

**MINUTES**  
**OF THE BOARD OF REGENTS**  
**WESTERN KENTUCKY UNIVERSITY**

**May 9, 2003**

**AGENDA ITEM 1 - Call to Order**

Required statutory notice having been given, the second quarterly meeting of the Board of Regents of Western Kentucky University was held in the Regents Conference Room of the Wetherby Administration Building on the Western campus. The meeting was called to order by Chair Gray at approximately 9 a.m., CDT.

**AGENDA ITEM 2 - Invocation**

The invocation was provided by Dr. John Petersen, Associate Vice President for Academic Affairs.

**AGENDA ITEM 3 - Roll Call**

The following members were present:

Mr. Howard E. Bailey  
Ms. Kristen T. Bale  
Dr. Robert L. Dietle  
Mr. Earl Fischer  
Ms. Lois Gray  
Mr. Cornelius A. Martin  
Ms. LaDonna G. Rogers  
Ms. Jamie L. Sears  
Mr. Ronald G. Sheffer  
Mr. James B. Tennill, Jr.  
Ms. Beverly Wathen

Others in attendance included: President Gary Ransdell, Ms. Liz Esters, Secretary to the Board of Regents and Staff Assistant to the President; Mr. Robert Edwards, Director of University Relations; Dr. Barbara Burch, Provost and Vice President for Academic Affairs; Mr. Tom Hiles, Vice President for Institutional Advancement; Dr. Richard Kirchmeyer, Vice President for Informational Technology; Ms. Ann Mead, Chief Financial Officer; Mr. John Osborne; Associate Vice President for Campus Services; Dr. Wood Selig, Athletics Director; Ms. Robbin Taylor, Director of Governmental Affairs, and Ms. Deborah Wilkins, General Counsel.

#### AGENDA ITEM 4 - Introductions

President Ransdell introduced the following special guests:

- ✓ **Dr. Joe Survant**, Professor of English, who has been named *Kentucky Poet Laureate*;
- ✓ **Mr. John V. Bradley, Jr.**, Student Regent Elect from Paducah, Kentucky; will be sworn in at the third quarterly meeting;
- ✓ **Darrin Horn**, an academic all-American and 1995 graduate of Western Kentucky University and the new men's basketball coach; *and*
- ✓ **Dr. Sam Evans**, new Dean of the College of Education and Behavioral Sciences.

#### AGENDA ITEM 5 - Disposition of minutes of the first quarterly meeting of

January 31, 2003.

Chair Gray presented the minutes for adoption without reading inasmuch as copies were mailed with the agenda two weeks prior to the meeting. Motion to approve the minutes of the January 31 first quarterly meeting was made by Mr. Martin, seconded by Mr. Fischer, and carried unanimously.

#### AGENDA ITEM 6 - Committee Reports

##### 6.1 Academic Affairs Committee, Ms. Kristen T. Bale, Chair

Ms. Bale reported the Committee met on April 11 and considered the items listed.

##### 6.1.1 Approval of Distinguished University Professorships

**FACTS:** Following a review of nominations and applications received, the Distinguished University Professor Committee, Provost Burch and President Ransdell are pleased to recommend appointment of the following faculty members as Distinguished University Professors effective with the 2003-2004 academic year:

- **Dr. Brian Goff** is a Professor in the Department of Economics. He received his undergraduate degree from Western and his graduate degrees from George Mason University and joined the faculty here in 1986. His areas of special interest include Applied Microeconomics and Public Sector Economics. During his academic career he has compiled an outstanding record of achievement in teaching, research, and service. In addition to his books, his research has been published in some of the most prestigious journals in his discipline. He is particularly noted for using novel applications of economic analysis to various topics, including sports in this country, federal deficits, prohibition, and national defense, among others. Dr. Goff has an outstanding national reputation in his field and is well deserving of appointment as a Distinguished University Professor.
- **Dr. Vicki Stayton** is a Professor in the Department of Special Instructional Programs with a focus on Interdisciplinary Early Childhood Education. She came to Western in 1989 following her graduate education at the University of Illinois and a faculty appointment at Eastern Illinois University. She is recognized as an excellent teacher who takes a personal interest in her students, and she has developed a national reputation in the

fields of early childhood and special education through her prolific research and publication record. Dr. Stayton is one of the most effective authors of grant proposals at the university, attracting over \$3 million in external funding. She is very active in regional and national professional organizations, including service in a wide array of leadership roles in those organizations. Dr. Stayton's accomplishments fully justify her appointment as a Distinguished University Professor.

*APPROVED: Academic Affairs Committee, April 11, 2003*

**RECOMMENDATION: President Ransdell recommends the appointment of Dr. Brian Goff and Dr. Vicki Stayton as Distinguished University Professors effective with the 2003-2004 academic year.**

Motion to approve the appointment of Dr. Brian Goff and Dr. Vicki Stayton as Distinguished University Professors, effective with the 2003-2004 academic year, was made by Ms. Bale, seconded by Ms. Rogers and carried unanimously.

**6.1.2 REQUEST: Approval of joint baccalaureate degree programs in Electrical Engineering with the University of Louisville and in Mechanical and Civil Engineering with the University of Kentucky**

**FACTS:** In actions taken in 1999, 2000, and 2001, the Western Kentucky University Board of Regents authorized the development of joint baccalaureate degree programs in Electrical Engineering with the University of Louisville and in Mechanical and Civil Engineering with the University of Kentucky. After extended negotiations, agreement has been reached with the University of Louisville, the University of Kentucky, and the Kentucky Council on Postsecondary Education on the implementation plan for these joint degree programs. The structure and curriculum of these joint programs will be consistent with Western's original plan for a "project-based" approach to engineering education, which has been approved by the Western Board of Regents.

Based on preliminary understandings, including the "Framework of Agreement" signed by all three universities in January 2001, Western students have begun enrolling in engineering and engineering-related support classes in anticipation of joint degree program implementation. The first graduates are expected in May 2004. Accreditation for the joint degree programs will be pursued at the first opportunity.

The development of professional engineering programs will address **Strategic Goal 1: Increasing Student Learning**, and **Strategic Goal 4: Enhancing Responsiveness to Constituents** in the University's Strategic Plan.

**COST IMPLICATIONS:** The state, through the Kentucky Council on Postsecondary Education, is providing special funding to support the development of joint baccalaureate degree programs in engineering. For Western, that funding will be \$375,000 for the current fiscal year and an additional \$375,000 for the next fiscal year. This will cover most of the University's additional start-up costs for these joint programs. The University and the Council on Postsecondary Education have agreed to make continued and expanded funding for these programs a priority in future state budget requests.

**RECOMMENDATION: President Ransdell recommends approval of the joint baccalaureate degree programs in Electrical Engineering with the University of Louisville and in Mechanical and Civil Engineering with the University of Kentucky.**

**APPROVED: Academic Affairs Committee - April 11, 2003**

Motion for approval of joint baccalaureate degree programs in Electrical Engineering with the University of Louisville and Mechanical and Civil Engineering with the University of Kentucky was made by Ms. Bale, seconded by Mr. Fischer, and carried unanimously.

**6.1.3 Recognition of Forensics Program**

The following resolution was read by Provost Barbara Burch:

**RESOLUTION**

- WHEREAS,** The *William E. Bivin Forensic Society* at Western Kentucky University has brought distinction to the University through its national and international successes in 2003; and
- WHEREAS,** the team claimed the world championship at the International Forensic Association Championships in Vancouver, British Columbia; and
- WHEREAS,** the team won the 2003 DSR-TKA (Delta Sigma Rho-Tau Kappa Alpha) National Championships; and
- WHEREAS,** the team defeated 88 other universities to win the 2003 AFA (American Forensic Association) National Championship; and
- WHEREAS,** the team defeated 84 other universities to win the 2003 NFA (National Forensic Association) National Championship; and
- WHEREAS,** this is the first time in the history of intercollegiate debate that one university has swept all three national tournaments and the international tournament; and
- WHEREAS,** the team dominated the Kentucky Forensic Association State Championships in both debate and individual events; and
- WHEREAS,** over the course of the program's history, it has acquired four International Championships, five DSR-TKA National Championships, one AFA National Championship; thirteen Kentucky State Forensic Association State Championships; one NFA National Individual Events Championship; five NFA National Debate Championships; and
- WHEREAS,** under the skilled tutelage of Director of Forensics Judy Woodring, the Western Kentucky University Forensic Team has achieved a stellar record of successes and brought honor and acclaim to this school, this community, and the Commonwealth of Kentucky;

**Therefore be it**

**RESOLVED,** that the Board of Regents expresses its recognition and congratulations to the *William E. Bivin Forensic Society* for its national and international accomplishments; be it

**FURTHER**

**RESOLVED,** that this resolution be spread upon the minutes and that a copy thereof be presented to Director of Forensics Judy Woodring as an expression of this Board's commendation and gratitude for the personal and team recognition and honors received by the *2003 William E. Bivin Forensics Society*.

Ordered at Bowling Green, Kentucky, this 9<sup>th</sup> day of May in the year of our Lord two thousand and three.

Lois W. Gray, Chair

Gary A. Ransdell, President  
Western Kentucky University

Motion to adopt the above resolution was made by Ms. Bale, seconded by Ms. Rogers, and carried unanimously. Coach Woodring and members of the debate team were recognized.

**6.2 Diversity and Internationalism, Howard E. Bailey, Chair**

Mr. Bailey reported the Committee met on April 11 and discussed the Diversity Committee Minutes, heard an update on the CPE Equal Opportunity Committee and how we are challenged in our efforts with the Kentucky Plan, and also received an update on international education programs.

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

**6.3.1 Approval of a Resolution authorizing the President to fulfill the terms and provisions of the Real Estate Purchase Contract to sell one acre of property on Morgantown Road / Forrest Drive to Bowling Green Municipal Utilities as the future site of an elevated water storage tank**

**BACKGROUND:** Bowling Green Municipal Utilities has approached the University and offered to purchase property owned by the University consisting of approximately one acre of property located on Morgantown Road / Forrest Drive. The University has determined that the property has become unsuitable for its current use and purpose, and would be more suitable consistent with the public interests for some other purpose. Specifically, the public interests served by the disposition is the use of the land as a site for construction of an elevated water storage tank. This tank will serve both the University and the citizens and residents of Bowling Green, Kentucky, who live in this area of the city.

Bowling Green Municipal Utilities has agreed to pay a price equal to the property's fair market value, \$50,000. The parties have entered into a Real Estate Purchase Contract for the disposition, pending authorization of the Board.

**APPROVED: Executive Committee - April 22, 2003**

Motion to approve a Resolution to fulfill the terms and provisions of the Real Estate Purchase Contract to sell one acre of property on Morgantown Road / Forrest Drive to Bowling Green Municipal Utilities for the price of \$50,000, as the future site of an elevated water storage tank was made by Mr. Martin, seconded by Ms. Bale, and carried unanimously. The resolution follows:

**RESOLUTION**

**WHEREAS,** Western Kentucky University currently owns one acre of property located on Morgantown Road / Forrest Drive, being more particularly described in the attachment to this Resolution; and,

**WHEREAS,** the University has determined that the property has become unsuitable for its current use and purpose, and would be more suitable consistent with the public interests for some other purpose; and,

**WHEREAS,** the public interests served by the disposition is the use of the land as a site for construction of an elevated water storage tank which will serve both the University and the citizens and residents of Bowling Green, Kentucky, who live in this area of the city; and,

**WHEREAS**, being authorized to do so under Kentucky law, the Board endorses the University's decision to dispose of the property by offering it for sale to the Bowling Green Municipal Utilities for a purchase price equal to its fair market value as determined by and confirmed by qualified, state-approved, appraisers; and,

**WHEREAS**, the President recommends that the Board determine the property would be more suitable for a public purpose use if it were sold in accordance with the terms of the Real Estate Purchase Contract and that the proceeds realized from the sale be utilized to enhance the University's reserve fund; and,

**WHEREAS**, the selling price of the real property is not less than the appraised value of the property,

**NOW, THEREFORE**, it is hereby resolved as follows:

- The Board of Regents has determined that the property has become more suitable and will be more suitable consistent with the public interests if same were sold to the Bowling Green Municipal Utilities for the purposes outlined herein and the proceeds utilized to enhance the University's reserve fund.
- The President is authorized to take those actions necessary on behalf of the University to dispose of the property in accordance with the Real Estate Purchase Contract entered into between the University and Bowling Green Municipal Utilities.

This the 9<sup>th</sup> day of May, 2003.

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Lois Gray, Chair  
Board of Regents

Attested:

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Elizabeth Esters, Secretary  
Board of Regents

**6.3.1 Approval to purchase property at 1702 Normal Drive for the sum of \$105,000  
(b)**

**FACTS:** This property lies on the corner at the intersection of Regents Avenue and Normal Drive. There is a single family residence on the property, which is in very good condition. Short-term use of the property may be living quarters for international adjunct faculty, or it may be used as a swap for other desirable property. The University's long-term planned use for the property has not yet been determined.

The fair market value of the property has been appraised at an amount exceeding the purchase price. Acquisition of the property is in keeping with the University's Master Plan and would improve access to and utilization of other 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 \$105,000.

*APPROVED: Executive Committee - April 22, 2003*

Motion to approve and authorize the purchase of 1702 Normal Drive, Bowling Green,

Warren County, Kentucky, for the sum of \$105,000 from University Reserve was made by

Ms. Bale, seconded by Mr. Fischer, and carried unanimously.

**6.3.2 Approval of a submission to the Council on Postsecondary Education for \$3,056,000 in matching funds from the Regional University Excellence Trust Fund**

**BACKGROUND:** Pursuant to guidelines approved by the Council on Postsecondary Education, the Board of Regents has primary responsibility for the implementation of the Endowment Match Program. Specifically, the Board of Regents is responsible for providing oversight of all these endowment funds.

By approving this recommendation, the Board notifies the Council of the receipt of gifts and pledges to be endowed (as shown on the attachment to this material) in the amount of \$3,056,000 and the university's intention to submit requests for matching state funds. The Board also acknowledges responsibility for oversight of the endowments established with these funds in accordance with council guidelines and procedures.

**APPROVED:** *Executive Committee, April 22, 2003*

Motion to approve for submission to the Council on Postsecondary Education \$3,056,000 in matching funds from the Regional University Excellence Trust Fund for the donors, gifts and pledge commitments and endowment designations identified on the attachment to this item was made by Ms. Bale, seconded by Mr. Tennill, and carried unanimously. The list is attached to these minutes as **Attachment A**.

**6.3.3 Approval of Resolution authorizing the University to perform locally the functions related to capital construction.**

**BACKGROUND:** House Bill 622, enacted by the 1982 General Assembly, provides statutory authority for governing boards of public institutions of higher education to elect to perform specified financial management functions previously performed by other parts of state government.

Election is authorized as to any one or more of the following functions: acquisition of funds, accounting, auditing, payroll, investing, purchasing, capital construction, real property, and establishment of affiliated corporations. Under Section 3 of the Act, the responsibility for and the power to elect is vested in the Board of Regents. The Board is further authorized by the Act to delegate to the President the authority to implement performance of the functions.

**APPROVED - Executive Committee, April 22, 2003**

**RESOLUTION**

**WHEREAS**, House Bill 622, enacted by the 1982 General Assembly and codified in the Kentucky Revised Statutes authorized the governing boards of higher education to elect to perform locally any one or more of certain financial management functions previously performed by other parts of state government, and to delegate authority for implementation to the President; and,

**WHEREAS**, the Board of Regents elected in 1983 to allow the University to perform all of these functions locally except functions relating to capital construction and establishment of affiliated institutionally controlled corporations; and,

**WHEREAS**, President Ransdell now recommends that the Board of Regents elect to perform locally all functions related to capital construction and which are permitted under HB 622; and,

**WHEREAS**, the Board of Regents finds that the University has the capability to perform these functions and the recommended course of action is in the best interest of Western Kentucky University,

**NOW THEREFORE**, it is hereby resolved as follows:

- The Board of Regents elects, pursuant to KRS 164A.550 through 164A.630, for the University to assume for itself the authority to perform all functions relating to capital construction. It is the intent and purpose to assume, as the elections herein made, the maximum authority permitted by law.
- The Board of Regents delegates to the President of Western Kentucky University authority to take action, adopt, establish and / or administer by executive action whatever procedures, internal operating policies, methods, forms, manuals, handbooks, guidelines and practices deemed to be necessary and convenient to fully and efficiently implement and administer this election.
- The Board of Regents authorizes the President of Western Kentucky University, in administering said function, to make subdelegations of authority to other University officials and employees deemed to be necessary to implement and administer this election.
- The effective date of action will be the date that new administrative regulations are approved.
- The Board of Regents, in making this election, adopts the implementing rules attached hereto; which said rules are approved and adopted as if contained and incorporated fully herein in their entirety.

This the 9th day of May, 2003.

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Lois Gray, Chair  
Board of Regents

Attested:

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Elizabeth Esters, Secretary  
Board of Regents

**WESTERN KENTUCKY UNIVERSITY  
BOARD OF REGENTS  
Implementing Rules  
KRS 164A.550 to 164A.63**

I. Capital Construction Procedures

RELATES TO: KRS 164A.575, 164A.580, 164A.585, 164A.590, 164A.595 and 164A.600

STATUTORY AUTHORITY: KRS 164A.560

NECESSITY, FUNCTION AND CONFORMITY: KRS 164A.560 permits



governing boards of each public institution of higher education to elect to perform financial management functions in accordance with KRS 164A.550 to 164A.630 by issuing regulations to do so. This rule implements the provision of KRS 164A.575, 164A.580, 164A.585, 164A.590, 164A.595 and 164A.600.

Section 1. The President, acting on behalf of the Board of Regents and under the provisions of KRS 164A.560, elects to perform all functions relating to capital construction in accordance with KRS 164A.575, 164A.580, 164A.585, 164A.590, 164A.595 and 164A.600.

- (1) The President shall approve and execute all contracts relating to capital construction. These include but are not limited to construction services and professional services.
- (2) The President shall insure all required reporting to the appropriate state agencies is completed.

The following overview was provided to all members of the Board as a part of the April 26, 2003, agenda for the Executive Committee.

## **HOUSE BILL 622**

### **OVERVIEW**

Western Kentucky University (WKU) does not control capital construction projects costing \$400,000 and greater. This responsibility lies with the Department of Facilities Management (State), an administrative group within the Finance and Administration Cabinet(FAC). Regardless of funding, if a project is \$400,000 and greater, it is administered by the State.

This approach makes sense for state agencies that are too small to support a capital construction department or have little or no capital construction activity. WKU does not fit into this category, nor has it for the past five years. The existence of an experienced capital construction department and an abundance of capital construction projects positions us to manage our capital construction program.

The creation of WKU's capital construction department grew out of two needs. In July 1998, WKU was granted delegated authority to manage capital construction projects under \$400,000. As a result, WKU created a separate department to manage these projects.

WKU further found it to be in the best interest to supplement the State's management of capital construction projects over \$400,000. In addition to WKU, the State's project manager must serve other state agencies in the western Kentucky area. This makes it practically impossible for the State's project manager to provide the daily attention that most projects require. By adding a WKU project manager into the process, it helps to bridge the gap for the times the State project manager cannot be on site.

We are now to a point that we have duplicated the construction management roles by providing the WKU project manager. While the WKU project manager does not have the authority to execute project documents, they are qualified to perform the complete project management function.

With a capital construction department already in place, we are poised to assume full responsibility of construction. Adoption of House Bill 622 is the final step required to begin self-management of all construction activities.

## **HISTORY OF HB 622**

House Bill 622, known as the "University Management Bill," was approved during the 1982 General Assembly and enacted by Kentucky Revised Statutes 164A.550 - 164A.630. This bill gave universities the option to manage certain functions at the university level as opposed to being managed by the Finance and Administration Cabinet. Specifically, this bill addressed:

- Accounting, Auditing and Payroll
- Investments and Interest Income
- Affiliated Corporations
- Capital Construction
- Purchasing
- Acquisition, Disposition and Leasing of Real Property

University of Kentucky and University of Louisville immediately exercised their option for all these functions. The remaining universities exercised their option on all functions except capital construction. Record of WKU's option is found in Title 770 of the Kentucky Administrative Regulations, codified in February 1992.

Since these initial actions, one other university has adopted the capital construction component of this bill. In July 1998, Murray State University's Board of Regents approved new administrative regulations that allowed the capital construction function to be performed at the university level.

## **STEPS REQUIRED TO ADOPT HB 622**

### 1. Board of Regents Resolution

Kentucky Revised Statute 164A.560 states "The governing boards of the postsecondary institutions electing to perform in accordance with KRS 164A.555 to 164A.630 regarding the acquisition of funds, accounting, purchasing, capital construction and affiliated corporations shall do so by regulation. The responsibility of this election is vested with the governing boards, any other statute to the contrary notwithstanding. The governing board may delegate these responsibilities by regulation to appropriate officials of the institution." Therefore, this election must start with a resolution by the Board of Regents that notifies the Secretary of Finance of the intent to assume responsibility of the capital construction function.

The timeframe for this step is dependant upon approval of the board resolution on May 9. If approved, we would move to the next step on May 15.

### 2. Promulgation of Administrative Regulations

Kentucky Revised Statute 13A provides administrative bodies the method by which they can promulgate administrative regulations. While 13A.010(2)(e) appears to exempt the governing boards of institutions that make up the postsecondary education system, it has been determined that this does not apply to the functions defined in HB 622. Therefore, Administrative Regulations must be promulgated for these functions.

The Legislative Research Commission (LRC) oversees promulgation of an Administrative Regulation. A strict process insures the public has knowledge of the proposed regulation and the proposed regulation does not conflict with any existing statute. The following steps must be followed before a regulation becomes effective:

- a. File Notice of Intent to Promulgate an Administrative Regulations (NOI)
- b. Hold Public Meeting for NOI
- c. File Ordinary Administrative Regulation (OAR)
- d. Hold Public Meeting for OAR
- e. File Statement of Consideration (SOC)
- f. Review by Administrative Regulation Review Subcommittee (ARRS)
- g. Review by Interim Joint Committee on Education (IJCE)

**NOI** – This provides the public notice, notification of the public meeting and general information about the proposed regulation.

**Ordinary Administrative Regulation** – This provides the proposed administrative regulation, fiscal information and notification of the public meeting.

**Statement of Consideration** – This provides a summary of oral or written comments received in the public meeting, attendees of the public meeting and amendments to the OAR as a result of comments.

The time frame for this step varies depending whether public meetings are required. If no parties provide notice that they wish to attend the public meetings, the meetings can be cancelled and the timeframe condensed. This step could take anywhere from 4-6 months.

### 3. Memorandum of Agreement

After favorable review by the ARRS and IJCE, the regulation is effective upon adjournment of the IJCE meeting. However, to affect a transition plan between WKU and FAC, there must be a Memorandum of Agreement in place. This agreement is a document between the Secretary of Finance and the President of WKU that delineates the responsibility of existing projects.

The timeframe for this step depends on how quickly the Secretary of Finance responds back with the signed agreement. The agreement can be executed by WKU and waiting signature prior to the final approval by ARRS and IJCE. However, this agreement pertains to the transition of existing projects. Any new projects will immediately be the responsibility of WKU.

## BUSINESS PLAN FOR ADOPTING HB 622

To achieve a better understanding of the effort involved in adopting the construction portion of HB 622, we had numerous discussions with UK, UL and MSU. We visited UK and MSU to meet with the officials in the areas of construction, purchasing, accounting and administration. From the information gathered, we have developed a plan to move our department to full self-management.

### Funding

The construction management department operates on an annual budget of \$400,000. However, the university funds only \$340,000 of the budget. The unfunded portion is recovered by charging a 10% management fee on projects costing up to \$40,000.

In order to adopt HB 622, there will be increased costs for additional operating expenses associated with staff, materials and equipment. These increases vary based upon the volume of construction being performed. To avoid taxing the university budget with increased expenses, it is proposed that the user of the service bear the cost. This will be virtually transparent as projects managed by DFM already charge the projects for various services. The one area that will feel an impact will be projects costing between \$40,000 and \$400,000. These projects currently have no fee assessed to them.

A financial model has been built to project the funding required for self-managing all projects. From this model, it can be concluded that WKU can self-manage their construction program without additional recurring university funds. The current recurring dollars will be used to fund positions that are not project specific. Annual increases to this base funding will be required only to the extent required to cover annual cost of living adjustments.

With funding in place for positions that are not project specific, projects will only be charged for project specific positions such as project managers and site inspectors. The charge for the project will be in the form of actual hours spent on a job times an hourly rate. This hourly rate will be calculated each fiscal year to adjust for sick days, vacation and non-billable time.

The variable in the financial model is how much construction we will be performing over the next six years. Assumptions were made based upon projects in the current six-year plan. While the current funding outlook is bleak for projects, we must realize that the university will continue to operate. In turn, buildings, grounds and infrastructure will continue to wear and need repairing and replacing. This means that our need will turn from new buildings to renovations of old buildings and replacement of infrastructure. These projects are very specific and require intensive, on-site management that we can only get from an in-house staff.

Staffing

The existing staff provides an excellent base from which we can manage our current volume of work and grow to manage an increased volume in the future. This is possible because we will not assume management of projects already under construction. Per HB 622, only new projects or projects in the design process can be turned over to the university. We will continue to work with the State to complete all existing projects. This will require no additional staff. We will not add staff until our workload dictates such. As we assume management of new projects, we will create a revenue stream to support additional staff.

We currently have a department director, four project managers and a draftsman. This staff has the ability to fully manage the current workload. The only component missing is purchasing. Currently, we utilize WKU Purchasing Department for projects under \$400,000. As we move into the larger projects, it is proposed that eventually a buyer be added to the staff. Construction purchasing is very specialized and requires a buyer knowledgeable in this field. This position, along with additional administrative support can be phased in as needed.

*Qualifications of Staff*

The current staff is very qualified to assume the management of all construction functions. The following table lists the current staff members.

<b>Name</b>	<b>Degree</b>	<b>Years of Experience</b>	<b>Position</b>
Annie Angueira	BS Civil Engineering	15	Project Manager
Ben Johnson	BS Electrical Engineering	16	Project Manager
Steve Newton	AS Drafting	21	Draftsman
Danny Simpson	BS Construction Science	20	Project Manager
Natasha Smith	BS Interior Design	5	Project Manager
Ed West	BS Civil Engineering	21	Director

**Facts about the staff:**

- Experienced in construction, engineering, interior design, drafting, consulting, owner’s representation, property management and business management.
- Experienced in a variety of fields including contracting (general building, civil, mechanical and electrical), consulting, owner’s representation and design.
- Three staff members have held contracting licenses.
- Two staff members are registered professional engineers, one in electrical and one in civil.
- Four staff members have owned their own companies.

**Contingency Fund and Emergency Repair, Maintenance and Replacement Fund**

In accordance with KRS 164A.600, when a university adopts HB 622, “The governing boards shall establish a contingency fund and emergency repair, maintenance and replacement fund in their plant fund records.” While this statute clearly stipulates that the university must establish the account, it does not specify how much must be in the account. It is assumed that the university will be responsible for funding this account to a level that the governing board feels is appropriate. It is recommended that an emergency fund of \$1 million be maintained for emergencies. Annually, \$200,000 should be directed into the emergency fund until the goal of \$1 million is met.

### **State Emergency Fund**

The state contingency fund and emergency repair, maintenance and replacement fund has not been of significant value in the past five years. We have received no funds from the contingency fund. Listed below are projects that we have requested to be funded from the emergency fund.

Project	Request	Received
Roof Repairs	\$1,928,040	\$286,000
Kentucky Building HVAC	\$1,500,000	\$0
Indoor Air Quality Issues	\$1,716,000	\$0

As demonstrated by this table, we have received about 5.5% of the funding that has been requested. Additionally, we have been advised that emergency funding will not be available until we have fully matched our deferred maintenance allotment.

In the most recent budget bill, the General Assembly proposed slashing the already depleted emergency fund from \$9.2 million to \$3.7 million. The governor vetoed this cut, but with a pool of \$9.2 million for the entire state, the chances of getting any funds in the future will be very small.

Motion to approve a Resolution authorizing the University to perform locally the functions related to capital construction was made by Mr. Sheffer, seconded by Ms. Bale and carried unanimously.

#### **6.3.4 Approval of the University's 2004-2010 Six-Year Capital Plan**

**BACKGROUND:** The University is required to submit a 2004-2010 Six-Year Capital Plan, which outlines the University's top priority projects, to the Capital Planning Advisory Board (CPAB) and the Council on Postsecondary Education (CPE) by April 15. The deadline was met by submitting the attachment, while also notifying both agencies that this plan is preliminary and contingent pending review and approval by the Board of Regents.

The CPAB is comprised of members representing all three branches of government and has a responsibility under KRS Chapter 7A to biennially develop a comprehensive state capital improvements plan and to make funding recommendations to each branch head as to state spending for capital projects. Additionally, CPE will review these capital spending requests and will make recommendations for Postsecondary Education to the Governor and the General Assembly for the 2004-2006 biennium.

In the development of the Six-Year Capital Plan, the priorities contained in our Strategic Plan were incorporated, and input was solicited from units across the campus. Finally, the University's priorities were integrated with the capital priorities for higher education as outlined by CPE. This plan places a focus on restoring the architectural integrity of our campus and emphasizes capital renewal, renovation of existing facilities, and upgrading our campus infrastructure. We believe that our priorities are reflective of and consistent with the direction of postsecondary education in Kentucky.

The 2004-10 Capital Plan Project Priorities list is attached to these minutes as

#### **Attachment B.**

**APPROVED - Executive Committee - April 22, 2003**

Motion to approve the University's 2004 - 2010 Six -Year Capital Plan was made by Ms. Bale, seconded by Ms. Sears and carried unanimously.

#### **6.3.5 Approval to name selected rooms in Mass Media and Technology Hall and other university buildings**

**BACKGROUND:** This recommendation is made in acknowledgment of contributions made by the various donors, benefactors, and distinguished faculty to the University. Information outlining the nature of the gift and the background of the individual faculty are attached to this agenda item.

**APPROVED:** *Executive Committee - April 22, 2003*

Motion to approve the naming of the classrooms, offices, and rooms in University buildings in recognition of donors, benefactors, and distinguished faculty, as identified in the attachments was made by Mr. Fischer, seconded by Ms. Bale, and carried with Mr. Martin abstaining.

A listing of the approved naming opportunities is attached to the minutes as **Attachment C.**

#### **6.3.6 President's annual evaluation/salary recommendation**

Ms. Gray thanked Mr. Martin, Ms. Rogers, and Ms. Wathen for the work they did as a Committee to expedite the President's annual evaluation and asked for a report from Mr. Martin who chaired the Committee.

Mr. Martin reported that all members of the Board participated in the written evaluation; results were summarized; and the evaluation was an excellent one. Mr. Martin and Chair Gray met with Dr. Ransdell and reviewed the results of the evaluation. *The Executive Committee, on April 26, unanimously passed the Committee's recommendation for a 3.7% increase in the President's salary for 2003-2004, effective July 1, and that is recommended to the Board in the form of a motion by Mr. Martin, seconded by Ms. Rogers. The motion carried unanimously.*

#### **6.4 Finance and Budget Committee, Mr. Earl Fischer, Chair**

##### **6.4.1 Approval of:**

**1) Bond resolution and authorize the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series O (refunding Series L) in the approximate principal amount of \$9,850,000 that may be increased or decreased by \$985,000; and**

**2) Authorize the Executive Committee to accept the bids and award the bonds.**

**FACTS:** The Commonwealth of Kentucky has a contract with First Kentucky Securities Corporation to monitor the bond market and opportunities to refund current debt obligations of the Commonwealth. The State Office of Financial Management and Western Kentucky University have been notified that the current market and the call provisions of WKU's CEBRB Series L warrant the University and the Commonwealth to issue a refunding bond. The Office of Financial Management has concurred with this recommendation.

Western Kentucky University has been contacted to start the refunding process with approval by the Board of Regents of the bond resolution. The bond resolution has been prepared by Peck, Shaffer & Williams LLP who is serving as bond counsel for the University on this issuance. Copies will be available at the Board meeting. The bond resolution permits the University to initiate steps to refund the bonds, subject to the Board of Regents accepting the lowest and best bid for the Series O bonds and establishing the final principal amount and maturities for the Series O bonds. Later action by the Executive Committee of the Board will be required to accept the bids and award the bonds. A schedule is attached.

Refunding analysis shows present value savings as a percent of refunded principal at approximately 2.5 percent and equaling estimated total savings to the State of \$477,093 over the life of the bonds. The refunding bond will not result in any additional cost to the University.

**RECOMMENDATION:** President Gary A. Ransdell recommends that the Western Kentucky University Board of Regents approve: 1) Bond resolution and authorize the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series O (refunding Series L) in the approximate principal amount of \$9,850,000 that may be increased or decreased by \$985,000; and 2) Authorize the Executive Committee to accept the bids and award the bonds.

Motion to 1) approve bond resolution and authorize the bonds sale of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series O in the approximate principal amount of \$9,850,000 that may be increased or decreased by \$985,000; and 2) authorize the Executive Committee to accept the bids and award the bonds was made by Mr. Fischer, seconded by Ms. Bale, and carried unanimously.

#### **6.4.2 Acceptance of the Accountants' Report and Financial Statements, WKYU-TV and WKYU-FM Radio.**

**FACTS:** Annually, Western Kentucky University contracts with BKD, LLP to provide an audit of the financial statements for WKYU-TV and WKYU-FM Radio. The separate audits are required under the contractual funding arrangements of Western Kentucky University with the Corporation for Public Broadcasting. The financial statements present fairly, in all material respects, the financial position as of June 30, 2002 and results of operations and cash flows for the year then ended. Both of the financial statements received unqualified opinions.

**RECOMMENDATION:** President Gary A. Ransdell recommends that the Board of Regents accept the accountants' report and financial statements, for WKYU-TV and WKYU-FM Radio for the year ended June 30, 2002.

Motion to accept the Accountants' report and financial statements for WKYU-TV and WKYU-FM Radio was made by Mr. Fischer, seconded by Ms. Sears, and carried unanimously.

*(Reports are filed in the Board's official files.)*

#### **6.4.3 - Acceptance of the Accountants' Report on Application of Agreed-Upon Procedures (NCAA Compliance)**

**FACTS:** Annually, as part of the University's audit contract with BKD, LLP, an independent accountants' report on the Application of Agreed-Upon Procedures is performed to assist the University according to NCAA Bylaw 6.2.3.1. BKD, LLP reviews revenues and expenditures on the Athletics Department, reviews the internal

control structure of, and performs other accounting tests on the financial information of the area.

BKD, LLP's review does not constitute an audit, rather provides information intended for the use by the Board of Regents, management of Western Kentucky University, and any authorized representative of the National Collegiate Athletic Association solely for reporting with respect to procedures described within the report.

**RECOMMENDATION:** President Gary A. Ransdell recommends that the Board of Regents accept the "Independent Accountants' Report on Application of Agreed-Upon Procedures," as required by NCAA Bylaw 6.2.3.1 for the year ended June 30, 2002.

Motion to accept the Accountants' Report on Application of Agreed-Upon Procedures for NCAA Compliance was made by Mr. Fischer, seconded by Ms. Rogers, and carried unanimously.

*(Report is filed in the Board's official files.)*

#### **6.4.4 Approval of revisions to the 2002-03 Operating Budget.**

**FACTS:** The proposed revisions to the Western Kentucky University 2002-03 Operating Budget include adjusting budgeted state appropriations to reflect the 2002-04 Enacted Budget and allocating unbudgeted tuition to offset cost of additional scholarships and staff benefits, and enrollment growth. Revenue sources and proposed allocations are as follows:

<b>Source</b>	<b>Proposed Revision</b>
<b>Educational and General:</b>	
Tuition, Fall	\$2,206,000
Tuition, Spring	1,468,100
Tuition, Distributed Learning	261,000
Course-Specific Fees	100,000
Governmental Appropriations, State	(1,402,100)
<b>TOTAL</b>	<b>\$2,633,000</b>
 <b>Use</b>	
<b>Educational and General:</b>	
Faculty Positions (hired fall 2002)	500,000
Facilities Management: South Campus, Modular Units	12,000
Nonresident (International) Graduate Fellowships	1,170,000
Mandatory Scholarships	122,000
Regents Scholarships	180,000
Alumni Grants	41,000
Governor's Scholars Scholarships	114,000
Band Scholarships	17,000
Presidential Scholarships	16,000
Faculty/Staff Scholarships	66,000
Dependent Child Scholarships	34,000
Distance Learning Education Allocation (including restricted tuition allocation)	219,600
DLE: Communication Disorders Program	40,200
DLE: Vice President for Information Technology	1,200
Other General Academic Instruction	



(to be distributed)

100,000

TOTAL

\$2,633,000

**RECOMMENDATION:** President Gary A. Ransdell recommends that the Board of Regents approve the revisions to the Western Kentucky University 2002-03 Operating Budget.

Motion to approve the revisions to the 2002-03 Operating Budget was made by Mr. Fischer, seconded by Mr. Sheffer, and carried unanimously.

**6.4.5 - Approval of allocation from Auxiliary Services Reserve.**

**FACTS:** Western's 2002-2008 Six-Year Capital Plan contains an agency-funded project to renovate Downing University Center (DUC) at an estimated cost of \$11,320,000. At its January 23, 2002, meeting, the Board of Regents allocated \$200,000 from the Auxiliary Services fund balance for architectural and engineering fees to complete schematic design for this project. At its meeting on May 31, 2002, the Board approved a Dining Services program and authorized Auxiliary Services to proceed with \$3.5 million in capital improvement to be made by Aramark in Garrett, the Library, and DUC.

The Garrett and Library capital improvements have been completed along with equipment and furniture purchases. Aramark is scheduled to proceed with their DUC, Topper Café and Food Court renovation project in summer 2003. The University is now positioned to proceed with Phase I of a DUC Renovation project and needs to consolidate its financing in order to initiate the project. To accomplish the schedule that calls for the completion of both the Aramark and University capital projects to expand and improve the DUC dining areas by August 2003, authorization to proceed is needed at this time. Therefore, this request will allow \$5 million in capital improvements to be completed during the summer of 2003 in time for the arrival of students for the fall 2003 semester when the mandatory meal program begins.

**RECOMMENDATION:** President Gary A. Ransdell recommends that the Board of Regents approve the allocation of \$1.8 million from the Auxiliary Services Reserve for Phase 1 renovation of Downing University Center.

Motion to approve the allocation of \$1.8 million from the Auxiliary Services Reserve for Phase 1 renovation of the Downing University Center was made by Mr. Fischer, seconded by Ms. Wathen, and carried unanimously.

**6.4.6 Approval of revisions to mandatory student fees charged to full-time students and prorated to part-time students, effective fall 2003, as follows: Student Parking and Transportation Fee (\$36), Libraries Fee (\$12), Facilities Improvement Matching Fund Fee (\$58), and Radio Station Fee (\$3).**

**FACTS:** Due to pressures of insufficient state funding and enrollment growth, there are several, very significant needs on campus that need to be addressed now. These needs include student parking, facilities improvements matching fund, libraries, and the student radio station.

### **Student Parking and Transportation Fee, \$36**

Sufficient parking on Western's campus has been a major challenge for more than 40 years. The WKU Student Government Association, on April 1, 2003, passed Resolution 03-09-S, Parking Structure Expansion. This resolution supports a fee of \$36 per semester "in order to make this project happen." This project is the expansion of the current parking structure. The resolution follows the agenda item.

In the last five years, the University has added 1,400 parking spaces. The University is in the process of adding an additional 378 spaces this year, as part of the Diddle Arena project, in the Creason Lot, which when it opens in the fall of 2003, will have a total capacity of 727 spaces. This lot will have new lighting, emergency phones, landscaping, and a new blacktop surface. The design of this lot will eliminate issues regarding periodic flooding that has been an historic concern in this area of the campus.

Many of the new spaces added in the last year are temporary spaces on the proposed footprint for the Southern Kentucky Performing Arts Center (SKyPAC). When SKyPAC is constructed, the University will lose many of those spaces and, as such, will need to add additional spaces to replace lost spaces. According to parking and traffic consultants, Gresham, Smith & Partners, parking pressures are also compounded as many commuting students are forced to park in surrounding neighborhoods because of the lack of available campus parking.

In an effort to develop new parking to meet existing needs and anticipated growth of the institution, to address the loss of SKyPAC parking, and to meet the needs of our commuting students, the University has created a plan to expand the existing parking structure. This concept is consistent with the Campus Master Plan draft discussed at the January 2003 Board meeting. A sketch is attached which outlines a proposed expansion of the existing parking structure. By expanding the width of the current decks, it would not be necessary to add additional on and off ramps. Since existing ramps could be used to serve the addition to the parking structure, the cost of the addition is lessened. It has been determined that up to 700 additional parking spaces could be added to the center core of the campus through this parking structure expansion. Additional parking at this location would benefit both daytime and evening parking.

In addition to the expanded structure, the Department of Facilities Management offices and personnel would be relocated away from the center of the campus, and this would open up the ground level of the parking structure for additional parking capacity. The relocation of this department would also free up some parking spaces currently used by members of the Facilities staff. The employees would park off campus and use Facilities vehicles to access campus job sites. These changes would transfer approximately 200 spaces from facilities use to student use, bringing the total number of new parking spaces available in the center of campus to approximately 900.

In the interest of finding a long-term solution to the student parking problem, Western gained legislative authorization to issue bonds for student parking improvements including a potential add on to the existing parking structure. The legislative authorization is for bonds up to \$10 million. Prior to proceeding with the State to issue the bonds, the University must identify a revenue stream to cover the debt payments for 20 years. A 20-year bond issue is common practice of the State for construction projects. It is proposed that a mandatory student fee be implemented in the amount of \$36 per semester per full time student (pro-rated to

part-time students). Should there be funds in excess of dollars needed to pay the annual debt service, these funds will be reserved for student transportation (shuttle buses) and student parking lots improvements.

Pending determination of cost of bond issuance and any alternatives for funding a reserve, the following gives a preliminary plan for allocating bond proceeds of up to \$10 million:

<u>Improvement</u>	<u>Cost</u>
Diddle Lot Improvements	\$1,000,000
New Parking Structure (Includes Ground Level Parking)	\$5,275,000
Ground Level Parking at Facilities Current Location	\$1,225,000
Relocate/Build New Facilities Offices and Shops Off Campus	\$2,500,000
Total	\$10,000,000

Approval of this fee will serve as authorization for the Administration to proceed with the State in the bond issuance process. A bond resolution and subsequent awarding of the bonds will be brought to the Board of Regents at a future meeting.

### **Libraries Fee, \$12**

Due to high inflationary costs of books, periodicals and electronic subscriptions, the University Libraries have repeatedly cut internal budgets and funds that are available for departmental purchases. Additionally, where feasible, the Libraries have reduced services and hours of operation. With growing enrollments, there are no additional cost savings measures that can be implemented to try to maintain materials and services. The University's budget process looks at the needs of areas such as Libraries; however, funding needs such as competitive salaries and benefits and additional faculty positions become the highest priorities for allocating new, limited resources.

Adequate funding for the University Libraries is key to a quality education at Western. Thus, the recommendation is to implement a \$12 per semester per full-time student (pro-rated to part-time students). These funds will help to maintain adequate hours of operations, an appropriate array of books, periodicals, and on-line subscriptions, and new shelving to modernize the University Libraries.

### **Facilities Improvements Matching Fund Fee, \$58**

Board of Regents approved the Facilities Improvement Matching Fund Fee at the amount of \$36 per semester per full-time student (pro-rated to part-time students) effective Summer 2003. The fee was implemented in order to fulfill the University's obligation to match the State funds currently being provided for the Electrical System Distribution Project. State funds are being provided in the amount of \$1,816,000 and the University must match these funds by June 30, 2004.

It is estimated that the \$36 fee will generate approximately \$1,135,000 in 2003-04 leaving the University with a shortfall in matching funds. With uncertainties about State funds and revenue that may be available from enrollment growth, it is recommended that the Facilities Improvements Matching Fund Fee be increased to \$58 per semester per full-time student (pro-rated to part-time students). The recommended increase is to ensure that the State matching requirement is met. If there are any surplus funds from this fee, the funds will be dedicated to the Electrical System Distribution Project that is underfunded and several years behind in implementing a multi-phase project plan.

### **Radio Station Fee, \$3**

The WKU Student Government Association, on March 4, 2003, passed Resolution 03-05-S, WWHR-FM Student Referendum. The referendum, which passed with a 58 percent voting in favor, demonstrates student support recommends that the Board of Regents assess the \$3 radio station fee in order to provide a permanent source of support for the student radio station. The referendum states that the required petition included over 1,000 signatures when only 750 signatures were required.

The funds to be generated by the fee for WWHR-FM will provide ongoing support for excellence in entertainment and information, including but not limited to the following: equipment updates and maintenance, student salaries, national conference representation and presentations, and market competitive tools. Some of the equipment needs that need to be addressed include control console, cd players, automation software, and computer server. The student radio station budget also will cover webcasting fees, promotionals, and ratings data subscriptions.

**RECOMMENDATION:** President Gary A. Ransdell recommends that the Board of Regents approve revisions to mandatory student fees charged to full-time students and prorated to part-time students, effective fall 2003, as follows: Student Parking and Transportation Fee (\$36), Libraries Fee (\$12), Facilities Improvement Matching Fund Fee (\$58), and Radio Station Fee (\$3).

Mr. Fischer made a motion, seconded by Ms. Bale to approve revisions to mandatory student fees charged to full-time students and prorated to part-time students, effective fall 2003, as follows:

- *Student Parking and Transportation Fee (\$36),*
- *Libraries Fee (\$12),*
- *Facilities Improvement Matching Fund Fee (\$58), and*
- *Radio Station Fee (\$3).*

Dr. Dietle expressed concerns about the student parking and transportation fee noting that when the athletic fee was approved in October, 2000, promises were made that a portion of the fee was to go toward solving the parking problem. Additionally, he felt that once a fee is voted, it sometimes gets shifted around in ways that may not fulfill the promises that were made at the time the fee is approved by the Board.

Dr. Dietle offered the following amendment to the recommendation: *"Move that when the \$2 million bond issue has been retired, the student parking and transportation fee will cease to be collected."* Dr. Dietle's motion died for lack of a second.

Mr. Fischer's motion for approval of revisions to the 2003-04 Mandatory Student Fees carried with Dr. Dietle voting nay.

Informational items were provided to the Board in the agenda packet on pages 48-55.1.

6.5 *Student Affairs Committee, Mr. Jim Tennill, Chair*

6.5.1 **Recommendation:** The President recommends that the Board of Regents review and make a final decision concerning two student appeals brought forward under the University's Student Disciplinary procedure.

**Background:**

The President has reviewed both appeals and has sustained the recommendations of the University Disciplinary Committee. The procedure now provides that the matter be reviewed by the Board of Regents.

Pursuant to the Bylaws of the Board of Regents, the Student Affairs Committee has been delegated authority to review, evaluate, and provide guidance on all matters related to student life issues, which includes student disciplinary issues.

In accordance with the University's policy related to student disciplinary matters, the members of the Student Affairs Committee reviewed the record of both proceedings, including information provided to the University Disciplinary Committee by the students, any statement of appeal filed by the students, and any responses filed by the Office of Student Life.

The Student Affairs Committee found no error in the decision of the University Disciplinary Committee with regard to either matter, and further found that the hearings and the subsequent decisions were in accordance with the procedural safeguards specified in the policy.

The Student Affairs Committee recommends that the Board sustain the original decisions of the University Disciplinary Committee regarding both students.

Motion to sustain the decisions of the University Disciplinary Committee regarding both students was made by Mr. Tennill, seconded by Ms. Sears and carried with Mr. Bailey abstaining.

**AGENDA ITEM 7 - Approval of personnel actions since January 31, 2003**

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the personnel actions (contained in the next 21 pages) that have transpired since the January 31, 2003, Board meeting. *These actions reflect a series of faculty market adjustments, staff market adjustments, administrative market adjustments, and gender/ethnicity adjustments, all of which are budgeted in the approved 2002-03 budget and the 2003-04 budget. Market adjustments for staff went into effect on October 1, 2002; for faculty on January 1, 2003, and for administrative and gender/ethnicity on April 1, 2003.*

The recommended actions are contained in the next 21 pages.

**PERSONNEL CHANGES – FACULTY**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Accounting and Finance	Stacy Wade	Assistant Professor	08/06/2003			77,508.00	Appointment
					W/doctorate	80,004.00	
Chemistry	Colin Abernethy	Assistant Professor	08/06/2003			43,200.00	Appointment
Chemistry	Stuart Burris	Assistant Professor	08/06/2003			43,908.00	Appointment
Computer Science	Afzal Upal	Assistant Professor	08/06/2003			62,004.00	Appointment
English	Jane Fife	Assistant Professor	08/06/2003			43,008.00	Appointment
English	Thomas Hunley	Assistant Professor	08/06/2003			41,004.00	Appointment
English	Alexander Poole	Assistant Professor	08/06/2003			41,004.00	Appointment
Government	John Kang	Instructor	08/06/2003			40,800.00	Appointment
History	Anthony Harkins	Assistant Professor	08/06/2003			42,504.00	Appointment
History	Marjorie Plummer	Assistant Professor	08/06/2003			43,008.00	Appointment
Mathematics	Jens Harlander	Assistant Professor	08/06/2003			43,500.00	Appointment
Modern Languages & Intercultural Studies	Kathryn Hudepohl	Assistant Professor	08/06/2003			41,004.00	Appointment
Psychology	Melissa Hakman	Assistant Professor	08/06/2003			46,008.00	Appointment
Social Work	Cindy Snyder	Assistant Professor	08/06/2003			46,008.00	Appointment
School of Journalism & Broadcasting	Kenneth Payne	Assistant Professor	08/06/2003			43,008.00	Appointment
Geography & Geology	Kevin Cary	Instructor	07/01/2003		40,008.00	TBD/Budget	Reappointment
Geography & Geology	Scott Dobler	Instructor	07/01/2003		37,140.00	TBD/Budget	Reappointment
Geography & Geology	Debra Kreitzer	Instructor	07/01/2003		37,548.00	TBD/Budget	Reappointment
Psychology	Shana Pack	Instructor	07/01/2003		33,204.00	TBD/Budget	Reappointment
Architectural & Manufacturing Sciences	Dale McDaniel	Instructor	01/01/2003	12/31/2003		40,008.00	Rehire
Dental Hygiene	Wendi Hulsey	Instructor	01/23/2003			8,208.00	Rehire
Social Work	Muh Bi Lin	Associate Professor	08/06/2003			47,004.00	Rehire
Chemistry	Cathleen Webb	Department Head	07/01/2003		53,256.00	75,504.00	Promotion
Computer Science	Carol Wilson	Assistant Professor	07/01/2002		54,288.00	55,488.00	Degree/Certif
Economics and Marketing	Claudia Strow	Instructor	01/01/2003		38,064.00	39,264.00	Degree/Certif
Middle Grades & Secondary Ed	Elizabeth Cooksey	Assistant Professor	08/09/2002		41,052.00	42,252.00	Degree/Certif
Chemistry	John Riley	Professor	07/01/2003				Optional Retiree
English	Charmaine Mosby	Professor	07/01/2003				Optional Retiree
Mathematics	Virginia Hanks	Optional Retiree	01/01/2003	06/30/2003	8,100.00	12,150.00	Opt Ret Change
Mathematics	James Porter	Optional Retiree	07/01/2003	06/30/2004			Opt Ret/Leave
Nursing	Donna Bussey	Optional Retiree	07/01/2003	06/30/2004			Opt Ret/Leave
Mathematics	Virginia Hanks	Optional Retiree	12/31/2002				Opt Ret/End Lv

**PERSONNEL CHANGES – FACULTY**  
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Allied Health	Ruby Meador	Optional Retiree	06/30/2003				Opt Ret End
Mathematics	Virginia Hanks	Optional Retiree	06/30/2003				Opt Ret End
Middle Grades & Secondary Education	Jacqueline Schliefer	Optional Retiree	06/30/2003				Opt Ret End
Accounting and Finance	Minwoo Lee	Associate Professor	01/01/2003		76,044.00	77,244.00	Gender/Ethnicity
Agriculture	Becky Gilfillen	Assistant Professor	01/01/2003		43,104.00	44,004.00	Gender/Ethnicity
Architect & Manufacturing Sciences	Kenneth Askins	Associate Professor	01/01/2003		50,880.00	51,480.00	Gender/Ethnicity
Architect & Manufacturing Sciences	Laura Leach	Assistant Professor	01/01/2003		42,372.00	44,376.00	Gender/Ethnicity
Art	Laurin Notheisen	Professor	01/01/2003		65,388.00	66,396.00	Gender/Ethnicity
Art	Heather Pulliam	Assistant Professor	01/01/2003		40,656.00	41,256.00	Gender/Ethnicity
Biology	Wayne Mason	Instructor	01/01/2003		42,252.00	42,852.00	Gender/Ethnicity
Computer Science	Sylvia Pulliam	Associate Professor	01/01/2003		49,548.00	51,552.00	Gender/Ethnicity
Computer Science	Carol Wilson	Assistant Professor	01/01/2003		55,488.00	56,088.00	Gender/Ethnicity
Consumer & Family Sciences	Sheila Duncan	Visiting Instructor	01/01/2003	06/30/2003	31,800.00	32,808.00	Gender/Ethnicity
Consumer & Family Sciences	Linda Gardner	Assistant Professor	01/01/2003		45,888.00	46,488.00	Gender/Ethnicity
Counseling and Student Affairs	Cynthia Mason	Associate Professor	01/01/2003		46,680.00	46,980.00	Gender/Ethnicity
Ed. Admin., Leadership & Research	Jianliang Wang	Associate Professor	01/01/2003		47,568.00	48,168.00	Gender/Ethnicity
Engineering	Stacy Wilson	Associate Professor	01/01/2003		61,980.00	63,180.00	Gender/Ethnicity
English	Lesa Dill	Associate Professor	01/01/2003		48,912.00	49,512.00	Gender/Ethnicity
English	Loretta Murrey	Associate Professor	01/01/2003		48,264.00	48,564.00	Gender/Ethnicity
English	Nancy Roberts	Associate Professor	01/01/2003		48,516.00	48,816.00	Gender/Ethnicity
English	Lee Spears	Associate Professor	01/01/2003		45,276.00	46,284.00	Gender/Ethnicity
English	Patricia Taylor	Professor	01/01/2003		57,804.00	59,808.00	Gender/Ethnicity
Geography & Geology	Debra Kreitzer	Visiting Instructor	01/01/2003		37,140.00	37,548.00	Gender/Ethnicity
History	Patricia Minter	Associate Professor	01/01/2003		46,104.00	47,604.00	Gender/Ethnicity
Management and Information Systems	Raja Bhattacharya	Instructor	01/01/2003		38,208.00	40,212.00	Gender/Ethnicity
Mathematics	Robin Ayers	Instructor	01/01/2003		36,732.00	37,332.00	Gender/Ethnicity
Mathematics	Karen Gramling	Assistant Professor	01/01/2003		41,808.00	43,812.00	Gender/Ethnicity
Mathematics	Twyla Harris	Instructor	01/01/2003		34,464.00	35,064.00	Gender/Ethnicity
Mathematics	Laura Hudspeth	Instructor	01/01/2003		33,216.00	33,516.00	Gender/Ethnicity
Mod. Lang & Intercultural Studies	Laura McGee	Assistant Professor	01/01/2003		43,620.00	44,628.00	Gender/Ethnicity
Mod. Lang & Intercultural Studies	Johnston Njoku	Associate Professor	01/01/2003		47,244.00	47,544.00	Gender/Ethnicity
Mod. Lang & Intercultural Studies	Deborah Paprocki	Assistant Professor	01/01/2003		40,560.00	41,160.00	Gender/Ethnicity
Music	Sylvia Kersenbaum	Professor	01/01/2003		67,848.00	69,048.00	Gender/Ethnicity
Music	Rosalyn Volkman	Professor	01/01/2003		60,624.00	61,224.00	Gender/Ethnicity
Music	Mary Wolinski	Associate Professor	01/01/2003		45,720.00	46,320.00	Gender/Ethnicity
Philosophy & Religion	John Long	Department Head	01/01/2003		77,208.00	79,812.00	Gender/Ethnicity

**PERSONNEL CHANGES – FACULTY  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Physics & Astronomy	Karen Hackney	Professor	01/01/2003		61,260.00	62,760.00	Gender/Ethnicity
Psychology	Elizabeth Jones	Associate Professor	01/01/2003		47,496.00	48,504.00	Gender/Ethnicity
Psychology	Joyce Wilder	Associate Professor	01/01/2003		53,220.00	53,820.00	Gender/Ethnicity
School of Journalism & Broadcasting	Jo-Anne Ryan	Associate Professor	01/01/2003		48,996.00	50,004.00	Gender/Ethnicity
Sociology	Ann Goetting	Professor	01/01/2003		60,480.00	61,380.00	Gender/Ethnicity
Accounting and Finance	Christopher Brown	Assistant Professor	01/01/2003		78,024.00	79,224.00	Mkt Salary Inc
Accounting and Finance	Indudeep Chhachhi	Co-Chair	01/01/2003		97,536.00	98,136.00	Mkt Salary Inc
Accounting and Finance	Harold Little	Assistant Professor	01/01/2003		76,260.00	77,460.00	Mkt Salary Inc
Accounting and Finance	Mark Ross	Assistant Professor	01/01/2003		75,108.00	75,708.00	Mkt Salary Inc
Accounting and Finance	Samanta Thapa	Associate Professor	01/01/2003		83,892.00	84,492.00	Mkt Salary Inc
Accounting and Finance	Edward Wolfe	Professor	01/01/2003		85,248.00	85,848.00	Mkt Salary Inc
Agriculture	Charles Anderson	Associate Professor	01/01/2003		49,644.00	49,944.00	Mkt Salary Inc
Agriculture	David Coffey	Professor	01/01/2003		65,748.00	66,348.00	Mkt Salary Inc
Agriculture	Jack Rudolph	Associate Professor	01/01/2003		52,944.00	53,244.00	Mkt Salary Inc
Agriculture	Nevil Speer	Associate Professor	01/01/2003		49,968.00	50,268.00	Mkt Salary Inc
Agriculture	William William	Assistant Professor	01/01/2003		44,592.00	44,892.00	Mkt Salary Inc
Allied Health - Dental Hygiene	Lynn Austin	Associate Professor	01/01/2003		48,192.00	48,792.00	Mkt Salary Inc
Allied Health - Dental Hygiene	Douglas Schutte	Department Head	01/01/2003		77,508.00	78,300.00	Mkt Salary Inc
Allied Health - Dental Hygiene	Kenneth Whitley	Instructor	01/01/2003		35,676.00	36,876.00	Mkt Salary Inc
Architect & Manufacturing Sciences	Neal Downing	Assistant Professor	01/01/2003		50,004.00	50,304.00	Mkt Salary Inc
Architect & Manufacturing Sciences	Howard Leeper	Department Head	01/01/2003		84,600.00	84,900.00	Mkt Salary Inc
Art	Thomas Bartel	Assistant Professor	01/01/2003		40,560.00	41,160.00	Mkt Salary Inc
Art	James Chalmers	Department Head	01/01/2003		81,888.00	82,488.00	Mkt Salary Inc
Art	Miwon Choe	Assistant Professor	01/01/2003		41,712.00	42,012.00	Mkt Salary Inc
Art	Jeffrey Jensen	Associate Professor	01/01/2003		52,452.00	52,752.00	Mkt Salary Inc
Art	John Oakes	Professor	01/01/2003		64,428.00	65,628.00	Mkt Salary Inc
Art	Brent Oglesbee	Associate Professor	01/01/2003		50,304.00	50,604.00	Mkt Salary Inc
Art	Yvonne Petkus	Assistant Professor	01/01/2003		41,820.00	42,420.00	Mkt Salary Inc
Art	Matthew Tullis	Assistant Professor	01/01/2003		41,820.00	42,420.00	Mkt Salary Inc
Biology	Cheryl Davis	Professor	01/01/2003		55,776.00	56,676.00	Mkt Salary Inc
Biology	Heather Dehart	Instructor	01/01/2003		32,124.00	34,524.00	Mkt Salary Inc
Biology	Kinchel Doerner	Associate Professor	01/01/2003		44,520.00	44,820.00	Mkt Salary Inc
Biology	Scott Grubbs	Assistant Professor	01/01/2003		43,032.00	43,632.00	Mkt Salary Inc
Biology	Philip Lienesch	Assistant Professor	01/01/2003		41,640.00	42,840.00	Mkt Salary Inc
Biology	Thomas Philips	Assistant Professor	01/01/2003		41,568.00	42,768.00	Mkt Salary Inc
Biology	Shivendra Sahi	Associate Professor	01/01/2003		49,080.00	49,980.00	Mkt Salary Inc
Biology	Robert Wyatt	Assistant Professor	01/01/2003		48,624.00	49,224.00	Mkt Salary Inc



**PERSONNEL CHANGES – FACULTY**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Chemistry	Mary Buthelezi	Assistant Professor	01/01/2003		45,576.00	46,176.00	Mkt Salary Inc
Chemistry	Eric Conte	Associate Professor	01/01/2003		47,412.00	49,812.00	Mkt Salary Inc
Chemistry	Darwin Dahl	Professor	01/01/2003		56,328.00	56,928.00	Mkt Salary Inc
Chemistry	Wei-Ping Pan	Professor	01/01/2003		68,616.00	70,116.00	Mkt Salary Inc
Chemistry	Lester Pesterfield	Professor	01/01/2003		54,492.00	54,792.00	Mkt Salary Inc
Communication	Cecile Garmon	Professor	01/01/2003		58,572.00	59,172.00	Mkt Salary Inc
Communication	Sally Hastings	Associate Professor	01/01/2003		44,736.00	45,036.00	Mkt Salary Inc
Communication	Carl Kell	Professor	01/01/2003		64,080.00	65,280.00	Mkt Salary Inc
Communication	George Musambira	Associate Professor	01/01/2003		45,204.00	45,804.00	Mkt Salary Inc
Communication	Kay Payne	Professor	01/01/2003		50,424.00	51,024.00	Mkt Salary Inc
Communication	Sally Ray	Department Head	01/01/2003		64,188.00	65,088.00	Mkt Salary Inc
Communication	Judy Woodring	Instructor/Forensics Director	01/01/2003		61,476.00	62,076.00	Mkt Salary Inc
Communication Disorders	Barbara Brindle	Assistant Professor	01/01/2003		44,904.00	46,104.00	Mkt Salary Inc
Communication Disorders	Stanley Cooke	Department Head	01/01/2003		84,780.00	85,080.00	Mkt Salary Inc
Communication Disorders	Frank Kersting	Professor	01/01/2003		59,016.00	59,196.00	Mkt Salary Inc
Community College	Charles Borders	Instructor	01/01/2003		31,980.00	33,180.00	Mkt Salary Inc
Community College	Paul Bush	Assistant Professor	01/01/2003		34,632.00	35,532.00	Mkt Salary Inc
Community College	Brenda Miller	Instructor	01/01/2003		31,764.00	32,964.00	Mkt Salary Inc
Community College	Lora Moore	Assistant Professor	01/01/2003		38,604.00	39,804.00	Mkt Salary Inc
Community College	Aaron Peters	Associate Professor	01/01/2003		42,432.00	43,032.00	Mkt Salary Inc
Community College	Jeanette Prerost	Instructor	01/01/2003		31,764.00	32,964.00	Mkt Salary Inc
Community College	Sherry Reid	Interim Dean/Chair	01/01/2003		47,736.00	50,640.00	Mkt Salary Inc
Community College	Eugenia Scott	Chair	01/01/2003		45,864.00	46,464.00	Mkt Salary Inc
Computer Science	Blake Dobson	Instructor	01/01/2003		32,964.00	34,164.00	Mkt Salary Inc
Computer Science	Uta Ziegler	Professor	01/01/2003		72,120.00	73,320.00	Mkt Salary Inc
Consumer & Family Sciences	Richard Patterson	Associate Professor	01/01/2003		63,312.00	63,912.00	Mkt Salary Inc
Consumer & Family Sciences	Deborah Shivel	Instructor	01/01/2003		33,984.00	34,284.00	Mkt Salary Inc
Consumer & Family Sciences	Doris Sikora	Assistant Professor	01/01/2003		46,812.00	48,012.00	Mkt Salary Inc
Consumer & Family Sciences	Patricia Silfies	Instructor	01/01/2003		45,984.00	46,284.00	Mkt Salary Inc
Counseling and Student Affairs	Don Dinkmeyer	Professor	01/01/2003		57,384.00	57,684.00	Mkt Salary Inc
Counseling and Student Affairs	Bill Greenwalt	Assistant Professor	01/01/2003		45,588.00	46,188.00	Mkt Salary Inc
Counseling and Student Affairs	Aaron Hughey	Professor	01/01/2003		57,696.00	58,596.00	Mkt Salary Inc
Counseling and Student Affairs	Donald Nims	Interim Dept Head/Assoc Prof	01/01/2003		50,736.00	51,336.00	Mkt Salary Inc
Counseling and Student Affairs	Vernon Sheeley	Professor	01/01/2003		74,964.00	75,264.00	Mkt Salary Inc
Counseling and Student Affairs	Karen Westbrooks	Professor	01/01/2003		57,924.00	58,524.00	Mkt Salary Inc
Curriculum & Instruction	Pamela Jukes	Assistant Professor	01/01/2003		44,244.00	44,544.00	Mkt Salary Inc
Curriculum & Instruction	Kathleen Matthew	Associate Professor	01/01/2003		49,548.00	50,148.00	Mkt Salary Inc
Curriculum & Instruction	Alice Mikovch	Associate Professor	01/01/2003		49,680.00	50,280.00	Mkt Salary Inc

**PERSONNEL CHANGES – FACULTY**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Economics and Marketing	Melvin Borland	Professor	01/01/2003		86,112.00	86,412.00	Mkt Salary Inc
Economics and Marketing	Mary Carey	Associate Professor	01/01/2003		64,800.00	65,400.00	Mkt Salary Inc
Economics and Marketing	William Davis	Associate Professor	01/01/2003		59,148.00	59,748.00	Mkt Salary Inc
Economics and Marketing	Roy Howsen	Professor	01/01/2003		84,492.00	84,792.00	Mkt Salary Inc
Economics and Marketing	Hak Kim	Professor	01/01/2003		88,128.00	88,404.00	Mkt Salary Inc
Economics and Marketing	Stephen Lile	Professor	01/01/2003		79,452.00	79,752.00	Mkt Salary Inc
Economics and Marketing	Craig Martin	Assistant Professor	01/01/2003		74,256.00	75,456.00	Mkt Salary Inc
Economics and Marketing	Thomas Noser	Associate Professor	01/01/2003		57,972.00	59,172.00	Mkt Salary Inc
Ed. Admin., Leadership & Research	Gayle Ecton	Interim Dept Head/Assoc Prof	01/01/2003		58,932.00	59,832.00	Mkt Salary Inc
Ed. Admin., Leadership & Research	Jeanne Fiene	Associate Professor	01/01/2003		55,116.00	56,016.00	Mkt Salary Inc
Ed. Admin., Leadership & Research	Mary O'Phelan	Associate Professor	01/01/2003		50,340.00	52,740.00	Mkt Salary Inc
Ed. Admin., Leadership & Research	James Stone	Associate Professor	01/01/2003		53,460.00	54,060.00	Mkt Salary Inc
Engineering	John Russell	Department Head	01/01/2003		103,776.00	104,376.00	Mkt Salary Inc
English	Linda Calendrillo	Department Head	01/01/2003		82,356.00	83,256.00	Mkt Salary Inc
English	Lou-Ann Crouther	Associate Professor	01/01/2003		51,660.00	52,260.00	Mkt Salary Inc
English	Lloyd Davies	Associate Professor	01/01/2003		47,040.00	47,640.00	Mkt Salary Inc
English	Ronald Eckard	Professor	01/01/2003		63,396.00	63,996.00	Mkt Salary Inc
English	James Flynn	Professor	01/01/2003		78,108.00	78,408.00	Mkt Salary Inc
English	Joseph Glaser	Professor	01/01/2003		81,888.00	82,488.00	Mkt Salary Inc
English	John Hagaman	Professor	01/01/2003		66,000.00	66,600.00	Mkt Salary Inc
English	Theodore Hovet	Associate Professor	01/01/2003		46,488.00	47,388.00	Mkt Salary Inc
English	Mary Miller	Professor	01/01/2003		62,244.00	62,844.00	Mkt Salary Inc
English	Charmaine Mosby	Professor	01/01/2003		66,144.00	66,744.00	Mkt Salary Inc
English	Elizabeth Oakes	Professor	01/01/2003		54,120.00	55,320.00	Mkt Salary Inc
English	Jane Olmsted	Associate Professor	01/01/2003		47,712.00	48,312.00	Mkt Salary Inc
English	Karen Schneider	Associate Professor	01/01/2003		51,492.00	52,092.00	Mkt Salary Inc
Enrollment Management	James Fulkerson	Instructor	01/01/2003		27,060.00	28,008.00	Mkt Salary Inc
Extended Campus-Glasgow	Douglas Foster	Instructor	01/01/2003		39,144.00	39,936.00	Mkt Salary Inc
Geography & Geology	Christopher Groves	Associate Professor	10/01/2002		53,736.00	56,244.00	Mkt Salary Inc
Geography & Geology	Kenneth Kuehn	Professor	01/01/2003		66,624.00	67,824.00	Mkt Salary Inc
Geography & Geology	Michael May	Associate Professor	01/01/2003		47,520.00	49,320.00	Mkt Salary Inc
Geography & Geology	Fredrick Siewers	Assistant Professor	01/01/2003		44,700.00	45,900.00	Mkt Salary Inc
Government	Edward Yager	Associate Professor	01/01/2003		47,088.00	47,688.00	Mkt Salary Inc
History	Kathryn Abbott	Assistant Professor	01/01/2003		44,136.00	44,436.00	Mkt Salary Inc
History	James Baker	Professor	01/01/2003		70,944.00	71,544.00	Mkt Salary Inc
History	Carol Crowe	Professor	01/01/2003		71,328.00	71,928.00	Mkt Salary Inc
History	Robert Dietle	Associate Professor	01/01/2003		48,072.00	48,672.00	Mkt Salary Inc

**PERSONNEL CHANGES – FACULTY**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
History	Malia Formes	Assistant Professor	01/01/2003		41,892.00	42,192.00	Mkt Salary Inc
History	Marion Lucas	Professor	01/01/2003		81,180.00	81,780.00	Mkt Salary Inc
History	Richard Weigel	Department Head	01/01/2003		81,432.00	82,632.00	Mkt Salary Inc
Management and Information Systems	Ray Blankenship	Associate Professor	01/01/2003		77,088.00	78,288.00	Mkt Salary Inc
Management and Information Systems	Gabriel Buntzman	Professor	01/01/2003		68,652.00	69,852.00	Mkt Salary Inc
Management and Information Systems	Thomas Butterfield	Co-Chair	01/01/2003		89,928.00	90,528.00	Mkt Salary Inc
Management and Information Systems	Thaddeus Crews	Assistant Professor	01/01/2003		71,592.00	72,192.00	Mkt Salary Inc
Management and Information Systems	Zubair Mohamed	Interim Chair/Professor	01/01/2003		85,548.00	86,148.00	Mkt Salary Inc
Management and Information Systems	Paula Potter	Assistant Professor	01/01/2003		72,408.00	73,008.00	Mkt Salary Inc
Mathematics	Daniel Biles	Professor	01/01/2003		56,268.00	57,888.00	Mkt Salary Inc
Mathematics	Barry Brunson	Professor	01/01/2003		59,856.00	60,456.00	Mkt Salary Inc
Mathematics	Claus Ernst	Professor	01/01/2003		57,912.00	59,532.00	Mkt Salary Inc
Mathematics	Nezam Iraniparast	Professor	01/01/2003		56,400.00	57,600.00	Mkt Salary Inc
Mathematics	Walter Kessler	Associate Professor	01/01/2003		47,280.00	47,880.00	Mkt Salary Inc
Mathematics	David Neal	Professor	01/01/2003		56,208.00	57,828.00	Mkt Salary Inc
Mathematics	Martha Richmond	Professor	01/01/2003		59,592.00	60,792.00	Mkt Salary Inc
Mathematics	Thomas Richmond	Professor	01/01/2003		61,380.00	62,580.00	Mkt Salary Inc
Mathematics	Mark Robinson	Professor	01/01/2003		56,940.00	58,560.00	Mkt Salary Inc
Mathematics	John Spraker	Professor	01/01/2003		59,532.00	60,732.00	Mkt Salary Inc
Mathematics	Wanda Weidemann	Professor	01/01/2003		56,412.00	58,032.00	Mkt Salary Inc
Middle Grades & Secondary	John Moore	Interim Dept Head/Assoc Prof	01/01/2003		48,324.00	48,684.00	Mkt Salary Inc
Mod. Lang & Intercultural Studies	Darlene Applegate	Assistant Professor	01/01/2003		43,212.00	43,812.00	Mkt Salary Inc
Mod. Lang & Intercultural Studies	Susan Brady	Professor	01/01/2003		57,540.00	58,740.00	Mkt Salary Inc
Mod. Lang & Intercultural Studies	Karin Howell	Associate Professor	01/01/2003		49,200.00	49,800.00	Mkt Salary Inc
Mod. Lang & Intercultural Studies	Nathan Love	Associate Professor	01/01/2003		48,504.00	49,104.00	Mkt Salary Inc
Mod. Lang & Intercultural Studies	Linda Pickle	Department Head	01/01/2003		84,528.00	85,428.00	Mkt Salary Inc
Mod. Lang & Intercultural Studies	Melissa Stewart	Associate Professor	01/01/2003		49,860.00	50,460.00	Mkt Salary Inc
Mod. Lang & Intercultural Studies	Michael Williams	Professor	01/01/2003		65,388.00	65,988.00	Mkt Salary Inc
Music	Mary Groom	Department Head	01/01/2003		79,056.00	79,656.00	Mkt Salary Inc
Music	Michael Kallstrom	Professor	01/01/2003		60,156.00	60,756.00	Mkt Salary Inc
Music	Marshall Scott	Professor	01/01/2003		51,780.00	52,980.00	Mkt Salary Inc
Music	Donald Speer	Associate Professor	01/01/2003		50,136.00	50,736.00	Mkt Salary Inc
Music	Robyn Swanson	Professor	01/01/2003		66,444.00	67,044.00	Mkt Salary Inc
Nursing	Donna Blackburn	Department Head	01/01/2003		77,508.00	78,300.00	Mkt Salary Inc
Nursing	Rachel Kinder	Assistant Professor	10/01/2002		36,708.00	39,708.00	Mkt Salary Inc
Philosophy & Religion	Jan Garrett	Professor	01/01/2003		56,448.00	57,048.00	Mkt Salary Inc
Philosophy & Religion	Michael Seidler	Professor	01/01/2003		60,504.00	61,704.00	Mkt Salary Inc
Philosophy & Religion	Lawrence Snyder	Associate Professor	01/01/2003		48,288.00	49,188.00	Mkt Salary Inc
Philosophy & Religion	Joseph Trafton	Professor	01/01/2003		64,032.00	64,932.00	Mkt Salary Inc

**PERSONNEL CHANGES – FACULTY  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Physical Education & Recreation	Thaddeus Crews	Department Head	01/01/2003		83,712.00	84,012.00	Mkt Salary Inc
Physical Education & Recreation	Randall Deere	Professor	01/01/2003		54,252.00	54,852.00	Mkt Salary Inc
Physical Education & Recreation	Fred Gibson	Instructor	01/01/2003		41,604.00	41,904.00	Mkt Salary Inc
Physical Education & Recreation	James Green	Assistant Professor	01/01/2003		44,196.00	45,396.00	Mkt Salary Inc
Physical Education & Recreation	Steven Spencer	Professor	01/01/2003		52,080.00	52,380.00	Mkt Salary Inc
Physics & Astronomy	Scott Bonham	Assistant Professor	01/01/2003		43,680.00	43,980.00	Mkt Salary Inc
Physics & Astronomy	Michael Carini	Associate Professor	01/01/2003		48,912.00	50,112.00	Mkt Salary Inc
Physics & Astronomy	Richard Gelderman	Associate Professor	01/01/2003		47,604.00	48,804.00	Mkt Salary Inc
Physics & Astronomy	Douglas Harper	Associate Professor	01/01/2003		58,752.00	59,352.00	Mkt Salary Inc
Psychology	Joseph Bilotta	Professor	01/01/2003		59,928.00	62,028.00	Mkt Salary Inc
Psychology	Sally Kuhlenschmidt	Professor	01/01/2003		62,016.00	62,316.00	Mkt Salary Inc
Psychology	Elizabeth Lemerise	Professor	01/01/2003		59,544.00	61,644.00	Mkt Salary Inc
Psychology	Kelly Madole	Associate Professor	01/01/2003		48,984.00	49,284.00	Mkt Salary Inc
Psychology	Sharon Mutter	Professor	01/01/2003		60,336.00	61,536.00	Mkt Salary Inc
Psychology	Carl Myers	Associate Professor	01/01/2003		48,672.00	49,272.00	Mkt Salary Inc
Psychology	Antony Norman	Associate Professor	01/01/2003		50,772.00	51,672.00	Mkt Salary Inc
Psychology	James Norman	Associate Professor	01/01/2003		53,268.00	55,068.00	Mkt Salary Inc
Psychology	William Pfohl	Professor	01/01/2003		61,200.00	61,800.00	Mkt Salary Inc
Psychology	Katrina Phelps	Associate Professor	01/01/2003		48,792.00	49,692.00	Mkt Salary Inc
Public Health	Lisa Lindley	Assistant Professor	01/01/2003		43,500.00	44,700.00	Mkt Salary Inc
Public Health	John White	Associate Professor	01/01/2003		44,400.00	45,396.00	Mkt Salary Inc
Public Health	Richard Wilson	Professor	01/01/2003		69,240.00	69,840.00	Mkt Salary Inc
School of Journalism & Broadcasting	John Barnum	Associate Professor	01/01/2003		57,612.00	59,112.00	Mkt Salary Inc
School of Journalism & Broadcasting	James LeTourneau	Assistant Professor	01/01/2003		42,624.00	42,924.00	Mkt Salary Inc
School of Journalism & Broadcasting	Terrence Likes	Associate Professor	01/01/2003		47,376.00	47,976.00	Mkt Salary Inc
School of Journalism & Broadcasting	Barton White	Professor	01/01/2003		62,004.00	62,904.00	Mkt Salary Inc
School of Journalism & Broadcasting	Stephen White	Professor	01/01/2003		59,772.00	60,672.00	Mkt Salary Inc
Social Work	James May	Assoc Prof/Prog Dir	01/01/2003		62,148.00	62,448.00	Mkt Salary Inc
Sociology	Edward Bohlander	Professor	01/01/2003		61,932.00	62,532.00	Mkt Salary Inc
Sociology	David Ducoff	Instructor	01/01/2003		31,104.00	31,404.00	Mkt Salary Inc
Sociology	John Faine	Professor	01/01/2003		63,792.00	64,392.00	Mkt Salary Inc
Sociology	James Kanan	Assistant Professor	01/01/2003		44,976.00	45,276.00	Mkt Salary Inc
Sociology	Amy Krull	Assistant Professor	01/01/2003		40,752.00	41,052.00	Mkt Salary Inc
Sociology	John Musalia	Assistant Professor	01/01/2003		41,232.00	41,532.00	Mkt Salary Inc
Sociology	Anne Onyekwuluje	Associate Professor	01/01/2003		45,408.00	46,008.00	Mkt Salary Inc
Sociology	Matthew Pruitt	Associate Professor	01/01/2003		46,344.00	46,944.00	Mkt Salary Inc
Sociology	Douglas Smith	Assistant Professor	01/01/2003		43,224.00	43,524.00	Mkt Salary Inc
Sociology	Paul Wozniak	Department Head	01/01/2003		91,512.00	92,112.00	Mkt Salary Inc

**PERSONNEL CHANGES – FACULTY**  
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Special Instructional Programs	Janice Ferguson	Professor	01/01/2003		53,292.00	54,192.00	Mkt Salary Inc
Special Instructional Programs	Pamela Petty	Assistant Professor	01/01/2003		46,908.00	47,208.00	Mkt Salary Inc
Special Instructional Programs	Sherry Powers	Interim Dept Head/Asst Prof	01/01/2003		46,164.00	46,764.00	Mkt Salary Inc
Special Instructional Programs	Robert Smith	Professor	01/01/2003		57,480.00	58,680.00	Mkt Salary Inc
Theatre & Dance	James Brown	Professor	01/01/2003		68,724.00	69,324.00	Mkt Salary Inc
Theatre & Dance	Stephen Stone	Assistant Professor	01/01/2003		41,400.00	42,000.00	Mkt Salary Inc
Theatre & Dance	Richard Stroot	Department Head	01/01/2003		76,980.00	77,580.00	Mkt Salary Inc
Theatre & Dance	Thomas Tutino	Professor	01/01/2003		53,040.00	53,640.00	Mkt Salary Inc
Theatre & Dance	David Young	Assistant Professor	01/01/2003		42,060.00	42,360.00	Mkt Salary Inc
Biology	Sigrid Jacobshag	Associate Professor	01/01/2003		45,972.00	47,172.00	Gender/Eth/Mkt
Communication Disorders	Mary Moore	Instructor	01/01/2003		34,344.00	35,952.00	Gender/Eth/Mkt
Community College	Michelle Hollis	Instructor	01/01/2003		33,612.00	35,016.00	Gender/Eth/Mkt
Community College	Quentin Hollis	Assistant Professor	01/01/2003		34,764.00	35,664.00	Gender/Eth/Mkt
Community College	Michelle Jackson	Assistant Professor	01/01/2003		34,776.00	36,576.00	Gender/Eth/Mkt
Community College	Jean Nehm	Assistant Professor	01/01/2003		35,412.00	37,212.00	Gender/Eth/Mkt
Community College	Karen Powell	Assistant Professor	01/01/2003		38,676.00	39,876.00	Gender/Eth/Mkt
Consumer & Family Sciences	Danita Kelley	Associate Professor	01/01/2003		51,132.00	52,740.00	Gender/Eth/Mkt
Philosophy & Religion	Cassandra Pinnick	Associate Professor	01/01/2003		49,296.00	50,196.00	Gender/Eth/Mkt
Physical Education & Recreation	Ryan Arnold	Instructor	01/01/2003		33,240.00	34,140.00	Gender/Eth/Mkt
Physical Education & Recreation	Mary Cobb	Instructor	01/01/2003		37,344.00	39,144.00	Gender/Eth/Mkt
Physical Education & Recreation	Sharon Whitlock	Instructor	01/01/2003		34,104.00	35,304.00	Gender/Eth/Mkt
Public Health	Ning Lu	Assistant Professor	01/01/2003		42,768.00	44,028.00	Gender/Eth/Mkt
Social Work	Sandra Starks	Assistant Professor	01/01/2003		44,940.00	46,584.00	Gender/Eth/Mkt
Biology	Heather DeHart	Assistant Professor	07/01/2003		32,124.00	43,272.00	Status Change
Community College	Jon Lewis	Instructor	01/01/2003	05/31/2003	5,040.00	15,000.00	Status Change
Economics	Claudia Strow	Assistant Professor	07/01/2003		39,264.00	58,500.00	Status Change
Government	Scott Lasley	Assistant Professor	07/01/2003		40,008.00	42,000.00	Status Change
Mathematics	Ferhan Atici	Assistant Professor	07/01/2003		30,360.00	43,200.00	Status Change
College of Health & Human Services	Stanley Cooke	Stipend, Office of the Dean	01/01/2003	06/30/2003		500.00/mo	Stipend
Social Work	Dean May	Stipend, Interim Dept Head	02/01/2003			500.00/mo	Stipend
Special Instructional Programs	Kimberly McIntyre	Instructor	01/01/2003	12/31/2003	36,252.00	33,000.00	Transfer
English	Deborah Logan	Associate Professor	01/01/2004	06/30/2004			Sabbatical/Chg
History	Richard Salisbury	Professor	03/09/2003				Deceased

**PERSONNEL CHANGES – FACULTY**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Engineering	George Wakileh	Associate Professor	03/21/2003				Termination
Modern Languages & Intercultural Studies	Alvaro Vergara-Mery	Assistant Professor	06/30/2003				Termination
Nursing	Beverley Holland	Associate Professor	12/31/2002				Termination
Sociology	Eric Mielants	Assistant Professor	06/30/2003				Termination
Agriculture	William Todd William	Associate Professor	08/16/2003				Promotion
Biology	Albert Meier	Associate Professor	08/16/2003				Promotion
Community College	Lee Emanuel	Associate Professor	08/16/2003				Promotion
Community College	Michelle Hollis	Assistant Professor	08/16/2003				Promotion
Community College	James McMahon	Assistant Professor	08/16/2003				Promotion
Community College	Eugenia Scott	Assistant Professor	08/16/2003				Promotion
Counseling & Student Affairs	Bill Greenwalt	Associate Professor	08/16/2003				Promotion
Counseling & Student Affairs	Donald Nims	Professor	08/16/2003				Promotion
Ed Administration, Leadership & Research	Christopher Wagner	Professor	08/16/2003				Promotion
Elementary Education	Kathleen Matthew	Professor	08/16/2003				Promotion
Geography & Geology	Christopher Groves	Professor	08/16/2003				Promotion
Geography & Geology	David Keeling	Professor	08/16/2003				Promotion
History	Kathryn Abbott	Associate Professor	08/16/2003				Promotion
History	Robert Antony	Professor	08/16/2003				Promotion
Journalism & Broadcasting	James Kenney	Associate Professor	08/16/2003				Promotion
Management & Information Systems	Thad Crews, Jr	Associate Professor	08/16/2003				Promotion
Philosophy & Religion	Cassandra Pinnick	Professor	08/16/2003				Promotion
Physics & Astronomy	Douglas Harper	Professor	08/16/2003				Promotion
Physics & Astronomy	Phillip Womble	Associate Professor	08/16/2003				Promotion
Psychology	Reagan Brown	Associate Professor	08/16/2003				Promotion
Public Health	Dennis George	Professor	08/16/2003				Promotion
Public Health	Ning Lu	Associate Professor	08/16/2003				Promotion

**PERSONNEL CHANGES – FACULTY**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Accounting & Finance	Mark Ross	Assistant Professor	08/16/2003				Tenure
Allied Health & Human Services	Susan Wesley	Assistant Professor	08/16/2003				Tenure
Biology	Albert Meier	Assistant Professor	08/16/2003				Tenure
Chemistry	Cathleen Webb	Associate Professor	07/01/2003				Tenure
Community College	Paul Bush	Assistant Professor	08/16/2003				Tenure
Community College	Michelle Jackson	Assistant Professor	08/16/2003				Tenure
Community College	Lora Moore	Assistant Professor	08/16/2003				Tenure
Community College	Jean Nehm	Assistant Professor	08/16/2003				Tenure
Community College	Sherry Reid	Assistant Professor	08/16/2003				Tenure
Counseling & Student Affairs	Cynthia Mason	Associate Professor	08/16/2003				Tenure
Counseling & Student Affairs	Neresa Minatrea	Associate Professor	08/16/2003				Tenure
Ed Administration, Leadership & Research	Gayle Ecton	Associate Professor	08/16/2003				Tenure
History	Kathryn Abbott	Assistant Professor	08/16/2003				Tenure
Journalism & Broadcasting	James Kenney	Assistant Professor	08/16/2003				Tenure
Management & Information Systems	Thad Crews, Jr	Assistant Professor	08/16/2003				Tenure
Mathematics	Bruce Kessler	Associate Professor	08/16/2003				Tenure
Psychology	Reagan Brown	Assistant Professor	08/16/2003				Tenure

**PERSONNEL CHANGES – GRANTS**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Child Care	Bobbie Salman	Teacher	04/01/2003	09/30/2003		28,800.00	Initial Appointment
Economic Development Institute	Candace Baker	Coordinator II	03/10/2003	09/30/2003		24,732.00	Initial Appointment
Educational Television Services	Christopher Mueller	BW PT Tech 00	02/04/2003	09/30/2003		5.75/hr	Initial Appointment
Special Instructional Programs	Dawn Miller	BW PT Tech 00	02/03/2003	06/30/2003		10.00/hr	Initial Appointment
Training Projects	Rita Meredith	MP PT PNF 00	02/01/2003	08/31/2003		14,040.00	Initial Appointment
Training Projects	Manuel Sanchez	Counselor	01/21/2003	08/31/2003		28,092.00	Initial Appointment
Training/Technical Assistance Svcs	Heather Alms	Office Coordinator	02/26/2003	06/30/2003		25,920.00	Initial Appointment
Training/Technical Assistance Svcs	Amy Anderson	Coord/Early Childhood/Health	03/31/2003	06/30/2003		34,500.00	Initial Appointment
Water Resource Center - POD	Jagadeesh Anmala	MN Temp PNF 00	03/10/2003	09/30/2003		36,000.00	Initial Appointment
College of Health & Human Services	Joyce Dunagan	Coordinator III	04/01/2003	06/30/2003	30,804.00	31,812.00	Gender/Ethn Inc
College of Health & Human Services	Pamela Jarboe	AHEC Medical Info Coord	04/01/2003	06/30/2003	31,896.00	32,904.00	Gender/Ethn Inc
Public Health	Donita Lashley	HETC Health Prog Specialist	04/01/2003	09/29/2003	29,820.00	32,016.00	Gender/Ethn Inc
Public Radio Services	Charolene Burden	Operations Assistant	04/01/2003	09/30/2003	23,208.00	25,212.00	Gender/Ethn Inc
Student Support Services	Kimberly Whalen	Office Associate	04/01/2003	08/31/2003	21,048.00	23,052.00	Gender/Ethn Inc
Talent Search	Mary Roppel	Office Associate	04/01/2003	08/31/2003	23,028.00	24,528.00	Gender/Ethn Inc
Forensics - POD	James Mory	MP PT Temp PNF 00	01/01/2003	06/30/2003	4,000.00	11,248.00	Increase Work Hrs
Student Support Services	Kenneth Dyrsen	Director (Ed Enhancmnt Prog)	01/01/2003	08/31/2003	44,640.00	65,604.00	Promotion
Training Projects	Melissa Towe	Associate Director	02/01/2003	08/31/2003	30,288.00	34,500.00	Promotion
Institute for Rural Health	Staci Simpson	Director	01/15/2003	06/30/2003	27.73/hr	54,000.00	Status Change
Ogden College Dean's Office	Kirk Cantrell	Mechanical Design Engineer	04/01/2003	06/30/2003	19.30/hr	33,480.00	Status Change
Special Instructional Programs	Shelly Ball	FT Reg PNF	02/11/2003	12/31/2003	10.71/hr	37,008.00	Status Change
Student Support Services	Terrance George	Counselor	03/03/2003	08/31/2003		26,004.00	Status Change
Biology	Nilesh Sharma	FT Temp PNF	04/01/2003	04/30/2003	29,004.00	29,004.00	Reappt/No Sal. Inc
Library Special Collections	Lynne Ferguson	BW PT Temp Tech 00	06/01/2003	06/30/2003	17.12/hr	17.12/hr	Reappt/No Sal. Inc
Middle Grades & Secondary	Patricia Sowell	BW PT Clerical 00	03/03/2003	05/30/2003	10.00/hr	10.00/hr	Reappt/No Sal. Inc
Psychology	Patricia Roenker	PT Reg PNF	02/01/2003	06/30/2003	11,848.00	11,838.00	Reappt/No Sal. Inc
College of Education Dean's Office	Barbara Copass	Early ID Recruitment Coord	02/10/2003	06/30/2003		22.00/hr	Secondary Appt
Student Support Services	Michael Johnson	Associate Director	01/01/2003	08/31/2003	38,820.00	42,708.00	Reclassification



**PERSONNEL CHANGES – GRANTS**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Combustion Lab Center Prof Services	Weibing Xu	BW PT Temp Tech 00	02/10/2003	05/28/2003	14.17/hr	16.35/hr	Salary Increase
Interactive Television	John Coe	SM Temp Tech 00	12/01/2002	11/03/2003	37,056.00	40,056.00	Salary Increase
Training Projects	Jessica Watts	BW PT Temp Clerical 00	02/01/2003	05/25/2003	10.00/hr	10.50/hr	Salary Increase
Training/Technical Assistance Svcs	Yolanda Bell	Teacher	01/01/2003	10/31/2003	20,040.00	24,216.00	Salary Increase
Biology	Charlotte MacAlister	FT-Reg Prof Non Faculty	04/04/2003				Termination
Chemistry	Wei Xie	Research Associate	02/14/2003				Termination
Curriculum & Instruction	Staci Nash	Director - Ed/HABG	02/19/2003				Termination
Educational Television Services	Todd Camplin	BW PT Tech 00	02/03/2003				Termination
Educational Television Services	Erinne Holt	BW PT Tech 00	02/09/2003				Termination
Educational Television Services	Imogene Potter	BW PT Clerical 00	02/21/2003				Termination
Public Health-KEMSA	Sabrina Turner	Office Assistant	01/27/2003				Termination

**PERSONNEL CHANGES -- STAFF**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Academic Advising	Carol Alicie	Office Associate	03/10/2003			19,104.00	Initial Appointment
Admissions Office	Miranda Nerland	Admissions Associate	02/20/2003			19,104.00	Initial Appointment
Admissions Office	Amy Risley	Admissions Counselor	02/26/2003			27,540.00	Initial Appointment
Agricultural Exposition Center	Terry Benton	Director	03/24/2003			35,004.00	Initial Appointment
Distance Learning Program	Ashley Smith	BW PT Tech 00	01/17/2003			7.00/hr	Initial Appointment
Distance Learning Program	Christopher Stice	BW PT Tech 00	01/06/2003			7.00/hr	Initial Appointment
Environmental Health & Safety	Vanessa Wyne	BW PT Clerical 00	01/17/2003			8.36/hr	Initial Appointment
Equal Opportunity/ADA Compliance	Carolyn Boards	Office Assistant	01/13/2003			18,372.00	Initial Appointment
Extended Campus-Elizabethtown	Beatrice Cobb	Office Assistant	03/24/2003			19,248.00	Initial Appointment
Human Resources	Angdria Whitworth	BW PT Clerical 00	03/10/2003			8.00/hr	Initial Appointment
Men's Football	James Walter Wells	Assistant Coach	03/20/2003			35,004.00	Initial Appointment
Music	Margery Green	Office Assistant	02/06/2003			19,200.00	Initial Appointment
Police	Claude David Skinner	Police Officer	03/17/2003			21,420.00	Initial Appointment
Provost/VP Academic Affairs	Zee Evelsizer	Office Associate	02/03/2003			22,008.00	Initial Appointment
Social Work	Conrad Davies	Office Associate	01/02/2003			20,808.00	Initial Appointment
University Centers	Kristen Sand	BW PT Temp Maint 00	01/02/2003	08/26/2003		7.00/hr	Initial Appointment
University Libraries	Kathryn Roe	Social Sciences Catalog Lib	05/05/2003			33,000.00	Initial Appointment
Campus Activity Board	Azurdee Garland	BW PT Temp Tech 00	12/21/2002	05/14/2003	7.00/hr	7.00/hr	Reappointment
Communication	Jennifer Martin	BW Temp Clerical 00	02/16/2003	06/30/2003	7.00/hr	7.00/hr	Reappointment
Educational Television Services	Pavan Mamidi	BW PT Temp Tech 00	01/06/2003	06/30/2003	10.00/hr	10.00/hr	Reappointment
Extended Campus-Owensboro	Lee Underwood	BW PT Temp Maint 00	02/10/2003	06/30/2003	12.00/hr	12.00/hr	Reappointment
F&A - Ogden College	Phillip Shelton	BW PT Temp Tech 00	01/02/2003	05/14/2003	12.50/hr	12.00/hr	Reappointment
Housing & Residence Life	Anita Teague	BW Temp Clerical 00	03/29/2003	09/30/2003	16.41/hr	16.41/hr	Reappointment
Men's Basketball	Luke Strege	MP PT PNF 00	01/01/2003	05/09/2003	3,600.00	3,600.00	Reappointment
Men's Football	Robert Rice	MP PT PNF 00	01/06/2003	05/09/2003	5,000.00	5,000.00	Reappointment
Men's Football	Terry Weist	MP PT PNF 00	12/01/2002	12/20/2002	2,400.00/mo	2,400.00/mo	Reappointment
Renovation/Construction Proj	Emily Hock	BW PT Temp Clerical 00	04/09/2003	09/22/2003	10.00/hr	10.00/hr	Reappointment
University Libraries	John Wheatley	BW Temp Clerical 00	02/24/2003	05/05/2003	8.36/hr	8.36/hr	Reappointment
University Relations	Patrick Quirk	BW PT Tech 00	05/20/2003		40.00/hr	40.00/hr	Reappointment
Women's Soccer	Matthew Hawkey	MP PT PNF 00	01/26/2003	05/26/2003	600.00/mo	600.00/mo	Reappointment
Admissions Office	Martha Basham	Admissions Associate	03/24/2003			19,104.00	Rehire
Building Services	Jimmy Pendleton	BW PT Maint 00	02/11/2003			10.00/hr	Rehire
Ky Science & Math Academy	Suzanne Hillin	MP PT PNF 00	02/10/2003	02/09/2004		20,004.00	Rehire
Men's Basketball	Darrin Horn	Head Athletic Coach	04/16/2003			135,000.00	Rehire
Men's Football	David Elson	Head Athletic Coach	03/05/2003			96,192.00	Rehire
Men's Football	Terry Weist	Offensive Coordinator	03/05/2003			49,056.00	Rehire
Police	Phyllis Skees	Communications Officer	02/17/2003			19,296.00	Rehire

**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Maintenance Services	Betty Flora	BW PT Sk Crft 00	01/06/2003	07/05/2003		8.00/hr	Rehire of Retiree
Sports Information	Paul Just	MP PT PNF 00	11/01/2002			11,280.00	Rehire of Retiree
Libraries	Paula Bowles	BW Lib PT Clerical	01/31/2003			8.70/hr	Secondary Appt.
Libraries	Gayle Novick	BW Lib PT Clerical	01/31/2003			8.70/hr	Secondary Appt.
Academic Support-Microcomputing	Robbie Grizzle	Microcomputing Consultant	01/01/2003		38,388.00	38,892.00	Degree/Certification
Gordon Ford College of Business	Gladys Jordan	Academic Advisor	01/01/2003		24,336.00	25,044.00	Degree/Certification
Gordon Ford College of Business	Paula Newby	Office Coordinator	01/01/2003		27,396.00	28,104.00	Degree/Certification
Housing & Residence Life	Pam Reno	Associate Director/Facilities	02/01/2003			300.00/Lump Sum	Degree/Certification
Library Special Collections	Sara McCaslin	Archival Assistant	01/01/2003		17,064.00	17,760.00	Degree/Certification
Postal Services	John Grismore	Supervisor, Post Office	01/01/2003		21,600.00	22,104.00	Degree/Certification
Postal Services	Lisa Kirby	Supervisor, Mail Room	02/01/2003			300.00/Lump Sum	Degree/Certification
Postal Services	Donna Mefford	Mail Room Assistant	01/01/2003		20,208.00	20,904.00	Degree/Certification
Student Technology	Tonya Archey	Manager, Computer Lab	01/01/2003		33,768.00	34,272.00	Degree/Certification
Academic Technology	Joyce Thorpe	Film Library Associate	04/01/2003		29,172.00	31,176.00	Gender/Ethnicity
Administrative Computing Services	Heather Stubblefield	Project Leader	04/01/2003		43,776.00	44,784.00	Gender/Ethnicity
Admissions Office	Linda Spinney	Admissions Associate	04/01/2003		22,692.00	23,496.00	Gender/Ethnicity
Agriculture	Deborah Gabbard	Office Associate	04/01/2003		28,608.00	30,612.00	Gender/Ethnicity
Alumni Relations	Virginia Steenberg	Assistant Director	04/01/2003		30,600.00	30,900.00	Gender/Ethnicity
Alumni Relations	Doris Vance	Office Associate	04/01/2003		22,512.00	24,516.00	Gender/Ethnicity
Architect & Manufacturing Sciences	Judy Pennington	Office Associate	04/01/2003		30,480.00	31,032.00	Gender/Ethnicity
Athletics	Phyllis Finch	Office Associate	04/01/2003		22,056.00	24,060.00	Gender/Ethnicity
Biology	Belinda Wisdom	Office Associate	04/01/2003		21,228.00	21,528.00	Gender/Ethnicity
Bookstore	Floyd Anders	Bookstore Associate	03/24/2003		17,842.50	19,851.00	Gender/Ethnicity
Bookstore	Evon Bryant	Bookstore Associate	03/24/2003		17,608.50	18,213.00	Gender/Ethnicity
Bookstore	Cherry Tarter	Bookstore Associate	03/24/2003		22,035.00	24,044.00	Gender/Ethnicity
Building Services	Lisa Adamson	Building Services Attendant	03/24/2003		12,987.00	13,202.00	Gender/Ethnicity
Building Services	Timothy Benton	Building Services Attendant	03/24/2003		15,951.00	17,960.00	Gender/Ethnicity
Building Services	Rita Dagley	Building Services Attendant	03/24/2003		14,157.00	14,859.00	Gender/Ethnicity
Building Services	Betty Garmon	Building Services Attendant	03/24/2003		18,310.50	19,812.00	Gender/Ethnicity
Building Services	Debbie Gross	Building Services Attendant	03/24/2003		12,987.00	13,202.00	Gender/Ethnicity
Building Services	Joyce Manning	Building Services Attendant	03/24/2003		12,987.00	13,299.00	Gender/Ethnicity
Building Services	Dwight McKinney	Building Services Attendant	03/24/2003		13,182.00	14,001.00	Gender/Ethnicity
Building Services	Mary Priddy	Building Services Attendant	03/24/2003		13,435.50	13,943.00	Gender/Ethnicity
Building Services	Paul Shobe	Building Services Attendant	03/24/2003		14,274.00	15,483.00	Gender/Ethnicity
Building Services	Marshall Tooley	Building Services Attendant	03/24/2003		13,669.50	14,079.00	Gender/Ethnicity

**PERSONNEL CHANGES – STAFF  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Building Services	Karen Wingo	Building Services Attendant	03/24/2003		12,850.50	13,065.00	Gender/Ethnicity
Building Services	Larry Woods	Building Services Attendant	03/24/2003		15,229.50	15,639.00	Gender/Ethnicity
Career Services Center	Rebecca Bennett	Career Preparations Specialist	04/01/2003		41,964.00	42,972.00	Gender/Ethnicity
Center for Gifted Studies	Linda Bandy	Office Associate	04/01/2003		22,440.00	22,944.00	Gender/Ethnicity
Chemistry	Elizabeth Carrico	Laboratory Supplies Specialist	04/01/2003		30,492.00	31,500.00	Gender/Ethnicity
Chemistry	Judith Deel	Office Associate	04/01/2003		26,928.00	29,184.00	Gender/Ethnicity
College of Ed & Behavioral Science	Susan Krisher	Office Associate	04/01/2003		26,220.00	26,520.00	Gender/Ethnicity
Communication	Mary Schneider	Office Associate	04/01/2003		22,452.00	22,956.00	Gender/Ethnicity
Communication Disorders	Edith Mullen	Office Associate	04/01/2003		22,716.00	24,720.00	Gender/Ethnicity
Community College	Stephanie Hooker	Office Associate	04/01/2003		19,608.00	20,112.00	Gender/Ethnicity
Construction Management	Annette Angueira	Project Manager, Construction	04/01/2003		50,016.00	52,020.00	Gender/Ethnicity
Consumer & Family Sciences	Lauri Warden	Office Associate	04/01/2003		23,160.00	25,164.00	Gender/Ethnicity
Counseling Services	Deborah Bean	Office Associate	04/01/2003		24,528.00	25,932.00	Gender/Ethnicity
Counseling Services	Sharon Ercey	Supervisor, Testing	04/01/2003		36,624.00	38,124.00	Gender/Ethnicity
Educational Telecommunications	Rita Isenberg	Business Manager	04/01/2003		39,732.00	40,740.00	Gender/Ethnicity
Educational Telecommunications	Linda Vaughn	Office Associate	04/01/2003		28,140.00	30,144.00	Gender/Ethnicity
Environmental Health & Safety	Cynthia George	Env Hlth and Safety Tech	03/24/2003		26,852.00	28,860.00	Gender/Ethnicity
Environmental Health & Safety	Nettie Gramling	Evn Hlth and Safety Tech	03/24/2003		30,674.00	32,682.00	Gender/Ethnicity
Extended Campus-Glasgow	Judy Parker	Office Associate	04/01/2003		22,716.00	24,720.00	Gender/Ethnicity
Extended Campus-Owensboro	Charlotte Dixon	Advising Associate	04/01/2003		25,380.00	27,384.00	Gender/Ethnicity
Facilities Fiscal Services	Evelyn Drake	Work Control Center Assoc	04/01/2003		24,756.00	26,760.00	Gender/Ethnicity
Gordon Ford College of Business	Martina Gibson	Office Associate	04/01/2003		23,184.00	24,684.00	Gender/Ethnicity
Housing & Residence Life	Pamela Reno	Assoc Dir, Facilities	04/01/2003		48,660.00	50,664.00	Gender/Ethnicity
Housing & Residence Life	Katherine Tolbert	Director/Housing Operations	04/01/2003		54,576.00	55,584.00	Gender/Ethnicity
Human Resources	Mary Ann McGehee	Human Resources Associate	04/01/2003		36,600.00	38,604.00	Gender/Ethnicity
Human Resources	Ivy Roberson	Manager, Employment	04/01/2003		44,952.00	46,956.00	Gender/Ethnicity
Intramural/Recreational Sports	Mark Williams	Asst Director, Intramurals	04/01/2003		41,928.00	42,936.00	Gender/Ethnicity
Libraries	Ann Brown	Sr Catalog Assistant	04/01/2003		27,228.00	28,236.00	Gender/Ethnicity
Libraries	Lucy Daniels	Supv, Circulation Desk	04/01/2003		30,252.00	32,256.00	Gender/Ethnicity
Libraries	Linda Davis	Sr Catalog Assistant	04/01/2003		25,176.00	26,184.00	Gender/Ethnicity
Libraries	Debra Day	Interlibrary Loan Specialist	04/01/2003		25,620.00	27,624.00	Gender/Ethnicity
Libraries	Janice Haley	Sr Serials Assistant	04/01/2003		20,856.00	22,356.00	Gender/Ethnicity
Libraries	Sheila Hause	Sr Circulation Assistant	04/01/2003		25,296.00	27,300.00	Gender/Ethnicity
Libraries	Ellen Micheletti	Sr Educ Resources Ctr Asst	04/01/2003		23,136.00	25,140.00	Gender/Ethnicity
Libraries	Sarah Pruitt	Library Facilities Specialist	04/01/2003		24,228.00	26,232.00	Gender/Ethnicity
Libraries	Susan Todd	Sr Serials Assistant	04/01/2003		26,268.00	29,268.00	Gender/Ethnicity
Libraries	Linda White	Sr Acquisitions Assistant	04/01/2003		21,600.00	23,100.00	Gender/Ethnicity

**PERSONNEL CHANGES – STAFF**  
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Library Special Collections	Leonetta Strange	Office Associate	04/01/2003		21,972.00	22,476.00	Gender/Ethnicity
Maintenance Services	Shelia Beasley	Zone Maintenance Tech	03/24/2003		20,962.50	21,275.00	Gender/Ethnicity
Maintenance Services	Margo Ramsey	Zone Maintenance Tech	03/24/2003		20,962.50	21,275.00	Gender/Ethnicity
Management and Information Systems	Carole Ledbetter	Office Associate	04/01/2003		22,644.00	23,544.00	Gender/Ethnicity
Men's Football	Larissa Priddy	Office Associate	04/01/2003		27,288.00	29,292.00	Gender/Ethnicity
Network Computing	Wilma Malone	Office Associate	04/01/2003		26,892.00	28,896.00	Gender/Ethnicity
Nursing	Wanda Cullom	Office Associate	04/01/2003		21,516.00	21,816.00	Gender/Ethnicity
Nursing	Angelyn Drexler	CPR Training Coordinator	04/01/2003		20,412.00	21,720.00	Gender/Ethnicity
Office of Diversity Programs	Monica Burke	Associate Director	04/01/2003		36,912.00	38,916.00	Gender/Ethnicity
Office of Diversity Programs	Jacqueline Pillow	Office Associate	04/01/2003		21,492.00	22,296.00	Gender/Ethnicity
Office of Diversity Programs	Tracey Williams	Assistant Director	04/01/2003		26,868.00	28,872.00	Gender/Ethnicity
Ogden College of Science & Engr	Rose Hullett	Manager	04/01/2003		37,416.00	38,412.00	Gender/Ethnicity
Physical Education & Recreation	Patricia Vincent	Office Associate	04/01/2003		29,736.00	31,740.00	Gender/Ethnicity
Physics & Astronomy	Susan Livesay	Office Associate	04/01/2003		22,524.00	24,528.00	Gender/Ethnicity
Police	Patricia Murphy	Office Associate	04/01/2003		30,240.00	30,744.00	Gender/Ethnicity
Postal Services	Lisa Kirby	Supervisor, Mail Room	04/01/2003		28,476.00	29,376.00	Gender/Ethnicity
Postal Services	Donna Mefford	Mail Room Assistant	04/01/2003		20,904.00	21,804.00	Gender/Ethnicity
Purchasing	Toy Baker	Sr Accounts Payable Assoc	04/01/2003		28,188.00	29,088.00	Gender/Ethnicity
Purchasing	Patricia Shields	Accounts Payable Associate	04/01/2003		22,128.00	24,132.00	Gender/Ethnicity
School of Journalism & Broadcasting	Myrtis Bowles	Advising Associate	04/01/2003		25,656.00	26,808.00	Gender/Ethnicity
Sports Information	Ann Handy	Office Associate	04/01/2003		28,776.00	30,780.00	Gender/Ethnicity
Student Financial Assistance	Nancy Alfonso	Coordinator, Direct Lending	04/01/2003		33,240.00	33,840.00	Gender/Ethnicity
Student Financial Assistance	Anthony Bowles	Financial Aid Counselor	04/01/2003		32,688.00	34,692.00	Gender/Ethnicity
Teacher Services	Deborah Sloss	Academic Advisor	04/01/2003		28,704.00	30,408.00	Gender/Ethnicity
Theatre & Dance	Nanci Hall	Office Associate	04/01/2003		23,496.00	25,752.00	Gender/Ethnicity
WKU Foundation	Jennifer Ragan	Accounts Associate	04/01/2003		20,736.00	22,740.00	Gender/Ethnicity
Academic Advising	Michael Purpus	Coordinator, Orientation	04/01/2003		34,608.00	36,612.00	Market Salary Incr
Academic Affairs & Provost's Office	Michael Dale	Assistant Vice President	04/01/2003		77,400.00	79,404.00	Market Salary Incr
Academic Affairs & Provost's Office	Luther Hughes	Associate Vice President	04/01/2003		99,276.00	102,276.00	Market Salary Incr
Academic Affairs & Provost's Office	LaDonna Hunton	Academic Budget/Acct Analy	04/01/2003		45,252.00	47,256.00	Market Salary Incr
Academic Affairs & Provost's Office	John Petersen	Associate Vice President	04/01/2003		101,088.00	103,092.00	Market Salary Incr
Administrative Computing Services	Gregory Hackbarth	Project Leader	04/01/2003		44,796.00	46,800.00	Market Salary Incr
Administrative Computing Services	Gregory Kunkel	Database Specialist	04/01/2003		45,120.00	47,124.00	Market Salary Incr
Administrative Computing Services	Nancy Scott	Manager, Database Admin	04/01/2003		47,628.00	50,628.00	Market Salary Incr
Alumni Relations	Donald Smith	Asst VP WKU Alumni Assc	04/01/2003		65,280.00	69,288.00	Market Salary Incr

**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Athletics	Billy Edwards	Head Athletic Trainer	04/01/2003		50,988.00	53,268.00	Market Salary Incr
Athletics	Duane Hall	Assistant Coach	04/01/2003		21,000.00	21,480.00	Market Salary Incr
Athletics	Camden Selig	Director	04/01/2003		104,328.00	107,328.00	Market Salary Incr
Budget	Denise Huffman	Manager	04/01/2003		53,316.00	55,824.00	Market Salary Incr
Budget	Shavonna Smith	Budget Analyst	04/01/2003		30,168.00	33,672.00	Market Salary Incr
Chief Financial Officer	Katherine Mead	CFO/Asst to Pres/Econ Dev	04/01/2003		96,636.00	100,644.00	Market Salary Incr
College of Ed & Behavioral Science	Retta Poe	Associate Dean	01/01/2003		88,236.00	88,536.00	Market Salary Incr
Controller	Gregory Ford	Staff Accountant	04/01/2003		32,448.00	33,456.00	Market Salary Incr
Controller	Belinda Higginbotham	Bursar	04/01/2003		55,464.00	58,968.00	Market Salary Incr
Controller	Leonard Kogut	Controller	04/01/2003		82,368.00	84,372.00	Market Salary Incr
Controller	Bradley Wheeler	Manager, Accounting	04/01/2003		46,152.00	47,400.00	Market Salary Incr
Controller	Sharon Young	Mgr, Grants/Contracts Acct	04/01/2003		48,168.00	49,428.00	Market Salary Incr
Dean Graduate Study/Res/Ext Campus	Elmer Gray	Dean	04/01/2003		104,964.00	106,968.00	Market Salary Incr
Environmental Health & Safety	Charlotte Reeder	Director	04/01/2003		51,504.00	56,508.00	Market Salary Incr
Equal Opportunity/ADA Compliance	Huda Melky	Director	01/01/2003		55,440.00	65,448.00	Market Salary Incr
Equal Opportunity/ADA Compliance	Sam Starks	Coordinator II	04/01/2003		27,048.00	29,004.00	Market Salary Incr
Extended Campus-Elizabethtown	Ronald Stephens	Director	04/01/2003		67,140.00	68,148.00	Market Salary Incr
Extended Campus-Glasgow	Juanita Bayless	Director	04/01/2003		70,176.00	71,184.00	Market Salary Incr
Extended Campus-Owensboro	Marilyn Brookman	Director	04/01/2003		68,616.00	69,624.00	Market Salary Incr
General Counsel	Deborah Wilkins	General Counsel	04/01/2003		93,840.00	96,840.00	Market Salary Incr
Gordon Ford College of Business	Robert Jefferson	Dean	04/01/2003		121,320.00	123,324.00	Market Salary Incr
Governmental Relations	Robbin Taylor	Dir/Governmental Relations	04/01/2003		67,608.00	71,616.00	Market Salary Incr
Housing & Residence Life	Brian Kuster	Director	04/01/2003		62,952.00	69,960.00	Market Salary Incr
Information Technology	Richard Kirchmeyer	Vice President	04/01/2003		113,136.00	115,140.00	Market Salary Incr
Institutional Research	Robert Cobb	Director	04/01/2003		71,556.00	73,560.00	Market Salary Incr
Institutional Research	Tuesdi Helbig	Research Analyst	04/01/2003		44,892.00	46,896.00	Market Salary Incr
Institutional Research	Sharon Hunter	Database Analyst	04/01/2003		43,896.00	45,900.00	Market Salary Incr
Institutional Research	Bogdan Ratiu	Research Coordinator	04/01/2003		36,396.00	37,404.00	Market Salary Incr
Internal Auditor	Warren Irons	Internal Auditor	04/01/2003		66,132.00	70,140.00	Market Salary Incr
Internal Auditor	Julie Russ	Asst Internal Auditor	04/01/2003		41,748.00	44,748.00	Market Salary Incr
Kentucky Library & Museum	Sandra Staebell	Museum Registrar/Curator	04/01/2003		36,576.00	37,584.00	Market Salary Incr
Libraries	Michael Binder	Dean	04/01/2003		89,940.00	92,940.00	Market Salary Incr
Libraries	Phyllis Chelf	Coord, Mkt/Special Events	04/01/2003		36,648.00	37,656.00	Market Salary Incr
Library Special Collections	Sue Stone	Univ Archivist/Records Offcr	04/01/2003		37,092.00	38,100.00	Market Salary Incr
Men's Basketball	Donald Spann	Strength/Conditioning Coach	04/01/2003		24,000.00	24,840.00	Market Salary Incr
Ogden College of Science & Engr	Blaine Ferrell	Dean	04/01/2003		107,508.00	109,512.00	Market Salary Incr
Physical Education & Recreation	Joel Murrie	Instructor/Baseball Coach	04/01/2003		53,100.00	59,580.00	Market Salary Incr

**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Police	Robert Deane	Chief of Police	04/01/2003		66,744.00	68,748.00	Market Salary Incr
Potter College, Arts/Hum/Social/Sci	David Lee	Dean	04/01/2003		108,132.00	112,140.00	Market Salary Incr
President's Office	Elizabeth Esters	Staff Assistant	04/01/2003		55,740.00	57,744.00	Market Salary Incr
Public Radio Services	Kevin Willis	Announcer/Reporter/Anchor	04/01/2003		28,548.00	29,556.00	Market Salary Incr
Registrar's Office	Judith Byrd	Associate Registrar	04/01/2003		43,512.00	45,516.00	Market Salary Incr
Registrar's Office	Marleen Murphy	Associate Registrar	04/01/2003		47,040.00	48,048.00	Market Salary Incr
Special Events	Lucinda Anderson	Director Constituent Relations	04/01/2003		39,408.00	44,412.00	Market Salary Incr
Sponsored Programs	Phillip Myers	Director	04/01/2003		74,232.00	76,236.00	Market Salary Incr
Student Affairs & Campus Services	Gerald Tice	Vice President	04/01/2003		114,564.00	122,568.00	Market Salary Incr
Student Financial Assistance	Marilyn Clark	Director	04/01/2003		68,364.00	70,368.00	Market Salary Incr
Student Publications	Robert Adams	Director	04/01/2003		65,136.00	67,140.00	Market Salary Incr
University Relations	Thomas Meacham	Director	04/01/2003		47,352.00	51,360.00	Market Salary Incr
University Relations	Robert Skipper	Director	04/01/2003		45,864.00	49,872.00	Market Salary Incr
VP Institutional Advancement	Thomas Hiles	Vice President	04/01/2003		124,884.00	129,888.00	Market Salary Incr
WKU Foundation	Paula Jarboe	Trust Accountant	04/01/2003		49,464.00	53,964.00	Market Salary Incr
Women's Soccer	Jason Neidell	Head Athletic Coach	04/01/2003		36,432.00	39,084.00	Market Salary Incr
Ogden College of Science & Engr	Linda Brown-Ferguson	Assistant Dean	04/01/2003		67,680.00	76,008.00	Gender/Ethn/Mkt
Kentucky Library	Laura Harper Lee	Curator, Education	04/01/2003		32,196.00	34,104.00	Gender/Ethn/Mkt
Purchasing	Johnalma Barnett	Manager, Shipping/Receiving	04/01/2003		31,080.00	34,092.00	Gender/Ethn/Mkt
Admissions Office	LaBrisha Johnson	Coord, Admission Services	02/24/2003		27,588.00	30,852.00	Promotion
Campus Services	Walter Mays	Senior Groundskeeper	02/10/2003		14,625.00	18,525.00	Promotion
College of Ed & Behavioral Science	Retta Poe	Associate Dean	01/01/2003		72,192.00	88,236.00	Promotion
Dean's Office, Potter College	Lawrence Snyder	Assistant Dean	07/01/2003		49,188.00	TBD/Budget	Promotion
Men's Football	Donnie Martindale	Defensive Coordinator	02/01/2003		37,800.00	49,056.00	Promotion
Men's Football	Willie Taggart	Assistant Head Coach	03/05/2003		41,040.00	41,040.00	Promotion
Music	Gail Simone	Office Associate	01/13/2003		18,720.00	21,264.00	Promotion
Network Computing	Jeptha Sumpter	Network Services Engineer	02/24/2003		44,760.00	50,280.00	Promotion
Undistributed Housing	Terry Carroll	Recycling Technician	02/24/2003		12,714.00	17,550.00	Promotion
Ed. Admin., Leadership & Research	Andrea Raybould	Office Associate	01/01/2003		19,920.00	21,288.00	Reclassification
Engineering	Ronald Rizzo	Staff Engineer	07/01/2003		46,800.00	46,800.00	Reclassification
Environmental Health & Safety	Mary Reynolds	Radiation Safety Officer	04/01/2003		38,376.00	41,376.00	Reclassification
Gordon Ford College of Business	Paula Newby	Administrative Assistant	07/01/2003		28,104.00	31,656.00	Reclassification
Special Instructional Programs	Mary Epley	Office Associate	01/01/2003		19,884.00	22,176.00	Reclassification
Men's Football	Mike Fanoga	Assistant Coach	04/01/2003		43,272.00	38,052.00	Salary Decrease

**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Admissions Office	Vonda Davis	Admissions Associate	07/01/2002		18,372.00	19,104.00	Salary Increase
Building Services	Andreda Burke	Building Services Attendant	12/30/2002		13,981.50	14,469.00	Salary Increase
Building Services	Darla Hawks	Building Services Attendant	12/30/2002		13,611.00	14,098.50	Salary Increase
Building Services	Linda McDonald	Building Services Attendant	12/30/2002		13,650.00	14,137.50	Salary Increase
Building Services	Laura Thompson	Building Services Attendant	12/30/2002		13,611.00	14,098.50	Salary Increase
Combustion Lab Center Prof Services	Yan Cao	BW PT Temp Tech 00	02/10/2003	06/30/2003	17.86/hr	19.24/hr	Salary Increase
Combustion Lab Center Prof Services	Yufeng Duan	BW PT Temp Tech 00	02/10/2003	06/30/2003	15.71/hr	21.15/hr	Salary Increase
Combustion Lab Center Prof Services	Lingchuan Li	BW PT Temp Tech 00	02/10/2003	06/30/2003	16.67/hr	19.24/hr	Salary Increase
Combustion Lab Center Prof Services	Rongcai Xie	BW PT Temp Tech 00	02/10/2003	06/30/2003	15.71/hr	21.15/hr	Salary Increase
Community College	Vickie Williams	Office Associate	07/01/2002		18,756.00	19,104.00	Salary Increase
Equal Opportunity/ADA Compliance	Laura Ricke	Office Coordinator	07/01/2002		21,000.00	21,420.00	Salary Increase
Extended Campus-Owensboro	Lee Underwood	BW PT Tech 00	01/13/2003		9.12/hr	9.40/hr	Salary Increase
Health Services	Elizabeth Greaney	Director	01/01/2003		72,792.00	75,792.00	Salary Increase
Health Services	Jennifer Lawrence	BW PT Tech 00	01/06/2003		13.00/hr	14.00/hr	Salary Increase
Intramural/Recreational Sports	Debra Cherwak	Director	01/01/2003		55,284.00	60,288.00	Salary Increase
Maintenance Services	Nathan Brindley	Maintenance Technician	12/30/2002		20,280.00	21,255.00	Salary Increase
Maintenance Services	Nathan Hale	Electrician	12/30/2002		21,411.00	21,840.00	Salary Increase
Maintenance Services	Herbert Hess	Electrician	12/30/2002		22,659.00	23,107.50	Salary Increase
Maintenance Services	Charles Jones	Electrician	12/30/2002		30,049.50	30,654.00	Salary Increase
Maintenance Services	Joseph Leibfreid	Energy Management Tech	12/30/2002		24,024.00	25,974.00	Salary Increase
Maintenance Services	Danny Madison	Supv, Plumbing/Master Plumb	12/30/2002		36,621.00	39,000.00	Salary Increase
Maintenance Services	Christopher Radus	Maintenance Technician	12/30/2002		19,578.00	19,948.50	Salary Increase
Maintenance Services	Richard Stewart	Electrician	12/30/2002		24,706.50	25,194.00	Salary Increase
Maintenance Services	Eugene Sullivan	Electrician	12/30/2002		29,913.00	30,517.50	Salary Increase
Maintenance Services	Robert Upchurch	Electrician	12/30/2002		28,899.00	29,484.00	Salary Increase
Nursing	Shirley Jones	Office Assistant	01/01/2003		19,008.00	20,004.00	Salary Increase
Postal Services	John Grismore	Supervisor, Post Office	01/01/2003		22,104.00	24,504.00	Salary Increase
Purchasing	Pamela Davidson	Accounts Payable Associate	01/01/2003		18,504.00	19,692.00	Salary Increase
Women's Basketball	Kyra Elzy	Restricted Assistant Coach	03/26/2003		29,508.00	75,000.00	Salary Increase
Maintenance Services	Clay Diamond	Assistant Supv, Lockshop	07/01/2002		25,545.00	26,812.50	Salary Increase FY
Auxiliary Services	Daniel Glynn	Technical/Hardware Specialist	02/27/2003		15.00/hr	34,068.00	Status Change
Building Services	Patricia Capshaw	Building Services Attendant	01/13/2003		7.04/hr	13,728.00	Status Change
Building Services	April Pendleton	Building Services Attendant	03/31/2003		10.00/hr	13,591.50	Status Change
Campus Services	Henry Blair	Groundskeeper	03/10/2003		7.25/hr	15,307.50	Status Change
Campus Services	Joseph Taylor	Groundskeeper	03/10/2003		7.25/hr	15,307.50	Status Change



**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Maintenance Services	Adriane Baker	Carpenter	01/27/2003		9.80/hr	19,110.00	Status Change
Shuttle Service	Jerry Alford	BW PT Maint 00	03/24/2003		9.00/hr	9.00/hr	Status Change
Undistributed Housing Expense	Janice Bunton	Building Services Attendant	03/10/2003		6.40/hr	12,714.00	Status Change
Undistributed Housing Expense	Vicki Simmons	Building Services Attendant	04/07/2003		6.40/hr	12,714.00	Status Change
Budget	Shavonna Smith	Stipend	01/01/2003	03/31/2003		300.00/mo	Stipend
Housing & Residence Life	Mary DeGraw	Stipend	01/01/2003	05/31/2003		375.00/mo	Stipend
Libraries	Nancy Steen	Stipend	02/19/2003	05/04/2003		300.00/mo	Stipend
Men's Football	Willie Taggart	Stipend	03/05/2003	06/30/2003		414.00/mo	Stipend
Men's Football	Terry Weist	Stipend	03/05/2003			275.00/mo	Stipend
Men's Football	James Walter Wells	Stipend	03/20/2003			275.00/mo	Stipend
Network Computing	Jeptha Sumpter	Stipend	02/01/2003	05/31/2003		500.00/mo	Stipend
Associate Degree Nursing Program	Lynnita Glass	Office Associate	01/01/2003	06/30/2003	22,728.00	23,328.00	Temporary Rate Inc
Purchasing	Pamela Davidson	Accounts Payable Associate	03/03/2003	06/15/2003	19,692.00	21,492.00	Temporary Rate Inc
Student Financial Assistance	Allison Van Wyngarden	Financial Aid Assistant	02/01/2003	06/30/2003	21,000.00	23,520.00	Temporary Rate Inc
University Centers	Kristen Sand	BW PT Temp Maint 00	01/13/2003	06/01/2003	7.00/hr	7.50/hr	Temporary Rate Inc
University Centers	Sarah Thomas	BW PT Maint 00	01/13/2003	06/01/2003	6.50/hr	7.00/hr	Temporary Rate Inc
Building Services	Christopher Freas	Building Services Attendant	02/10/2003		14,664.00	13,533.00	Transfer
College of Ed & Behavioral Science	Anthony Kirchner	Manager, Educational Tech	02/01/2003		50,724.00	52,500.00	Transfer
Academic Advising	Patsy Pitchford	Office Associate	04/30/2003				Retirement
Police	Asa Hooper	Patrol Commander (Cpt)	03/31/2003				Retirement
Admissions Office	Judith Adams	Admissions Associate	02/07/2003				Termination
Admissions Office	Andrea Ford	Admissions Associate	01/17/2003				Termination
Agriculture	Darrell Towe	Director	01/03/2003				Termination
Alumni Relations	Mary Frith	Associate Director	05/23/2003				Termination
Auxiliary Services	Mohamad Moghaddam	Catering Mgr/Faculty House	01/13/2003				Termination
Biotechnology Center	Lonnie Kennedy	BW PT Tech 00	12/31/2002				Termination
Bookstore	Lori Birkatz	Accounting Associate	02/28/2003				Termination
Building Services	Autra Beasley	Building Services Attendant	01/17/2003				Termination
Building Services	Ann Willoughby	Building Services Attendant	03/31/2003				Termination
Building Services	Nellie Wilson	Building Services Attendant	01/10/2003				Termination

**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Combustion Lab Center Prof Services	Xiaofen Guo	BW PT Temp Tech 00	02/06/2003				Termination
Combustion Lab Center Prof Services	Rongcai Xie	BW PT Temp Tech 00	03/15/2003				Termination
Distance Learning Program	Jana Malone	BW PT Temp Tech 00	02/15/2003				Termination
Distance Learning Program	Jaclyn Polson	BW PT Tech 00	12/13/2002				Termination
Extended Campus-Elizabethtown	Shaunna Lasley	Office Assistant	01/24/2003				Termination
Garrett Conference Center	Theresa Gerard	Hostess	12/31/2002				Termination
Health Services	Joyce Dunn	Office Associate	05/16/2003				Termination
Housing & Residence Life	Amy Vitato	Coordinator, HRL	03/31/2003				Termination
HVAC Services	Lonice Goodbread	HVAC Technician	01/23/2003				Termination
HVAC Services	Mike Paglialunga	Energy Management Tech	04/04/2003				Termination
Institutional Research	Jeri Rampy	Research Associate	02/07/2003				Termination
Interactive Distance Ed	David Mabrey	BW PT Tech 00	04/29/2002				Termination
Maintenance Services	Gene Moody	Recycling Technician	01/03/2003				Termination
Men's Basketball	Dennis Felton	Head Athletic Coach	04/10/2003				Termination
Men's Basketball	Peter Herrmann	Assistant Coach	04/16/2003				Termination
Men's Basketball	Kenneth McDonald	Assistant Coach	04/11/2003				Termination
Men's Basketball	Bertram Tucker	Assistant Coach	04/17/2003				Termination
Men's Football	David Elson	Defensive Coordinator	01/31/2003				Termination
Men's Football	Jack Harbaugh	Head Athletic Coach	02/28/2003				Termination
Men's Football	Keven Lightner	Offensive Coordinator	01/17/2003				Termination
Public Radio Services	Xenia Piaseckyj	Producer/Announcer	03/03/2003				Termination
Purchasing	Derrick Smith	Shipping/Receiving Associate	02/28/2003				Termination
Talisman	Erica Walsh	PT PNF 00	03/01/2003				Termination

Chair Gray presented the recommended personnel actions for approval. Motion for approval by Mr. Martin, seconded by Ms. Sears, carried unanimously.

#### **AGENDA ITEM 8 - President's Report**

The President's Report consisted of 1) confirmation of distance learning tuition ratio per Board policy; 2) Kentucky Plan for Equal Opportunities 2003 Degree Program Eligibility (pages 83-86 of the agenda); and 3) Campaign Update, (pp. 87-96 of agenda).

#### **AGENDA ITEM 9 - Executive Session**

Mr. Martin moved the Board go into Executive Session for discussions which might lead to the appointment or dismissal of an individual employee, as provided under KRS 61.810(1)(f). The nature of the business to be discussed is a confidential personnel matter pertaining to an individual employee, and the reason for the closed session is the privacy considerations with respect to the individual employee. The motion was seconded by Ms. Bale, and carried unanimously.

The Board, accompanied by President Ransdell, Ms. Esters, and members of the Administrative Council, went into executive session at 11:35 a.m.

Returning from Executive Session at approximately 12:15 p.m., Ms. Gray stated, *"The Board is now returning to open session. The subject of the discussions and deliberations during closed session were restricted to those in the motion, and no formal action was taken by the Board in closed session."*

Mr. Sheffer made the following motion, seconded by Mr. Fischer.

Motion to return this matter to the Ad Hoc Committee for reconsideration of the following:


- 1) review the mentoring process provided to the faculty member, including how often mentoring occurred, what it consisted of, and similar considerations;
- 2) review whether the faculty member was provided full opportunity to introduce information she believes is pertinent to her appeal; and
- 3) review and consider the issues noted in the report of the Advisory Committee dated November 11, 2002

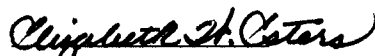
It is the Board's desire that this review be completed prior to the Board's Special meeting scheduled for June 17.


With no other business on the agenda, motion to adjourn was made by Mr. Fischer and seconded by Mr. Sheffer. The meeting adjourned at approximately 12:20 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 second quarterly meeting held May 9, 2003, in the Regents Conference Room of the Wetherby Administration Building on the Western 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).

  
Lois W. Gray  
Chair  
August 8, 2003

  
Elizabeth W. Esters  
Secretary

  
Elizabeth W. Esters  
Secretary  
August 8, 2003

## 2003 Matching Gifts

<u>Donor</u>	<u>Amount</u>	<u>Area of Support</u>
Commonwealth Health Corporation	\$500,000	Faculty support
Dick Frockt	\$500,000	Professorship in History
Pete Mahurin	\$500,000	Gifted studies director position
Zuheir Sofia	\$450,000	Endowment in International Studies
Confidential	\$250,000	Excellence fund/visiting professorship
Mel Morris	\$100,000	Excellence fund in Construction Management
Joan Garrison	\$100,000	Scholarship endowment
Greenview Regional Hospital	\$100,000	Nursing endowment
Confidential	\$90,000	Scholarship endowment
Neal Budde	\$86,000	Excellence fund in Journalism
Ben Smith and Paula Smith	\$80,000	Scholarship endowment
Don Greulich	\$50,000	Excellence fund in Engineering
Dan Pelino	\$50,000	Endowment in Communications
Allan and Susan Pribble/Bowling Green-Western Symphony Orchestra Association	\$50,000	Excellence fund in Music
Logan Aluminum	\$50,000	Scholarship endowment
Confidential	\$50,000	Scholarship endowment
Confidential	\$50,000	Scholarship endowment
<b>Total Amount of Matching Money Utilized</b>	<b>\$3,056,000</b>	

**Endowment Match Program  
Notice of Board Approval**

Western Kentucky University  
Board of Regents

Pursuant to guidelines approved by the Council on Postsecondary Education, the Western Kentucky University Board of Regents acknowledges that it has primary responsibility for the implementation of the Endowment Match Program. Specifically, the Board of Regents is responsible for providing oversight of all these endowment funds.

As designated by the signature below, the Board hereby notifies the Council of the receipt of gifts and pledges to be endowed (refer to the attached listing) in the amount of \$3,056,000 and the University's intention to submit requests for matching state funds. Furthermore, the Board acknowledges responsibility for oversight of the endowments established with these funds in accordance with Council's Guidelines and Procedures.

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Lois W. Gray, Chair  
Board of Regents

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Date:

**Attachment B**  
**2004-2010 Capital Plan**  
**Priority List**

**COMMONWEALTH OF KENTUCKY**  
**2004-2010 CAPITAL PLAN**  
**Project Priorities**

**FB 2004-2006 General Fund Projects**

<b>Priority</b>	<b>Project Title</b>	<b>Project Budget</b>
1	Construct Science Complex – Phase II	33,000,000
2	Repair Mold/Moisture Damage (academic buildings)	1,612,000
3	Replace Electrical Distribution – Phase III	3,747,000
4	Renovate Heat Plant – Phase I	1,273,000
5	Prepare IT Infrastructure	3,000,000
6	Replace Server	880,000
7	Provide Secure Network Log-on System	800,000
8	Construct Owensboro Reg. Ctr Phase I (KCTCS)	24,088,000
9	Renovate Schneider Hall	9,572,000
10	Renovate Grise Hall - Design	1,398,000
11	Construct Cent Reg Postsec Ed Ctr. Phase II	16,247,000
12	Renovate Garrett Conf Center – Design	858,000
13	Expand Campus Network Phase II	785,000
14	Purchase Digital TV Transmission System	3,321,000
15	Renovate South Campus	2,400,000
16	Construct Radio/TV Transmission Tower	615,000
17	Purchase Property and Build Parking Lots	2,000,000
18	Acquire Video Server	800,000
19	Implement Wireless Spectrum	2,000,000
20	Construct Franklin/Simpson Tech Center (KCTCS)	11,984,000
	<b>TOTAL</b>	<b>120,380,000</b>

**FB 2004-2006 Projects NOT involving General Fund**

<b>Priority</b>	<b>Project Title</b>	<b>Project Budget</b>
1	Expand Parking Structure	10,000,000
2	Construct Academic-Athletic Performance Center	7,000,000
3	Renovate Downing University Center – Phase II	7,000,000
4	Renovate Campus Energy Conservation	6,000,000
5	Purchase Property for Campus Expansion	3,000,000
6	Purchase Nuclear Magnetic Resonance Spectrometer	350,000
	<b>TOTAL</b>	<b>33,350,000</b>

**FB 2006-2008 General Fund Projects**

<b>Priority</b>	<b>Project Name</b>	<b>Project Budget</b>
1	Replace Electrical Distribution – Phase IV	5,254,000
2	Construct Science Complex Phase III	7,000,000
3	Construct South Reg. Ctr. Phase II (KCTCS)	12,577,000
4	Renovate Grise Hall - Construction	19,115,000
5	Replace Steam Line – Phase I	3,000,000
6	Renovate Garrett Conference Ctr – Construction	10,964,000
7	Renovate Tate Page Hall – Phase I	1,125,000
8	Renovate Helm/Cravens Library – Design	1,972,000
9	Renovate Heat Plant – Phase II	2,985,000
10	Renovate Van Meter Hall – Design	688,000
11	Purchase Property and Build Parking	1,000,000
12	Renovate Kentucky Building HVAC	5,200,000
13	Renovate Gordon Wilson Hall – Design	567,000
14	Renovate Ivan Wilson HVAC	2,251,000
15	Renovate Academic Complex – Design	1,323,000
16	Renovate Ag Expo Center HVAC	930,000
17	Renovate Cherry Hall HVAC	2,388,000
18	Renovate Kentucky Building – Design	850,000
	<b>TOTAL</b>	<b>79,189,000</b>

**FB 2006-2008 Projects NOT involving General Fund**

<b>Priority</b>	<b>Project Name</b>	<b>Project Budget</b>
1	Implement Energy Service Performance Contract – Phase III	4,000,000
2	Implement Life Safety Repairs – Center for Res/Dev	500,000
3	Construct Student Health Center	3,500,000
	<b>TOTAL</b>	<b>8,000,000</b>

**FB 2008-2010 General Fund Projects**

<b>Priority</b>	<b>Project Name</b>	<b>Project Budget</b>
1	Renovate AA#2 (Smith Stadium)	19,859,000
2	Replace Electrical Distribution – Phase V	5,803,000
3	Renovate Helm/Cravens – Construction	24,890,000
4	Renovate Gordon Wilson – Construction	6,846,000
5	Renovate Van Meter hall – Construction	8,297,000
6	Renovate Academic Complex – Construction	16,772,000
7	Renovate Kentucky Building – Construction	11,995,000
9	Renovate ES&T HVAC & Electrical System	2,251,000
	<b>TOTAL</b>	<b>96,713,000</b>



For the purpose of demonstrating our total capital renewal need, the following additional information is presented from University's Facilities Audit. The Audit looked at 30 major academic and support buildings (residence halls were not included) encompassing 3.9 million square feet of space with a current replacement value of nearly \$400 million. Fifty-one percent of our facilities are 30 years old or older. Since the useful life of most major systems and components is 20-30 years, these facilities all need major capital renewal investments. At 50 years of age, even the building envelopes will need attention. But even the younger buildings, those built since 1970, will soon be reaching the point where chillers, elevators and other systems need replacement. Most of these "newer" buildings were actually built in the early seventies; in fact, between 1976 and 1993, no new buildings were completed at Western. These early seventies buildings have now reached the 30 year point for component replacement. Thus, the capital renewal requirement for the next six years will be very critical for the continued support of the academic mission of the University

Facility Name	Type of Space	Description	Biennium	Cost
Academic Complex	E&G	Fire Alarm Replacement	04 06	\$284,000
Cherry Hall	E&G	Interior Repair/ Painting	04 06	\$80,000
Cravens Library	E&G	Chiller Replacement	04 06	\$142,000
ES&T	E&G	Replace HVAC Controls	04 06	\$360,000
Faculty House	E&G	Structural Repairs	04 06	\$100,000
Garrett Conference Center	E&G	Replace Ballroom Ceiling	04 06	\$66,000
Grise Hall	E&G	Complete Roof Repair	04 06	\$145,000
Helm Library	E&G	Replacement Freight Elevator	04 06	\$72,000
Industrial Education	E&G	Replace Lighting	04 06	\$72,000
Ivan Wilson Fine Arts Ctr	E&G	Chiller Replacement	04 06	\$240,000
Ivan Wilson Fine Arts Ctr	E&G	Roof Repair/ Built Up	04 06	\$270,000
Kentucky Bldg	E&G	Roof Repair/ Membrane	04 06	\$120,000
Owensboro Campus	E&G	Renovate IT Laboratories	04 06	\$300,000
Owensboro Campus	E&G	Install Classroom Trailers	04 06	\$350,000
Schneider Hall	Housing	Elevator Replacement	04 06	\$65,000
Schneider Hall	E&G	Repair/ Seal Exterior	04 06	\$99,000
South St Facility	E&G	Expand Transport Shop	04 06	\$395,000
Van Meter Hall	E&G	Roof/ Skylight Repair	04 06	\$100,000
Van Meter Hall	E&G	Repair Steps/ Railing	04 06	\$84,000
Various Buildings	E&G	Cylinder Replacements	04 06	\$160,000
<b>2004-2006 Total</b>				<b>\$3,504,000</b>

Academic Complex	E&G	Roof Replacement	06 08	\$395,000
Ag Expo Center	E&G	Roof Repair	06 08	\$85,000
Ag Expo Center	E&G	Electrical Repairs/ Upgrade	06 08	\$76,000
Center for Research & Dev	E&G	Electrical Repairs/Upgrade	06 08	\$300,000
Craig Alumni Center	E&G	Asbestos Removal	06 08	\$65,000
ES&T	E&G	Replace Greenhouses	06 08	\$300,000
ES&T	E&G	Replace Lighting/ Electrical	06 08	\$335,000
Garrett Conference Center	Dining	Replace/ Upgrade Elevator	06 08	\$110,000
Gordon Wilson Hall	E&G	Roof Repair	06 08	\$100,000
Grise Hall	E&G	HVAC Repairs	06 08	\$379,000
South Campus	E&G	Install Re-Heat System	06 08	\$86,000
Wetherby Admin Bldg	E&G	Roof Repair	06 08	\$120,000
Wetherby Admin Bldg	E&G	Electrical Repairs	06 08	\$245,000
<b>2006-2008 Total</b>				<b>\$2,596,000</b>

Academic Complex	E&G	Replace Tile/ Carpet	08 10	\$130,000
Academic Complex	E&G	Elevator replacement(s)	08 10	\$110,000
Academic Complex	E&G	HVAC replacement	08 10	\$366,000
Center for Research & Dev	E&G	Sewer Line Replacement	08 10	\$350,000
Craig Alumni Center	E&G	Electrical Distribution Upgrade	08 10	\$133,000
Cravens Library	E&G	Elevator Replacement(s)	08 10	\$250,000
Cravens Library	E&G	Fire Alarm Replacement	08 10	\$387,000
Cravens Library	E&G	Repair/Replace Windows	08 10	\$325,000
Kentucky Building	E&G	Interior Repairs	08 10	\$85,000
L.T. Smith Stadium	E&G	Repair Railings/ Doors	08 10	\$80,000
<b>2008-2010 Total</b>				<b>\$2,216,000</b>
<b>2004-2010 Total</b>				<b>\$8,316,000</b>

**Named Classrooms for Board of Regent Approval**

**MASS MEDIA AND TECHNOLOGY HALL**

*Naming Opportunities Based on Donation*

<u>Room</u>	<u>Donor/Honoree</u>	<u>Area of Support</u>
Print Journalism Coordinator's Office	Landmark Community Newspapers, Inc. of Shelbyville, KY	Programmatic support
Faculty Office	Neil F. Budde and Virginia B. Edwards	Scholarship and programmatic support
Photography Wet Lab	Neil F. Budde and Virginia B. Edwards	Scholarship and programmatic support
Computer Lab Classroom	Neil F. Budde and Virginia B. Edwards	Scholarship and programmatic support
Seminar Focus Group Room (Advertising)	Alan W. and Cathy J. Palmer	Scholarships and programmatic support
Seminar Focus Group Room (PR)	Alan W. and Cathy J. Palmer	Scholarship and programmatic support
Room yet to be decided	Virginia Wood Davis Estate	Classroom equipment
Regents Room	Cornelius A. Martin	Board room enhancements

*Honorary Naming Opportunities*

Lab Classroom 227	David B. Whitaker, Sr.
Lab Classroom 228	Robert R. Adams
General Use Classroom 232	Jo-Ann Huff Albers
Smart Classroom 258	Charles M. Anderson
Journalism Resources Center	Frances Richards

**DIDDLE ARENA**

*Naming Opportunities Based on Donation*

Lady Topper Basketball Office Complex	Mitchell and Mary Isabelle Lady Hunt	Scholarships and programmatic support
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**KENTUCKY MUSEUM**

***Naming Opportunities Based on Donation***

Kentucky Library Reading Room

Dr. Thomas H. and Nancy Disher Baird

Fellowships for Library/Unrestricted

Gallery E 118

Thomas S. and Audrey L. Redford

Preservation and acquisition/Unrestricted

**Biographical Information  
Named Classroom Donors**

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**Landmark Community Newspapers, Inc.**

Located in Shelbyville, Kentucky, the company has 51 paid newspapers in 12 states. LCNI is a division of Landmark Communications, a privately-held media company in Norfolk, VA with interests in newspapers and special publications, TV broadcasting, cable programming, outdoor advertising, and education.

☆☆☆

**Neil F. Budde and Virginia B. Edwards**

Mr. Budde is a 1977 alumnus with a B.S. in Print Journalism. He is the owner of The Neil Budde Group, an online media company. Mr. Budde is the founding editor of the online version of *The Wall Street Journal*. He and his wife, Virginia, reside in Oldwick, New Jersey.

☆☆☆

**Alan W. and Cathy J. Palmer**

Mr. Palmer is a 1975 alumnus with a B.S. in Print Journalism. Currently, he is a City Commissioner and a radio talk show host on WKCT Radio in Bowling Green, Kentucky. He is also an adjunct professor of Public Relations at Western.

Ms. Palmer is a 1981 alumna with a masters degree in Public Administration. She is the Cost Analyst for General Motors Corporation in Bowling Green, Kentucky.

☆☆☆

**Virginia Wood Davis**

Ms. Davis is a 1943 alumna with a B.S. in English. She passed away in 1990.

☆☆☆

**Cornelius A. Martin**

Mr. Martin is a friend of the university and is former chair and current Vice Chair of the Board of Regents. He is the President/CEO of Martin Management Group in Bowling Green, Kentucky.

☆☆☆

**Mitchell and Mary Isabelle "Belle" Lady Hunt**

Mr. Hunt is a friend of the University. He is an inventor and consultant and has an office in Murfreesboro, Tennessee. He and Belle reside in Bowling Green.

Ms. Hunt is a 1973 and 1977 alumna of Western with a B.S. in Elementary Education and a Masters degree in Education. She is a retired teacher with the Butler County school system.

☆☆☆

**Dr. Thomas H. and Nancy Disher Baird**

Dr. Baird is a 1954 alumnus of Western with a B.S. in Chemistry. He is a retired physician.

Ms. Baird is a 1975 alumna of Western with EDS and MAE degrees. She is the Library Special Collections Kentucky History Librarian at Western.

☆☆☆

**Thomas S. and Audrey L. Redford**

Mr. Redford is a 1951 alumnus of Western with a B.S. degree. He and his wife, Audrey, reside in Fort Myers, Florida.

☆☆☆

## Honorary Namings in MM&T

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### **David B. Whitaker, Sr.**

When the Department of Journalism was created in 1977, Dave Whitaker became its first head, and he served in that role until 1984. Dave did a great deal to set the core values of the new department. A former **Herald** editor and a former newspaperman, he set a professional tone for undergraduate education that has always characterized our program. He was also strongly committed to accreditation, and he secured accreditation of the program within two years of the creation of the department. The emphasis on professionally-oriented education and the commitment to measuring program strength by national standards have remained central to the School of Journalism and Broadcasting.

☆☆☆

### **Robert R. Adams**

After serving as **Herald** editor during his student days, Bob has been on the Western faculty since 1966 and has served as **Herald** advisor since 1968 and Director of Student Publications since 1988. Throughout Bob's tenure as advisor, the **Herald** has consistently ranked among the best student newspapers in the country, winning numerous nine Pacemaker awards. Bob himself has been chosen as Distinguished Newspaper Advisor. Many of our best Journalism students have worked on the **Herald**, and it has been a very important experience for them. Bob has skillfully struck the balance between advising the student staff while letting the staff make its own decisions. In doing so, he has truly excelled at a unique and demanding style of teaching.

☆☆☆

### **Jo-Ann Huff Albers**

Jo-Ann served as Head of the Department of Journalism from 1987 to 1999 when she became Director of the newly created School of Journalism and Broadcasting. Under her leadership, the four Journalism programs and the Broadcasting program were joined in the School. The School was designated as a Commonwealth Program of Distinction, and it moved into the newly constructed Mass Media & Technology Hall. Our students have dominated undergraduate competitions over the years. Jo-Ann has been named the Journalism Administrator of the Year by the Freedom Forum, and she has been inducted into the Kentucky Journalism Hall of Fame. Her record as administrator of our programs is truly distinguished by any standard.

**Charles M. Anderson**

In his nearly 30 years at Western, Chuck Anderson held a variety of administrative posts including Vice President of Information Technology. During that period, he played a central role in two major initiatives in Western's history. He was a leader in the development of public broadcasting at Western, both radio and television. By extension, he was also important in building the strength of the Broadcasting program that is now part of the School of Journalism and Broadcasting. Chuck also played a major role in bringing computer technology to Western by wiring the campus and making computer technology widely available to faculty and staff. Both of these initiatives obviously have had an enormous impact on our campus, and they have been particularly important in positioning Western to play a leading role in distance learning, an increasingly important element I higher education.

☆☆☆

**Frances Richards**

Remembered by many students as the First Lady of Western journalism, Frances Richards laid much of the groundwork for the future excellence of the journalism program. As a student, she was the editor of the first edition of the **College Heights Herald** which appeared in 1925. Known for her high standards and her sharp editorial eye, she taught all of the journalism classes that Western offered for most of her nearly 40 years on the Hill. She worked with the **Herald** for most of that time and instituted the **Herald** Homecoming breakfast, a tradition now more than 50 years old. During World War II, Miss Richards carried on an extensive correspondence with Western students serving in the armed forces, a valuable collection now housed in the Kentucky Building. She retired from Western in 1964.

☆☆☆