Associate	10/01/2002		29,472.00	30,468.00	Salary Increase
Art	Vicki Sharer	Office Associate	10/01/2002		21,840.00	22,092.00	Salary Increase
Auxiliary Services	Sherry Blanton	Manager, Operations	10/01/2002		31,200.00	31,704.00	Salary Increase
Bookstore	Floyd Anders	Bookstore Associate	10/01/2002		17,082.00	17,842.50	Salary Increase
Bookstore	Evon Bryant	Bookstore Associate	10/01/2002		17,355.00	17,608.50	Salary Increase
Bookstore	Cherry Tarter	Bookstore Associate	10/01/2002		20,767.50	22,035.00	Salary Increase
Campus Services and Facilities	Patricia Turner	Office Coordinator	10/01/2002		27,012.00	27,516.00	Salary Increase
Career Services Center	Michael Hanner	Office Associate	10/01/2002		23,664.00	23,916.00	Salary Increase
Career Services Center	Tess McKinley	Office Coordinator	10/01/2002		30,336.00	31,092.00	Salary Increase
Center for Gifted Studies	Linda Bandy	Office Associate	10/01/2002		22,188.00	22,440.00	Salary Increase
Center for Gifted Studies	Susan Porter	Office Assistant	10/01/2002		19,248.00	19,752.00	Salary Increase

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Chemistry	Judith Deel	Office Associate	10/01/2002		25,920.00	26,916.00	Salary Increase
Coal Science Center	Janet Allen	Office Associate	10/01/2002		22,812.00	23,064.00	Salary Increase
College Heights Foundation	Carol Barksdale	Office Associate	10/01/2002		25,776.00	26,280.00	Salary Increase
College Heights Foundation	Betty Hinton	Office Associate	10/01/2002		31,236.00	32,496.00	Salary Increase
Communication	Mary Schneider	Office Associate	10/01/2002		22,200.00	22,452.00	Salary Increase
Community College	Lynnita Glass	Office Associate	10/01/2002		22,464.00	22,716.00	Salary Increase
Consumer & Family Sciences	Lauri Warden	Office Associate	10/01/2002		22,656.00	23,160.00	Salary Increase
Controller	Patricia Bodkin	Billings/Rec Accts Specialist	10/01/2002		22,320.00	23,076.00	Salary Increase
Controller	Joan Harrison	Grant Accounts Specialist	10/01/2002		26,952.00	27,204.00	Salary Increase
Controller	Brookie Henry	Billings/Rec Accts Specialist	10/01/2002		23,784.00	24,288.00	Salary Increase
Controller	Dottie Lake	Grant Accounts Specialist	10/01/2002		26,952.00	27,456.00	Salary Increase
Correspondence Studies Office	Sharon Wassom	Correspondence Specialist	10/01/2002		26,040.00	27,048.00	Salary Increase
Counseling and Student Affairs	Kristy Hamm	Office Associate	10/01/2002		19,944.00	20,196.00	Salary Increase
Counseling Services	Deborah Bean	Office Associate	10/01/2002		24,024.00	24,528.00	Salary Increase
Counseling Services	Sharon Ercey	Supervisor, Testing	10/01/2002		35,616.00	36,624.00	Salary Increase
Dean College of Education	Cathie Bryant	Office Coordinator	10/01/2002		33,768.00	35,028.00	Salary Increase
Dean College of Education	Sharon Hartz	Administrative Assistant	10/01/2002		32,544.00	33,300.00	Salary Increase
Dean College of Education	Susan Krisher	Office Associate	10/01/2002		25,464.00	26,220.00	Salary Increase
Dean Gordon Ford College Business	Martina Gibson	Office Associate	10/01/2002		22,680.00	23,184.00	Salary Increase
Dean Gordon Ford College Business	Paula Newby	Office Coordinator	10/01/2002		27,144.00	27,396.00	Salary Increase
Dean Ogden College	Deanna Durrant	Office Associate	10/01/2002		22,176.00	22,428.00	Salary Increase
Dean Ogden College	Carol Holton	Office Coordinator	10/01/2002		33,336.00	34,344.00	Salary Increase
Dean Potter College	Mina Doerner	Administrative Assistant	10/01/2002		28,392.00	28,644.00	Salary Increase
Dean Student Life	Karen Ruble	Office Coordinator	10/01/2002		28,200.00	28,704.00	Salary Increase
Development	Betty Keown	Records Associate	10/01/2002		23,688.00	24,192.00	Salary Increase
Development Major Gifts	Adrienne Browning	Office Associate	10/01/2002		20,160.00	20,412.00	Salary Increase
Director of Athletics	Phyllis Finch	Office Associate	10/01/2002		21,552.00	22,056.00	Salary Increase
Distance Learning Program	Jacquelyn Ellis	Distance Learning Specialist	10/01/2002		27,912.00	28,416.00	Salary Increase
Diversity Programs	Connie Woods	Director/Judicial Affairs Coord	07/01/2002		49,824.00	59,820.00	Salary Increase
Economics and Marketing	Karen Braun	Office Associate	10/01/2002		22,728.00	23,232.00	Salary Increase
Educational Telecommunications	Linda Vaughn	Office Associate	10/01/2002		26,880.00	28,140.00	Salary Increase
Elementary Education	Nancy Duncan	Office Associate	10/01/2002		22,200.00	22,452.00	Salary Increase
Environmental Health & Safety	Robert Austin	Env Hlth/Safety Technician	10/01/2002		31,960.50	33,891.00	Salary Increase
Environmental Health & Safety	George Basham	Env Hlth/Safety Technician	10/01/2002		30,517.50	32,448.00	Salary Increase
Environmental Health & Safety	Cynthia George	Env Hlth/Safety Technician	10/01/2002		24,921.00	26,852.00	Salary Increase
Environmental Health & Safety	Nettie Gramling	Env Hlth/Safety Technician	10/01/2002		28,743.00	30,674.00	Salary Increase
Environmental Health & Safety	Larry Page	Mgr, Env Health and Safety	10/01/2002		38,668.50	40,599.00	Salary Increase
Environmental Health & Safety	David Slaughter	Env Hlth/Safety Technician	10/01/2002		31,941.00	33,872.00	Salary Increase

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Extended Campus-Elizabethtown	Lorraine Ledford	Advising Associate	10/01/2002		30,384.00	31,392.00	Salary Increase
Extended Campus-Glasgow	Judy Parker	Office Associate	10/01/2002		21,960.00	22,716.00	Salary Increase
Extended Campus-Owensboro	Charlotte Dixon	Advising Associate	10/01/2002		25,128.00	25,380.00	Salary Increase
Extended Campus-Owensboro	Susan Rice	BW PT Clerical 00	08/12/2002		7.70/hr	8.09/hr	Salary Increase
Extended Campus-Owensboro	Judy Rouse	BW PT Clerical 00	08/12/2002		7.70/hr	8.09/hr	Salary Increase
Facilities Fiscal Services	Judy Blankenship	Office Coordinator	10/01/2002		24,792.00	25,296.00	Salary Increase
Facilities Fiscal Services	Evelyn Drake	Work Control Center Assoc	10/01/2002		24,000.00	24,756.00	Salary Increase
General Counsel	Torie Cockriel	Administrative Assistant	10/01/2002		37,632.00	38,640.00	Salary Increase
Health Services	Matthew Coleman	BW PT Temp Maint 00	08/20/2002		6.00/hr	7.00/hr	Salary Increase
Health Services	Joyce Dunn	Office Associate	10/01/2002		23,988.00	25,248.00	Salary Increase
Health Services	Bobbie Price	Accounts Associate	10/01/2002		23,508.00	23,760.00	Salary Increase
Hilltopper Athletic Foundation	Deborah McCormick	Membership Services Assoc	10/01/2002		26,532.00	26,784.00	Salary Increase
History	Marsha Skipworth	Office Associate	10/01/2002		22,056.00	22,308.00	Salary Increase
Honors Program	Lisa Beaty	Office Associate	10/01/2002		21,600.00	21,852.00	Salary Increase
Housing & Residence Life	Amelia Jones	Office Associate	10/01/2002		25,584.00	26,088.00	Salary Increase
Human Resources	Mary Ann McGehee	Human Resources Associate	10/01/2002		35,592.00	36,600.00	Salary Increase
Human Resources	Marjorie Faye McKeage	Office Associate	08/01/2002		20,160.00	21,504.00	Salary Increase
Human Resources	Julie Ranger	Data Management Associate	10/01/2002		24,864.00	25,116.00	Salary Increase
HVAC Services	Christopher Burch	HVAC Technician	10/01/2002		25,701.00	29,601.00	Salary Increase
HVAC Services	James Hampton	HVAC Technician	10/01/2002		24,843.00	28,743.00	Salary Increase
HVAC Services	Clifton Johnson	Supv, HVAC	10/01/2002		34,710.00	38,610.00	Salary Increase
HVAC Services	Michael Vance	HVAC Technician	10/01/2002		24,180.00	28,275.00	Salary Increase
Information Technology	Elizabeth Paris	Business Coordinator	10/01/2002		34,392.00	35,400.00	Salary Increase
International Programs & Projects	Janice Rameg	Office Associate	10/01/2002		21,288.00	21,540.00	Salary Increase
Journalism & Broadcasting	Myrtis Bowles	Advising Associate	10/01/2002		25,152.00	25,908.00	Salary Increase
Libraries	Ann Brown	Sr Catalog Assistant	10/01/2002		25,968.00	27,228.00	Salary Increase
Libraries	Lucy Daniels	Supv, Circulation Desk	10/01/2002		28,992.00	30,252.00	Salary Increase
Libraries	Linda Davis	Sr Catalog Assistant	10/01/2002		24,168.00	25,176.00	Salary Increase
Libraries	Debra Day	Interlibrary Loan Specialist	10/01/2002		24,864.00	25,620.00	Salary Increase
Libraries	Michael Franklin	Sr Circulation Assistant	10/01/2002		21,648.00	21,900.00	Salary Increase
Libraries	Deana Groves	Sr Catalog Assistant	10/01/2002		22,704.00	22,956.00	Salary Increase
Libraries	Doris Hardcastle	Sr Catalog Assistant	10/01/2002		28,512.00	30,012.00	Salary Increase
Libraries	Sheila Hause	Sr Circulation Assistant	10/01/2002		24,288.00	25,296.00	Salary Increase
Libraries	Alice Jones	Sr Acquisitions Assistant	10/01/2002		22,776.00	23,532.00	Salary Increase
Libraries	Deborah Lamastus	Sr Govt Info & Law Assistant	10/01/2002		22,584.00	23,088.00	Salary Increase
Libraries	Selina Langford	Sr Interlibrary Loan Assistant	10/01/2002		21,624.00	21,876.00	Salary Increase
Libraries	Alan Logsdon	Sr Periodicals Associate	10/01/2002		24,144.00	24,396.00	Salary Increase
Libraries	Ellen Micheletti	Sr Educ Resources Ctr Asst	10/01/2002		22,128.00	23,136.00	Salary Increase
Libraries	Jo Ann Mitchell	Sr Serials Assistant	10/01/2002		24,528.00	25,536.00	Salary Increase

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Libraries	Paula Owens	Office Coordinator	10/01/2002		24,768.00	25,272.00	Salary Increase
Libraries	Myra Pawley	Office Coordinator	10/01/2002		25,512.00	25,764.00	Salary Increase
Libraries	Sarah Pruitt	Library Facilities Specialist	10/01/2002		23,976.00	24,228.00	Salary Increase
Libraries	John Sarkozi	Sr Acquisitions Assistant	10/01/2002		22,080.00	22,836.00	Salary Increase
Libraries	Ervin Stovall	Sr Govt Info & Law Assistant	10/01/2002		22,152.00	22,656.00	Salary Increase
Libraries	Susan Todd	Sr Serials Assistant	10/01/2002		24,768.00	26,268.00	Salary Increase
Libraries	Donna Vincent	Sr Acquisitions Assistant	10/01/2002		22,632.00	23,388.00	Salary Increase
Libraries	Kenneth Whittle	Sr Circulation Assistant	10/01/2002		21,600.00	21,852.00	Salary Increase
Libraries	Brenda Wood	Sr Serials Assistant	10/01/2002		21,840.00	22,344.00	Salary Increase
Library Special Collections	Lynn Niedermeier	Archival Assistant	10/01/2002		18,144.00	18,396.00	Salary Increase
Library Special Collections	Leonetta Strange	Office Associate	10/01/2002		21,720.00	21,972.00	Salary Increase
Management and Information Systems	Carole Ledbetter	Office Associate	10/01/2002		22,392.00	22,644.00	Salary Increase
Mathematics	Teresa Swetmon	Office Associate	10/01/2002		25,056.00	25,308.00	Salary Increase
Men's Football	Larissa Priddy	Office Associate	10/01/2002		26,028.00	27,288.00	Salary Increase
Modern Lang & Intercultural Studies	Holly Oglesbee	Office Associate	10/01/2002		21,864.00	22,116.00	Salary Increase
Network Computing	Wilma Malone	Office Associate	10/01/2002		25,632.00	26,892.00	Salary Increase
Nursing	Wanda Cullom	Office Associate	10/01/2002		21,264.00	21,516.00	Salary Increase
Nursing	Angelyn Drexler	CPR Training Coordinator	10/01/2002		20,160.00	20,412.00	Salary Increase
Office of Diversity Programs	Jacqueline Pillow	Office Associate	10/01/2002		21,744.00	21,996.00	Salary Increase
Philosophy & Religion	Paula Johnson	Office Associate	10/01/2002		21,672.00	21,924.00	Salary Increase
Physics & Astronomy	Noretta Baxter	Office Assistant	10/01/2002		21,120.00	21,624.00	Salary Increase
Police	Stephanie Crump	Records Assistant	10/01/2002		20,736.00	21,240.00	Salary Increase
Police	Donna Hearld	Records Assistant	10/01/2002		21,240.00	21,744.00	Salary Increase
Police	Patricia Murphy	Office Associate	10/01/2002		29,232.00	30,240.00	Salary Increase
Postal Services	Lisa Kirby	Supervisor, Mail Room	10/01/2002		27,468.00	28,476.00	Salary Increase
Postal Services	Donna Mefford	Mail Room Assistant	10/01/2002		19,704.00	20,208.00	Salary Increase
President's Office	Lana Flynn	Exec Administrative Assist	10/01/2002		41,208.00	41,712.00	Salary Increase
President's Office	Cynthia Kimbler	Administrative Assistant	10/01/2002		34,128.00	34,884.00	Salary Increase
Psychology	Peggy Marcum	Office Associate	10/01/2002		26,712.00	27,468.00	Salary Increase
Public Health	James Ramge	Office Associate	10/01/2002		22,824.00	23,076.00	Salary Increase
Purchasing	Toy Baker	Sr Accounts Payable Assoc	10/01/2002		27,432.00	28,188.00	Salary Increase
Purchasing	Margaret Bowman	Purchasing Associate	10/01/2002		20,688.00	21,696.00	Salary Increase
Purchasing	Patricia Shields	Accounts Payable Associate	10/01/2002		21,624.00	22,128.00	Salary Increase
Purchasing	Jessie Wilson	Purchasing Associate	10/01/2002		21,888.00	22,140.00	Salary Increase
Registrar's Office	Joyce Cooke	Office Coordinator	10/01/2002		24,888.00	25,644.00	Salary Increase
Registrar's Office	Linda Davis	Student Records Associate	10/01/2002		21,336.00	21,840.00	Salary Increase
Registrar's Office	Laura Dilliha	Student Records Specialist	10/01/2002		25,128.00	25,632.00	Salary Increase
Registrar's Office	Beverly Goodrum	Student Records Associate	10/01/2002		21,264.00	21,768.00	Salary Increase

PERSONNEL CHANGES – STAFF

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Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Registrar's Office	Judith Hatcher	Scheduling Coordinator	10/01/2002		24,552.00	25,056.00	Salary Increase
Registrar's Office	Dana Jones	Student Records Associate	10/01/2002		22,344.00	22,848.00	Salary Increase
Registrar's Office	Phoebe Jones	SrDegree Certification Officer	10/01/2002		28,800.00	29,304.00	Salary Increase
Registrar's Office	Dianna Redden	Student Records Associate	10/01/2002		21,000.00	21,252.00	Salary Increase
Special Instructional Programs	Mary Epley	Office Associate	10/01/2002		19,632.00	19,884.00	Salary Increase
Special Instructional Programs	Edith Mullen	Office Associate	10/01/2002		21,960.00	22,716.00	Salary Increase
Sports Information	Ann Handy	Office Associate	10/01/2002		27,516.00	28,776.00	Salary Increase
Student Financial Assistance	Cathy Alewine	Financial Aid Associate	10/01/2002		23,352.00	23,604.00	Salary Increase
Student Financial Assistance	Ometha Doss	Financial Aid Assistant	10/01/2002		21,216.00	21,468.00	Salary Increase
Student Financial Assistance	Lois Tidwell	Financial Aid Associate	10/01/2002		24,192.00	24,444.00	Salary Increase
Student Financial Assistance	Elaine Williams	Coord, Student Employment	10/01/2002		35,832.00	36,840.00	Salary Increase
Student Publications	Sherry West	Office Associate	10/01/2002		23,808.00	24,060.00	Salary Increase
Teacher Services	Sheila Raines	Office Associate	10/01/2002		26,160.00	27,168.00	Salary Increase
Telecommunications	Linda Vincent	Office Coordinator	10/01/2002		28,704.00	29,460.00	Salary Increase
Theatre & Dance	Nanci Hall	Office Associate	10/01/2002		22,992.00	23,748.00	Salary Increase
University Centers	Kimberly Sowders	Office Associate	10/01/2002		21,456.00	21,708.00	Salary Increase
University Relations	LaDonna Harmon	Office Associate	10/01/2002		21,228.00	21,480.00	Salary Increase
University Relations	Katrina McGill	Administrative Assistant	10/01/2002		25,704.00	25,956.00	Salary Increase
WKU Foundation	Jennifer Ragan	Accounts Associate	10/01/2002		20,232.00	20,736.00	Salary Increase
Bookstore	Patricia Duvall	Office Assistant	07/01/2002		18,525.00	19,266.00	Salary IncreaseFY
Campus Services	Doug Price	Assistant Supv, Landscaping	07/01/2002		31,141.50	32,311.50	Salary IncreaseFY
Campus Services	L. J. Reagan	BW PT Maint 00	07/01/2002		6.37/hr	7.25/hr	Salary IncreaseFY
Police	Craig Beckmann	Police Officer	07/01/2002		22,584.00	25,680.00	SalaryIncKLEFPF
Police	Lisa Brown	Police Officer	07/01/2002		22,584.00	25,680.00	SalaryIncKLEFPF
Police	Jody Burton	Shift Commander/Sgt	07/01/2002		29,904.00	33,000.00	SalaryIncKLEFPF
Police	Rafael Casas	Police Officer	07/01/2002		22,056.00	25,152.00	SalaryIncKLEFPF
Police	Mike Dowell	Detective Investigations/Sgt	07/01/2002		32,880.00	35,976.00	SalaryIncKLEFPF
Police	Larry Dvorak	Police Officer	07/01/2002		22,056.00	25,152.00	SalaryIncKLEFPF
Police	Jeff Eversoll	Police Officer	07/01/2002		23,808.00	26,904.00	SalaryIncKLEFPF
Police	Joe Harbaugh	Police Officer	07/01/2002		22,584.00	25,680.00	SalaryIncKLEFPF
Police	Kerry Hatchett	Shift Commander/Sgt	07/01/2002		28,788.00	31,884.00	SalaryIncKLEFPF
Police	Eugene Hooper	Patrol Commander/Captain	07/01/2002		45,360.00	48,456.00	SalaryIncKLEFPF
Police	Lee McKinney	Asst Shift Commander/Offcr	07/01/2002		25,824.00	28,920.00	SalaryIncKLEFPF
Police	Jerry Phelps	Investigations Commander/Cpt	07/01/2002		46,128.00	49,224.00	SalaryIncKLEFPF
Police	Ricky Powell	Asst Shift Commander/Offcr	07/01/2002		25,368.00	28,464.00	SalaryIncKLEFPF
Police	Pete Rich	Police Officer	07/01/2002		22,704.00	25,800.00	SalaryIncKLEFPF

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Police	Craig Sutter	Police Officer	07/01/2002		21,408.00	24,504.00	SalaryIncKLEFPF
Police	Gordon Turner	Training Sergeant	07/01/2002		34,800.00	37,896.00	SalaryIncKLEFPF
Police	Mike Waldrop	Shift Commander/Sgt	07/01/2002		31,584.00	34,680.00	SalaryIncKLEFPF
Police	Mike Wallace	Comm/Staff Svcs Com/Captain	07/01/2002		40,920.00	44,016.00	SalaryIncKLEFPF
Police	Brian Ward	Police Officer	07/01/2002		28,752.00	31,848.00	SalaryIncKLEFPF
Police	Glenn Woodard	Asst Shift Commander/Offcr	07/01/2002		25,200.00	28,296.00	SalaryIncKLEFPF
Athletic Marketing	Michael Legg	Coord, Broadcasting & Sales	09/01/2002		25,008.00	26,004.00	Status Change
Athletic Marketing	Jon Paul Zimmerman	Coord, Marketing/Promotions	08/01/2002			30,000.00	Status Change
Building Services	Pamela Bonds	Building Services Attendant	07/29/2002		6.97/hr	13,591.50	Status Change
Building Services	Betty Bowling	Building Services Attendant	08/26/2002		6.40/hr	12,714.00	Status Change
Building Services	Colleen Wintuska	Building Services Attendant	08/12/2002		7.44/hr	14,508.00	Status Change
Dean Graduate Study/Res/Ext Campus	Robin Fulkerson	Specialist, Graduate Studies	09/03/2002		10.00/hr	28,008.00	Status Change
Global Auto Conference	Michelle Kahler	SM Temp Clerical 00	08/19/2002	05/31/2003	10.00/hr	18,000.00	Status Change
Human Resources	Glenda Wahl	Employment Svcs Associate	09/09/2002		12.00/hr	26,016.00	Status Change
HVAC Services	Jason Kiper	HVAC Technician	08/26/2002		8.00/hr	23,595.00	Status Change
Library Special Collections	Mary Lynn Claycomb	Sr Library Assistant	10/01/2002		8.20/hr	19,104.00	Status Change
Telecommunications	Tammi R. Beach	SM Temp Clerical 00	10/01/2002	09/30/2003	8.60/hr	23,040.00	Status Change
Undistributed Centers	Larry Cardwell	Building Services Attendant	08/12/2002		7.31/hr	14,254.50	Status Change
Academic Advising	Brad Pittman	Coordinator II	08/19/2002	05/09/2003		4,000.00	Stipend
Controller	James Cummings	Mgr, Budgets & Resources	07/15/2002	09/30/2002		300.00/mo	Stipend
Hilltopper Athletic Foundation	Tom Keith	Assistant Director	09/01/2002	05/31/2003		228.00/mo	Stipend
Sports Information	Bruce Davis	Web Services Manager	07/01/2002	06/30/2003		100.00/mo	Stipend
Health & Human Services, School of	David Dunn	Director	07/01/2002	08/31/2002		500.00/mo	Stipend
Health & Human Services, College of	David Dunn	Interim Dean	09/01/2002	06/30/2003		750.00/mo	Stipend
Institutional Advancement	Carol Cummings	Mgr, Development Comm	02/15/2002				Title Change
Building Services	Dorothy Holloway	Building Services Attendant	07/01/2002		13,513.50	13,513.50	Transfer
English	Kimberly Boswell	Office Associate	08/26/2002		19,128.00	21,000.00	Transfer
Psychology	Lesley Montgomery	Office Assistant	08/20/2002		24,720.00	21,000.00	Transfer
Bookstore	Leslie Tinsley	Sr Bookstore Associate	07/31/2002				Retirement
Building Services	Helen Anderson	Building Services Attendant	09/30/2002				Retirement
Maintenance Services	Earl Garrett	Asst Supervisor, Plumbing	07/31/2002				Retirement
Sports Information	Paul Just	Director	10/31/2002				Retirement
Student Financial Assistance	Mary Jo Williams	Office Associate	09/30/2002				Retirement
Undistributed Housing	Caffa Forshee	Building Services Attendant	09/30/2002				Retirement

**PERSONNEL CHANGES – STAFF
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Advancement Services	Renee Updegraff	Research Asst, Development	08/31/2002				Termination
Academic Advising	Sarah Dillard	Advising Associate	08/02/2002				Termination
Building Services	Courtney Green	Building Services Attendant	08/29/2002				Termination
Building Services	Carri Lee	Building Services Attendant	08/13/2002				Termination
Campus Services	James D. Lindsey	Group Leader/Grndskeeping	07/29/2002				Termination
Dean College of Education	Karen Adams	Dean	01/17/2003				Termination
Distance Learning Program	Nathan Ewing	BW PT Temp Tech 00	08/13/2002				Termination
Distance Learning Program	Brian McGaha	BW PT Temp Tech 00	08/13/2002				Termination
English	Lisa Epley	Office Associate	09/20/2002				Termination
English	Eva Whittle	Office Associate	08/06/2002				Termination
Extended Campus-Elizabethtown	Tracy Dawson	BW PT Temp Tech 00	02/07/2002				Termination
Extended Campus-Elizabethtown	Joseph Lasley	BW PT Temp Tech 00	02/07/2002				Termination
Extended Campus-Glasgow	Jonathan Dugger	BW PT Serv/Maint	08/13/2002				Termination
Extended Campus Libraries	Katherine Pennavaria	Coordinator, Glasgow Library	12/10/2002				Termination
Football	John Hocker	MP PT PNF 00	08/30/2002				Termination
Geography & Geology	Michael Kreitzer	BW PT Tech 00	09/22/2002				Termination
Housing & Residence Life	Brent McPherson	Residence Hall Director	07/26/2002				Termination
Housing & Residence Life	Tina Westbrooks	Asst Residence Hall Director	06/30/2002				Termination
Human Resources	Kari Aikins	Benefit Accounts Associate	08/02/2002				Termination
Human Resources	Evantha Milliken	BW PT Temp Clerical	08/09/2002				Termination
Human Resources	Julie Ranger	Data Management Associate	10/04/2002				Termination
Intramural/Recreational Sports	Phillip Miller	BW PT Tech 00	08/19/2002				Termination
Intramural/Recreational Sports	Bryan Simpson	BW PT Tech 00	08/02/2002				Termination
Intramural/Recreational Sports	Stephanie Welsh	BW PT Tech 00	07/31/2002				Termination
Library Special Collections	Stephanie Coates	BW PT Temp Clerical	08/11/2002				Termination
Libraries	Renee Reeder	BW PT Clerical 00	09/22/2002				Termination
Libraries	Jeremy Wilson	Office Associate	09/13/2002				Termination
Military Science	Thomas Sutton	Office Associate	07/15/2002				Termination
Network Computing	Edward Craig	Network Technician	08/31/2002				Termination
Teacher Services	Leislle Godo-Solo	Coordinator	08/16/2002				Termination
Telecommunications	Leslie Preece	Associate Director	09/06/2002				Termination

Motion to approve the personnel actions as recommended was made by Ms. Bale, seconded by Ms. Rogers, and carried unanimously.

AGENDA ITEM 8 - Approval of a quarterly meeting schedule for 2003 and a 2003 schedule for Board committee meetings

RECOMMENDATION: President Gary A. Ransdell recommends consideration of the following :

1) **adoption of the quarterly meeting schedule for 2003:**

- *First Quarterly Meeting* *January 31, 2003 [Elizabethtown]*
- *Second Quarterly Meeting* *May 9, 2003*
- *Third Quarterly Meeting* *August 8, 2003*
- *Fourth Quarterly Meeting* *October 31, 2003*

2) **adoption of the Board Committee meeting schedule for 2003:**

- *January 10, 2003*
- *April 18, 2003 (Find alternate date)*
- *July 18, 2003*
- *October 3, 2003*

Motion for approval of the 2003 meeting schedule was made by Ms. Bale, seconded by Ms. Rogers and carried unanimously.

President Ransdell noted the January 31st Board meeting will be a combined retreat/quarterly meeting at the new Central Regional Postsecondary Education Center that is the KTCTS-WKU shared facility in Elizabethtown. Focus of the retreat will be on strategic planning, an update on the Student Life Foundation, and other matters that the Board would like to discuss in a more in-depth manner at that time. Topics for discussion should be called to the attention of either President Ransdell or Chair Gray.

Motion for Executive Session as called for in Agenda Item 6.4.5 was made by Ms. Bale for the following purposes:

- 1) A discussion related to information contained in proposals submitted by competing offerors pursuant to KRS 61.810(k). The reason for the closed session is that the specific information to be discussed is required to be conducted in privacy under Kentucky law until such time as a contract is awarded; and,
- 2) A discussion to deliberate on the future acquisition and sale of real property by the University as provided under KRS 61.810(1)(b).

The motion was seconded by Mr. Tennill and carried.

The Board, accompanied by President Ransdell, Ms. Esters, Dr. Barbara Burch, Mr. Bob Edwards, Mr. Tom Hiles, Dr. Richard Kirchmeyer, Ms. Ann Mead, Mr. John Osborne, Ms. Robbin Taylor, Dr. Gene Tice, Ms. Deborah Wilkins, and Mr. Kenny Nealy went into closed session at approximately 10 a.m. The Board adjourned from executive session at approximately 11:15 for the HODA lunch from which they returned to closed session at approximately 2 p.m.

Returning from Executive Session at approximately 2:10 p.m., Chair Gray stated, "The Board has now returned to open session. The subject of the discussions and deliberations during the closed session was restricted to those stated in the motion, and no formal action was taken by the Board in closed session."

Motion by Ms. Sears and seconded by Ms. Bale on the following seven items:

1. Approval of and authorization to purchase 1636 Forrest Drive, Bowling Green, Warren County, Kentucky for the sum of \$23,000

This property lies immediately adjacent to other University property formerly referred to as the football practice fields (off Morgantown Road, across the railroad tracks from University Boulevard). The property has been appraised at \$23,000. The site is 40' by 150', containing 6,000 square feet. Acquisition of the property would improve access to the property already owned by the University in that area. It is the University's intention to draw upon the University Reserve for payment of the \$23,000.

2. Approval of and authorization to accept a gift of 44 acres of property by Sallie Carwell, to be held for the use and benefit of Western Kentucky University's Biology Department, in accordance with the terms and conditions of a gift agreement.

FACTS: The College Heights Foundation has been working with Ms. Sallie Carwell for the gift of real estate to Western Kentucky University for the use of the Department of Biology as an outdoor educational center. The property is an approximate 44-acre farm located at 2341 Hadley-Cohron Road, and Ms. Carwell's desire is that it be used by the Biology Department as a teaching and research center. Due to timing of the gift, Dr. Ransdell asked the College Heights Foundation to receive initial title to the property from Ms. Carwell and then transfer the property to Western upon approval by the Board of Regents. The property has an approximate value of \$65,000. A phase one environmental study has been completed and reveals no adverse findings. The College Heights Foundation is working with Ms. Carwell to finalize the gift agreement.

3. Approval of and authorization to purchase 1674 Normal Drive, Bowling Green, Warren County, Kentucky.

FACTS: This property is currently owned by the Assembly of God Church and is currently unoccupied. This property is located next to 1676 Normal, which is currently held and rented by the WKU Foundation. Its acquisition would be consistent with the University's Master Plan. The property has been appraised at \$135,000.

It is the University's intention to draw upon the University Reserve for payment of the \$135,000.

4. Approval of and authorization to purchase property located at 1783 Chestnut Street, Bowling Green, Warren County, Kentucky

FACTS: Ms. Irene Erskine, a former member of the WKU Biology faculty, desires to transfer her home at 1783 Chestnut Street to Western. The property's appraised value is \$200,000. The University proposes to pay Mrs. Erskine the sum of \$100,000 for the property

as follows: \$47,000 upon transfer of title to the University, with an additional sum of \$53,000 to be paid in equal installments over an 18-month period.

The remaining \$100,000 value of the property would be placed in a Charitable Annuity Trust with the WKU Real Estate Corporation for a 10-year period. Ms. Erskine would receive income from the Trust in the amount of \$7,000 annually for this 10-year period. It is contemplated that the property would generate rental income in amounts sufficient to offset the annual annuity payment to Ms. Erskine.

It is the University's intention to draw upon the University Reserve for payment of the \$100,000.

5. Approval of and authorization for President to enter into an Amendment to Real Estate Purchase Contract with Hogan Real Estate, LLC, related to the purchase of University property located on the corner of Campbell Lane and Nashville Road.

FACTS: On May 31, 2002, the Board of Regents approved a Resolution authorizing the President to fulfill the terms and provisions of a Real Estate Purchase Contract to sell property located at Nashville Road and Campbell Lane to Hogan Real Estate, LLC.

At this time, it is necessary that the University enter into an Amendment to this Contract in order to extend the due diligence period of 180 days an additional 60 days. This extension has become necessary due to unforeseeable and unavoidable delays in completing the rezoning process and environmental studies related to the property now occupied by the Applied Physics Institute and to permit the transaction to go forward.

In consideration for this extension, at the end of the additional 60-day period, Hogan will commit an additional sum of \$10,000 as part of the non-refundable deposit funds already in place.

6. Approval of and authorization to make payment in the amount of \$157,993.73 to the WKU Real Estate Foundation, Inc., and re-assume title to property now held by the WKU Real Estate Foundation, Inc., located at 1425 State Street, 1676 Normal Drive, and 1901 Nashville Road, Bowling Green, Warren County, Kentucky

FACTS: 1425 State Street, 1676 Normal Drive, and 1901 Nashville Road are three properties that were originally purchased by the WKU Foundation, Inc. and later transferred to the WKU Real Estate Foundation, Inc. to be held for the future use and benefit of the University. At the time the properties were acquired, it was agreed that the University retained the right to re-assume (request re-transfer) of the properties upon request and upon payment to the Foundation of any amount equal to any outstanding indebtedness.

At this time, the University has determined that these properties should be re-acquired by the University in order to facilitate development consistent with the University's Master Plan. 1901 Nashville Road is now vacant and title would be more appropriately held by the University.

The University will be required to pay a sum equal to \$157,993.73 to the WKU Real Estate Foundation, Inc., an amount equal to the outstanding mortgage debt on 1425 State Street and 1676 Normal Drive.

It is the University's intention to draw upon the University Reserve for payment of the \$157,993.73.

7. Approval of and authorization to draw upon the University Reserve in the amount of \$42,000 for payment of expenses related to real property appraisals and due diligence expenses.

FACTS: The University has incurred and will incur expenses for real property appraisals and due diligence costs (environmental assessments and subsurface analyses). These expenses were not budgeted in the current fiscal year operating budget.

It is the University's intention to draw upon the University Reserve for payment of the \$42,000.

Ms. Sears' motion carried unanimously.

AGENDA ITEM 3 - Oath of Office

The Constitutional Oath of Office was administered to Dr. Robert L. Dietle who was elected by the faculty for a three-year term replacing Professor Mary Ellen Miller as Faculty Regent. The Oath was administered by Ms. Liz Esters, Secretary to the Board of Regents and Notary Public.

Dr. Dietle was congratulated and welcomed to the Board and presented a Regents' pin by President Ransdell.

Ms. Gray read and presented and moved for adoption the following resolution:

RESOLUTION (3)

WHEREAS, Professor Mary Ellen Miller, Bowling Green, Kentucky, has served as faculty member of the Board of Regents of Western Kentucky University from January 21, 1999, to October 25, 2002; and

WHEREAS, this was a historical period in the life of Western Kentucky University with unprecedented growth in private support, campus improvements, and enrollments, particularly with international and African-American students; and

WHEREAS, her term of office was characterized by able leadership, faithful service, and dedication to her duties as Faculty Regent; and

WHEREAS, her loyal service and leadership have made significant and lasting contributions to the University; and

WHEREAS, Professor Miller has given unselfishly of her time, energies, and intellect to make Western Kentucky University better; and

WHEREAS, such leadership and dedicated efforts are deserving of special recognition;

Therefore be it

RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on October 25, 2002, does hereby express its appreciation to Professor Mary Ellen Miller for her contributions and extends best personal wishes for continued success in all her endeavors;

Be it further

RESOLVED, that this resolution be spread upon the minutes and a copy thereof be presented to Professor Miller as an expression of the esteem in which she is held by members of the Board.

Ordered at Bowling Green, Kentucky, this 25th day of October in the year two thousand and two.

Lois W. Gray, Chair

Gary A. Ransdell, President

Ms. Gray's motion was seconded by Ms. Bale and carried unanimously.

With no further business on the agenda, motion to adjourn was made by Mr. Fischer, seconded by Ms. Sears. The meeting adjourned at 2:15 p.m.

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the fourth quarterly meeting held October 25, 2002, in the Regents Conference Room of the Wetherby Administration Building, on the Western Kentucky University campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).

Elizabeth W. Esters
Elizabeth W. Esters
Secretary

Lois W. Gray
Lois W. Gray
Chair
January 31, 2003

Elizabeth W. Esters
Elizabeth W. Esters
Secretary
January 31, 2003