

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

August 8, 2003

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the third quarterly meeting of the Board of Regents of Western Kentucky University was held in the Kentucky Building on the Western campus. The meeting was called to order by Chair Gray at approximately 1:30 p.m. CDT.

AGENDA ITEM 2 - Invocation

The invocation was provided by Dr. John Hardin, Assistant to the Provost for Diversity Enhancement.

AGENDA ITEM 3 - Oath of Office

The Constitutional Oath of Office was administered to Mr. John V. Bradley; Ms. Lois W. Gray; Ms. Pat Jordan, and Ms. Forrest Roberts by Ms. Liz Esters, Secretary to the Board of Regents and Notary Public. Mr. Bradley, a senior from Paducah, was elected by the student body to replace Ms. Jamie Sears for the 2003-04 academic year; Ms. Lois W. Gray was reappointed by Governor Patton to a six-year term; Ms. Pat Jordan was elected by the staff for a three-year term replacing Howard Bailey; and Ms. Forrest Roberts of Owensboro, Kentucky, was appointed by Governor Paul Patton to a six-year term replacing Ms. Beverly H. Wathen.

New members of the Board were presented the Regents Pin by President Ransdell.

AGENDA ITEM 4 - Roll Call

The following members were present:

Ms. Kristen T. Bale
Mr. John V. Bradley
Dr. Robert L. Dietle
Mr. Earl Fischer
Ms. Lois Gray
Ms. Pat Jordan
Mr. Cornelius A. Martin
Ms. Forrest Roberts
Ms. LaDonna G. Rogers
Mr. Ronald G. Sheffer
Mr. James B. Tennill, Jr.

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, Assistant Vice

President for 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; Dr. Gene Tice, Vice President for Student Affairs; 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.

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting by the President to members of the Board.

AGENDA ITEM 5 - Special Presentations

Resolutions of appreciation for Howard Bailey, Jamie L. Sears, and Beverly H.

Wathen

RESOLUTION

WHEREAS, Mr. Howard E. Bailey was elected by his colleagues as the staff representative on the Board of Regents of Western Kentucky University in 2000 for a three-year term; and

WHEREAS, Mr. Bailey has worked diligently and devoted exceptional time and energy to the deliberations of the Western Kentucky University Board of Regents; and

WHEREAS, his term in office was characterized by faithful service and dedication to his responsibilities; and

WHEREAS, through his tireless dedication to the needs of staff constituents and to concerns shared by all who care for Western, Mr. Bailey has made significant and lasting contributions to the University; and

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

RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on August 8, 2003, does hereby express its appreciation to Mr. Howard Bailey for his contributions as the staff regent of Western Kentucky University and extends best personal wishes for success in all his endeavors; be it

Further RESOLVED, that this resolution be spread upon the minutes and that a copy thereof be presented to Mr. Bailey as an expression of the esteem in which he is held by members of this Board of Regents.

Ordered at Bowling Green, Kentucky, this eighth day of August in the year of our Lord two thousand and three.

Lois W. Gray, Chair
Board of Regents

Gary A. Ransdell, President
Western Kentucky University

RESOLUTION

WHEREAS, Ms. Jamie L. Sears, Bowling Green, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from July 2002 to July 2003; and

WHEREAS, her term of office was characterized by able leadership, faithful service, and dedication to her responsibilities; and

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

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

**Therefore be it
RESOLVED,**

that the Board of Regents of Western Kentucky University in a meeting on August 8, 2003, does hereby express its appreciation to Ms. Jamie L. Sears for her contributions and extends best personal wishes for continued success in all her endeavors;

**Be it further
RESOLVED,**

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

Ordered at Bowling Green, Kentucky, this 8th day of August in the year of our Lord two thousand and three.

Lois W. Gray, Chair
Board of Regents

Gary A. Ransdell, President
Western Kentucky University

RESOLUTION

WHEREAS, Ms. Beverly H. Wathen, Bowling Green, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from December 22, 1999, to June 30, 2003; and

WHEREAS, this was a transformational period in the life of Western Kentucky University; and

WHEREAS, her term of office was characterized by able leadership, faithful service, and dedication to her responsibilities; and

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

WHEREAS, Ms. Wathen has given unselfishly of her time, energies, and resources to make Western Kentucky University better; and

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

**Therefore be it
RESOLVED,**

that the Board of Regents of Western Kentucky University in a meeting on August 8, 2003, does hereby express its appreciation to Ms. Beverly H. Wathen for her contributions and extends best personal wishes for continued success in all her endeavors;

**Be it further
RESOLVED,**

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

Ordered at Bowling Green, Kentucky, this 8th day of August in the year of our Lord two thousand and three.

Lois W. Gray, Chair
Board of Regents

Gary A. Ransdell, President
Western Kentucky University

Motion to approve the three resolutions of appreciation was made by Ms. Bale, seconded by Mr. Fischer, and carried unanimously.

A framed copy of the resolution was presented to Mr. Bailey in appreciation for his service on the Board.

**AGENDA ITEM 6 - Reorganization of the officers of the Board of Regents
applying to the offices of Chair, Vice Chair, and Secretary**

Mr. Tennill who chaired the Nominating Committee (consisting of Ms. Rogers and Mr. Sheffer) for officers for the 2003-04 year brought forth the Committee's nomination. The Committee nominated Ms. Gray for Chair, Mr. Martin as Vice Chair, and Ms. Esters as Secretary. A motion to this effect was made by Ms. Rogers, seconded by Ms. Bale, and passed unanimously.

AGENDA ITEM 7 - Appointment of a Parliamentarian and Treasurer

Chair Gray asked Dr. Capps to continue as Parliamentarian and Ms. Mead to continue as Treasurer.

**AGENDA ITEM 8 - Disposition of minutes of the meetings of May 9, 2003, and
June 17, 2003, and the July 8 Executive Committee**

May 9, 2003

Motion to approve the May 9 minutes was made by Mr. Fischer and seconded by Ms. Bale. The roll call vote of those attending the May 9 meeting follows: Aye: Bale, Dietle, Fischer, Gray, Martin, Rogers, Sheffer, Tennill. Motion passed.

June 17, 2003

Motion to approve the June 17 minutes was made by Ms. Bale and seconded by Ms. Rogers. The roll call vote of those attending the June 17 meeting follows: Aye: Bale, Dietle, Fischer, Gray, Martin, Rogers, Tennill. Motion passed.

Executive Committee, July 8, 2003

Motion to approve the July 8 Executive Committee minutes was made by Mr. Tennill and seconded by Mr. Fischer. The roll call vote of those in attendance at the July 8 meeting follows:

Aye: Fischer, Gray, Tennill. Motion passed.

AGENDA ITEMS 9 - Action Items:

9.1 Approval of \$1,287,500 for submission to the Council on Postsecondary Education for 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 in the amount of \$1,287,500 and the university's intention to submit requests for matching state funds. This is in addition to the \$3,056,000 in matching funds approved by the Board at its May 9, 2003, meeting. This approval is for WKU's share of \$4.6 million of the third round of endowment matching money authorized in HB1—the Higher Education Reform Act. The Board also acknowledges responsibility for oversight of the endowments established with these funds in accordance with council guidelines and procedures.

Mr. Martin made a motion, seconded by Ms. Bale, to approve for submission to the Council on Postsecondary Education for \$1,287,500 in matching funds from the Regional University Excellence Trust Fund for the donors, gifts and pledge commitments and endowment designations identified below:

<u>Endowment Title</u>	<u>Date Established</u>	<u>State Funds Requested</u>
Confidential Professorship in Journalism	6/3/03	\$ 500,000
Humana Foundation Visiting Professorship In Business leadership and Ethics	7/16/03	250,000
Scott Professorship in Biology	12/4/00	250,000
Rafferty's Inc. Endowed Scholarship Fund	7/10/03	100,000
Athena Cage Scholarship Fund	5/13/03	50,000
Dr. Benjamin and Hiva Gildersleeve Endowed Fund for Excellence in Geology	6/02/03	50,000
Mr. & Mrs. Raymond Simmons Agriculture Scholarship Fund	5/16/03	50,000
Greulich Fund for Excellence in Engineering - Addition	3/20/01	<u>37,500</u>
		\$ <u>1,287,500</u>

The motion carried.

AGENDA ITEM 9.2 - Approval of the bond resolution and authorize the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series P in the approximate principal amount of \$11,125,000 that may be increased or decreased by

\$1,100,000; and authorize President Ransdell to accept the lowest bid and award the bonds

FACTS: In the interest of addressing the student parking problem, Western Kentucky University 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 agency bonds with construction authorization of up to \$10 million. The Board of Regents has authorized a new mandatory student fee, the Parking and Transportation Fee, as the revenue stream to cover the debt payments for 20 years. A 20-year bond issue is common practice of the State for construction projects. The State Office of Financial Management has been notified of the University's intent to proceed with the agency bonds.

The bond resolution has been prepared by Peck, Shaffer & Williams LLP who is serving as bond counsel for the University on this issuance. The bond resolution permits the University to initiate steps to sell the bonds, subject to the University accepting the lowest and best bid for the Series P bonds and establishing the final principal amount and maturities for the Series P bonds. A tentative schedule is attached. Results of the final sale of bonds will be reported to the Board of Regents at its next quarterly meeting.

RECOMMENDATION: President Gary A. Ransdell recommends that (1) the Board of Regents approve the bond resolution and authorize the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series P in the approximate principal amount of \$11,125,000 that may be increased or decreased by \$1,100,000; and (2) authorize President Ransdell to accept the lowest bid and award the bonds.

Motion to approve the bond resolution and authorize the bond sales of Consolidated Educational Revenue Buildings Revenue Bonds (CEBRB), Series P, in the approximate principal amount of \$11,125,000 that may be increased or decreased by \$1,100,000; and authorize President Ransdell to accept the lowest bid and award the bonds was made by Ms. Rogers, seconded by Mr. Martin, and carried.

AGENDA ITEM 9.3 - Approval to name the Colonnade the W. L. "Gander" Terry

Colonnade

FACTS: Dr. W. L. "Gander" Terry not only contributed to Western's athletic history as a player, but made a mark as a Hilltopper coach as well. Terry played football for the 1928 squad which finished with an 8-1-0 mark and a state championship. The Marion, Kentucky, native remained on the Hill as an assistant coach for the 1929 team, returned as an assistant for the 1934 and '35 squads, then was named head coach for the Hilltoppers in 1938, a post he held for four seasons. During his head coaching tenure, Terry's teams racked up 25 wins with marks of 7-2, 7-1-1, 7-1-1 and 4-5-1. The eleven Western teams he played or coached for were a collective 67-31-7. Terry left Western following the 1941 season to join the U.S. Navy in World War II. After the war, he earned his doctoral degree from Indiana and later served as head of the physical education department at San Jose State. Terry died in 1991 in Rapid City, South Dakota at the age of 83.

The daughter of Coach Terry is Mrs. Barbara Terry-Porter, a resident of Rapid City, South Dakota. Gifts to the University through the years from Mrs. Terry-Porter now total \$650,000 which includes a \$100,000 gift on June 7, 2001, and another major gift in the form of a Charitable Gift Annuity in the amount of \$500,000. In addition, she has designated the College Heights Foundation as the recipient of the remainder of her estate.

Dr. Terry was among the students who worked in the summers to convert an old rock quarry into the Western Stadium that served the University from 1927 until 1967. The Colonnade is the campus location most clearly and meaningfully associated with the career of Coach Terry at Western where he was an outstanding student, a great athlete, Director of Athletics,

and Head Football Coach.

RECOMMENDATION:

President Gary A. Ransdell recommends approval to name the Colonnade the *W. L. "Gander" Terry Colonnade*.

Motion to approve the naming of the Colonnade the *W. L. "Gander" Terry Colonnade* was made by Mr. Martin, seconded by Ms. Bale, and carried unanimously.

AGENDA ITEM 9.4 - Approval of personnel actions that have transpired since the May 9, 2003, Board meeting.

Chair Gray presented the recommended personnel actions found in the next nineteen pages for approval.

PERSONNEL CHANGES – FACULTY

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Accounting & Finance	Kam Chan	Professor	08/06/2003			102,000.00	Appointment
Agriculture	Martin Stone	Assistant Professor	08/06/2003			44,004.00	Appointment
Architect & Manufacturing Sciences	Bryan Reaka	Assistant Professor	08/06/2003			48,600.00	Appointment
Biology	Steve Huskey	Assistant Professor	08/06/2003			43,272.00	Appointment
Biology	Jeffrey Marcus	Assistant Professor	08/06/2003			43,272.00	Appointment
Communication	Ellen Bonaguro	Visiting Associate Professor	08/06/2003	06/30/2004		48,000.00	Appointment
Community College	Jan Brockman	Instructor	08/06/2003			32,004.00	Appointment
Community College	Helen Webb	Instructor	08/06/2003			32,004.00	Appointment
Counseling & Student Affairs	Kelly Burch-Ragan	Assistant Professor	08/06/2003			45,636.00	Appointment
Curriculum & Instruction	Judy Davison	Assistant Professor	08/06/2003			49,500.00	Appointment
Curriculum & Instruction	Stephanie Gandy	Assistant Professor	08/06/2003			44,736.00	Appointment
Economics	Alexander Lebedinsky	Assistant Professor	08/06/2003			58,308.00	Appointment
			w/Doctorate			59,508.00	
Engineering	Taylor Kidd	Associate Professor	08/06/2003			63,600.00	Appointment
Engineering	John Reis	Department Head	07/01/2003			110,004.00	Appointment
Engineering	Douglas Schmucker	Assistant Professor	08/06/2003			63,000.00	Appointment
English	Kenneth King	Instructor	08/06/2003			32,004.00	Appointment
Geography and Geology	Stephen Kenworthy	Assistant Professor	08/06/2003			44,760.00	Appointment
Government	Robert Dibie	Associate Professor	08/06/2003			48,000.00	Appointment
History	John Dizgun	Instructor	08/06/2003	06/30/2004		39,804.00	Appointment
	w/Doctorate	Visiting Assistant Professor	01/01/2004			41,004.00	
Journalism & Broadcasting	Phebe Pamela Johnson	Director	07/01/2003			95,004.00	Appointment
Management	Kirk Heriot	Associate Professor	07/01/2003			81,000.00	Appointment
Management	Robert Daniel Hatfield	Associate Professor	08/06/2003			81,000.00	Appointment
Management	Robert Sims	Assistant Professor	08/06/2003			68,808.00	Appointment
			w/Doctorate			70,008.00	
Marketing	Lukas Forbes	Assistant Professor	08/06/2003			74,808.00	Appointment
	w/Doctorate		01/01/2004			76,008.00	
Mathematics	Molly Wesley	Instructor	08/06/2003	12/31/2003		15,180.00	Appointment
Modern Languages & Intercultural Studies	Sonia Lenk	Instructor	08/06/2003	06/30/2004		39,804.00	Appointment
Music	Paul Hondorp	Assistant Professor	08/06/2003			43,008.00	Appointment
Music/Jerry Baker Professorship	William R. Scott	Professor	08/06/2003			62,004.00	Appointment
Nursing	Leigh Lindsey	Assistant Professor	08/06/2003			46,500.00	Appointment
Physical Education & Recreation	Tina Hall	Assistant Professor	08/06/2003			48,960.00	Appointment
Physical Education & Recreation	Peter St. Pierre	Assistant Professor	08/06/2003			43,200.00	Appointment
Public Health	Emmanuel Iyiegbuniwe	Assistant Professor	08/06/2003			52,500.00	Appointment
Special Instructional Programs	Darbi Haynes-Lawrence	Assistant Professor	08/06/2003			44,376.00	Appointment
Theatre and Dance	Pamela Walden	Assistant Professor	08/06/2003			45,000.00	Appointment

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Biology	Kerrie McDaniel	Visiting Assistant Professor	07/01/2003	12/31/2003	35,004.00	18,168.00	Reappointment
Communication	Gary Hughes	Instructor	07/01/2003	06/30/2004	31,500.00	32,604.00	Reappointment
Consumer & Family Sciences	Sheila Duncan	Instructor	07/01/2003	06/30/2004	32,808.00	33,516.00	Reappointment
Consumer & Family Sciences	Nikki Feilner	Instructor	07/01/2003	06/30/2004	36,432.00	37,752.00	Reappointment
Consumer & Family Sciences	Janet Fugate	Instructor	07/01/2003	06/30/2004	33,804.00	35,388.00	Reappointment
Consumer & Family Sciences	Tracy Pace	Instructor	07/01/2003	06/30/2004	28,200.00	29,220.00	Reappointment
Economics and Marketing	Gary Benton	Vstg Business Exec/Residence	07/01/2003	06/30/2004	41,580.00	43,032.00	Reappointment
Economics and Marketing	Allan Hall	Vstg Business Exec/Residence	07/01/2003	06/30/2004	41,604.00	43,068.00	Reappointment
Management and Information Systems	John Atkinson	Visiting Assistant Professor	07/01/2003	06/30/2004	58,380.00	60,420.00	Reappointment
Management and Information Systems	Jerry Bennett	Visiting Assistant Professor	07/01/2003	06/30/2004	46,800.00	48,528.00	Reappointment
Mathematics	Margo Law	Instructor	07/01/2003	06/30/2004	30,360.00	31,200.00	Reappointment
Physics & Astronomy	Christopher Bassey	Visiting Assistant Professor	07/01/2003	06/30/2004	37,140.00	38,448.00	Reappointment
Physics & Astronomy	Thomas Bohuski	Visiting Assistant Professor	07/01/2003	06/30/2004	37,920.00	39,360.00	Reappointment
Public Health	Jae Kim	Instructor	07/01/2003	06/30/2004	34,008.00	35,268.00	Reappointment
Public Health	Cecilia Watkins	Visiting Assistant Professor	07/01/2003	06/30/2004	39,528.00	40,992.00	Reappointment
University College	Cortney Basham	Instructor	07/01/2003	06/30/2004	26,016.00	27,012.00	Reappointment
University College	Molly Kerby	Instructor	07/01/2003	06/30/2004	26,016.00	26,988.00	Reappointment
University College	Paula Trafton	Instructor	07/01/2003	06/30/2004	28,008.00	29,052.00	Reappointment
Communication	Holly Payne	Assistant Professor	08/06/2003			43,008.00	Rehire
Communication	Dana Simmons	Instructor	08/06/2003			32,604.00	Rehire
English	Anna Combs	Instructor	08/06/2003	06/30/2004		32,004.00	Rehire
English	June Rose Garrott	Instructor	08/06/2003	06/30/2004		32,004.00	Rehire
English	Wren Mills	Instructor	08/06/2003	06/30/2004		32,004.00	Rehire
Management and Information Systems	Donald Mellon	Instructor	08/06/2003	06/30/2004		42,504.00	Rehire
Philosophy & Religion	Thomas Russell	Visiting Assistant Professor	08/06/2003	06/30/2004		42,504.00	Rehire
Women's Studies Program	Farrah Ferriell	Instructor	08/06/2003	06/30/2004		31,008.00	Rehire
Communication	Bruce Crawley	Instructor	07/01/2003		31,500.00	32,676.00	Status Change
Communication	Charlotte Elder	Instructor	07/01/2003		31,500.00	32,604.00	Status Change
Communication	Christopher Grove	Instructor	07/01/2003		31,500.00	32,604.00	Status Change
Communication	Donna Kirwan	Instructor	07/01/2003		31,500.00	32,676.00	Status Change
Communication	James Mory	Instructor	07/01/2003	06/30/2004	11,248.00	40,008.00	Status Change
Community College	Dawn Garrett	Instructor	07/01/2003		32,496.00	33,708.00	Status Change
Community College	Mary Green	Instructor	07/01/2003		33,492.00	34,740.00	Status Change
Community College	Angela Irvin	Instructor	07/01/2003		32,496.00	33,708.00	Status Change
Curriculum & Instruction	Rico Tyler	Professional-in-Residence	07/01/2003		46,740.00	48,648.00	Status Change

**PERSONNEL CHANGES – FACULTY
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
English	Ronnie Epley	Instructor	07/01/2003		31,824.00	33,024.00	Status Change
Geography & Geology	William Blackburn	Instructor	07/01/2003		15,000.00	32,004.00	Status Change
Geography & Geology	Scott Dobler	Instructor	07/01/2003		37,140.00	38,796.00	Status Change
Geography & Geology	Debra Kreitzer	Instructor	07/01/2003		37,548.00	39,216.00	Status Change
Journalism & Broadcasting	Chad Stevens	Photojournalist-in-Residence	07/01/2003		18,000.00	36,000.00	Status Change
Management and Information Systems	James Lindsey	Instructor	07/01/2003		40,008.00	41,412.00	Status Change
Marketing	James Shannon	Associate Professor	07/01/2003		87,000.00	81,588.00	Status Change
Mod. Lang & Intercultural Studies	Benedicte Bossut	Instructor	07/01/2003		31,500.00	32,772.00	Status Change
Mod. Lang & Intercultural Studies	Susann Davis	Instructor	07/01/2003		33,516.00	35,076.00	Status Change
Mod. Lang & Intercultural Studies	Gustavo Obeso	Instructor	07/01/2003		32,508.00	33,804.00	Status Change
Mod. Lang & Intercultural Studies	Bonita Phelps	Instructor	07/01/2003		31,500.00	32,676.00	Status Change
Mod. Lang & Intercultural Studies	Timothy Straubel	Instructor	07/01/2003		31,500.00	32,676.00	Status Change
Music	John Martin	Instructor	07/01/2003		32,004.00	33,192.00	Status Change
Nursing	Cathy Abell	Assistant Professor	07/01/2003		36,000.00	42,000.00	Status Change
Nursing	Audrey Cornell	Assistant Professor	07/01/2003		32,004.00	38,400.00	Status Change
Nursing	Maria Main	Assistant Professor	07/01/2003		37,440.00	40,800.00	Status Change
Political Science	James Chappell	Assistant Professor	07/01/2003		40,008.00	42,000.00	Status Change
Public Health	Ritchie Taylor	Assistant Professor	07/01/2003		53,004.00	47,004.00	Status Change
Sociology	David Ducoff	Instructor	07/01/2003		31,404.00	32,484.00	Status Change
Special Instructional Programs	Michael Mayton	Assistant Professor	07/01/2003		43,008.00	45,828.00	Degree
Chemistry/Combustion Lab	Wei-Ping Pan	Professor	07/01/2003		70,116.00	100,008.00	Salary Increase FY
Community College	Sherry Reid	Chair	07/01/2003		50,640.00	53,448.00	Salary Increase FY
Computer Science	Carol Wilson	Assistant Professor	07/01/2003		56,088.00	59,376.00	Salary Increase FY
Curriculum & Instruction	Elizabeth Cooksey	Assistant Professor	07/01/2003		42,252.00	43,536.00	Salary Increase FY
Curriculum & Instruction/Action Agenda	Roger Pankratz	Faculty Part-Time	07/01/2003		64,176.00	67,440.00	Salary Increase FY
Engineering	Christopher Byrne	Assistant Professor	07/01/2003		62,100.00	65,112.00	Salary Increase FY
Engineering	Mark Cambron	Assistant Professor	07/01/2003		58,140.00	60,672.00	Salary Increase FY
Engineering	Robert Choate	Assistant Professor	07/01/2003		60,000.00	62,292.00	Salary Increase FY
Engineering	Matthew Dettman	Associate Professor	07/01/2003		65,964.00	69,024.00	Salary Increase FY
Engineering	Henry Joel Lenoir	Associate Professor	07/01/2003		62,808.00	65,856.00	Salary Increase FY
Engineering	Robert McKim	Associate Professor	07/01/2003		68,316.00	69,672.00	Salary Increase FY
Engineering	Kevin Schmaltz	Assistant Professor	07/01/2003		62,004.00	64,356.00	Salary Increase FY
Engineering	Stacy Wilson	Associate Professor	07/01/2003		63,180.00	66,180.00	Salary Increase FY
Political Science	George Masannat	Faculty Part-Time	07/01/2003	12/31/2003	15,684.00	15,960.00	Salary Increase FY
Physics & Astronomy/McCormack Prof'ship	Charles McGruder	Professor	07/01/2003		100,008.00	103,656.00	Salary Increase FY

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Public Health	Ning Lu	Assistant Professor	07/01/2003		44,028.00	55,008.00	Salary Increase FY
Public Health	Richard Wilson	Professor	07/01/2003		69,840.00	75,000.00	Salary Increase FY
Social Work	Suzie Cashwell	Assistant Professor	07/01/2003		54,084.00	56,088.00	Salary Increase FY
Ed. Admin., Leadership & Research Management	Gayle Ecton	Department Head	07/01/2003		59,832.00	77,232.00	Promotion
	Zubair Mohamed	Co-Chair	07/01/2003		86,148.00	100,116.00	Promotion
Marketing	Louis Turley	Co-Chair	07/01/2003		94,872.00	110,820.00	Promotion
Public Health	Charles Wayne Higgins	Department Head	07/01/2003		73,140.00	92,700.00	Promotion
Architect & Manufacturing Sciences	Kaveh Khatir	Associate Professor	07/01/2003		49,668.00	52,080.00	Transfer
Consumer & Family Sciences	Cynthia Jones	Instructor	07/01/2003		45,312.00	38,496.00	Transfer
Management and Information Systems	Raja Bhattacharya	Instructor	07/01/2003	06/30/2004	40,212.00	42,456.00	Transfer
Nursing	Shala Wilson	Assistant Professor	07/01/2003		36,084.00	40,800.00	Transfer
Chemistry	David Hartman	Optional Retiree	07/01/2003		80,004.00	25,044.00	Optional Retirement
Psychology	Sam McFarland	Optional Retiree	07/01/2003		78,432.00	30,648.00	Optional Retirement
Public Health	James Dunn	Optional Retiree	07/01/2003		89,460.00	29,016.00	Optional Retirement
Biology	Gary Dillard	Optional Retiree	07/01/2003		31,188.00	15,600.00	Optional Ret Chg
Chemistry	John Riley	Optional Retiree	07/01/2003		32,040.00	16,020.00	Optional Ret Chg
History	Charles Bussey	Optional Retiree	07/01/2003		25,980.00	6,504.00	Optional Ret Chg
Mod. Lang & Intercultural Studies	Raul Padilla	Optional Retiree	07/01/2003		18,708.00	9,354.00	Optional Ret Chg
Philosophy & Religion	Margaret Curtis-Howe	Optional Retiree	07/01/2003		11,892.00	23,784.00	Optional Ret Chg
School of Journalism & Broadcasting	Carolyn Stringer	Optional Retiree	07/01/2003		25,140.00	12,576.00	Optional Ret Chg
School of Journalism & Broadcasting	James Wesolowski	Optional Retiree	07/01/2003		11,844.00	23,688.00	Optional Ret Chg
Art	Leo Fernandez	Optional Retiree	06/30/2003				Optional Ret End
Art	Walter Stomps	Optional Retiree	06/30/2003				Optional Ret End
Chemistry	Curtis Wilkins	Optional Retiree	06/30/2003				Optional Ret End
Ed. Admin., Leadership & Research	Hayden Cline	Optional Retiree	06/30/2003				Optional Ret End
Elementary Education	Herbert Simmons	Optional Retiree	06/30/2003				Optional Ret End
English	M. Wanella Huddleston	Optional Retiree	06/30/2003				Optional Ret End
History	Richard Troutman	Optional Retiree	12/31/2003		15,528.00		Optional Ret End
Mathematics	Virginia Hanks	Optional Retiree	06/30/2003				Optional Ret End
Mathematics	Mary Barr Humphrey	Optional Retiree	12/31/2003				Optional Ret End
Mathematics	Kyle Wallace	Optional Retiree	06/30/2003				Optional Ret End
Mathematics	Carroll Wells	Optional Retiree	06/30/2003				Optional Ret End
Music	Dwight Pounds	Optional Retiree	06/30/2003				Optional Ret End

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Accounting & Finance	Kam Chan	Stipend, Page Professorship	08/06/2003			1,334.00/mo	Stipend
College of Health & Human Services	Stanley Cooke	Stipend, Office of the Dean	07/01/2003	06/30/2004		500.00/mo	Stipend
Counseling and Student Affairs	Aaron Hughey	Stipend, Interim Head	07/01/2003			500.00/mo	Stipend
Curriculum & Instruction	Tabitha Daniel	Stipend, Interim Head	06/01/2003	06/30/2004		500.00/mo	Stipend
Dean Gordon Ford College of Business	Robert Reber	Stipend, Acting Dean	08/01/2003	12/31/2003		750.00/mo	Stipend
Distributed Learning	Robert Wyatt	Stipend, Director	07/01/2003	06/30/2004		300.00/mo	Stipend
Economic Development Institute	Lynn Minton	Stipend, Interim Director	07/01/2003	06/30/2004		500.00/mo	Stipend
English	Karen Schneider	Stipend, Interim Head	07/01/2003	06/30/2004		500.00/mo	Stipend
Physics & Astronomy	Richard Hackney	Stipend, Interim Head	07/01/2003	06/30/2004		500.00/mo	Stipend
Social Work	Suzie Cashwell	Stipend, MSW Program	07/01/2003			500.00/mo	Stipend
Curriculum & Instruction	James Becker	Stipend, Interim Head		05/31/2003			Stipend, End
Accounting and Finance	Joel Philhours	Optional Retiree	07/01/2003	06/30/2004			Opt Ret Unpd Leave
Geography & Geology	S. Reza Ahsan	Optional Retiree	07/01/2003	06/30/2004			Opt Ret Unpd Leave
Geography & Geology	Conrad Moore	Optional Retiree	07/01/2003	06/30/2004			Opt Ret Unpd Leave
Mathematics	Rebecca Stamper	Optional Retiree	07/01/2003	06/30/2004			Opt Ret Unpd Leave
Mathematics	Mary Barr Humphrey	Optional Retiree	07/01/2003	12/31/2003			Opt Ret Unpd Leave
Psychology	Clint Layne	Optional Retiree	07/01/2003	06/30/2004			Opt Ret Unpd Leave
Philosophy & Religion	Margaret Curtis-Howe	Optional Retiree	06/30/2003				Opt Ret End Leave
Community College	Eugenia Scott	Chair	08/01/2003	06/30/2004			Unpaid Leave
Mathematics	Karen Gramling	Assistant Professor	07/01/2003	06/30/2004			Unpaid Leave
Architect & Manufacturing Sciences	Daniel Jackson	Associate Professor	07/01/2003				End Leave
Associate Degree Nursing Program	Linda Clark	Assistant Professor	07/01/2003				End Leave
Mod. Lang & Intercultural Studies	Laura McGee	Assistant Professor	07/01/2003				End Leave
Computer Science	Afzal Upal	Assistant Professor					Declined Position
Communication	Nancy Priest	Instructor	12/31/2003				Retirement
Nursing	Shirley Lowman	Professor	06/30/2003				Retirement

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Architect & Manufacturing Sciences	Yalcin Ertekin	Assistant Professor	06/30/2003				Termination
Associate Degree Nursing	Patricia Hill	Assistant Professor	06/30/2003				Termination
Dental Hygiene	Mary Magner	Instructor	05/09/2003				Termination
English	Linda Calendrillo	Department Head	06/30/2003				Termination
Geography and Geology	Mary Prante	Assistant Professor	06/30/2003				Termination
Psychology	Adrain Thomas	Assistant Professor	06/30/2003				Termination
Public Health	Leila Dabbagh	Assistant Professor	06/30/2003				Termination

PERSONNEL CHANGES – GRANTS

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Ag Research & Ed Complex - POD	Holly Henderson	Research Technician	07/01/2003	03/30/2004		27,000.00	Appointment
Child Care	Sabrina Jones	BW PT Tech 00	06/02/2003	10/31/2003		12.00	Appointment
Child Care	Tina McMillan	BW PT Tech 00	04/15/2003	10/31/2003		8.41	Appointment
Dean College of Education	Jeffrey Kimmel	MN Temp Tech 00	06/01/2003	06/30/2004		27,000.00	Appointment
Dean College of Education	Kyle Russell	MN Temp Tech 00	06/01/2003	06/30/2004		27,000.00	Appointment
Educational Television Services	Melissa Costa	BW PT Clerical 00	05/05/2003	09/30/2004		8.00	Appointment
Educational Television Services	Elizabeth Potter	BW PT Clerical 00	05/19/2003	09/30/2003		6.80	Appointment
Training/Technical Assistance Svcs	Robert Lee	BW PT Clerical 00	06/02/2003	08/31/2003		8.50	Appointment
Astrophysics & Space Sciences - POD	Whitney Wills	BW PT Temp Tech 00	06/28/2003	08/31/2003	6.00	6.50	Reappointment
Biodiversity Center - POD	Benjamin Hutchins	BW PT Temp Tech 00	05/11/2003	08/17/2003	8.00	8.40	Reappointment
Math, Science & Environmental Ed	Joan Martin	Assistant Director	07/01/2003	06/30/2004	37,740.00	39,132.00	Reappointment
Psychology	Amy Schirmer	BW PT Temp Tech 00	05/14/2003	08/17/2003		5.75	Reappointment
Biodiversity Center - POD	Tiffany Cummins	BW PT Temp Tech 00	06/01/2003	08/31/2003	11.00	11.00	Reappt/No Sal Inc
Biodiversity Center - POD	Sammi Doyle	BW PT Temp Tech 00	06/02/2003	07/13/2003	11.25	11.25	Reappt/No Sal Inc
Chief Financial Officer	Linda Johnson	CITE, President	07/01/2003	06/30/2004	125,040.00	125,040.00	Reappt/No Sal Inc
Community College/RSRC	Amy Thomas	SM Temp Clerical 00	07/01/2003	09/30/2003	23,700.00	23,700.00	Reappt/No Sal Inc
Dean College of Education	Inga Wolff	Coordinator III	07/01/2003	09/15/2003	32,724.00	32,724.00	Reappt/No Sal Inc
Dean Ogden College	Michael Belbot	Senior Research Scientist	07/01/2003	12/31/2003	46,500.00	46,500.00	Reappt/No Sal Inc
Dean Ogden College	Kirk Cantrell	Mechanical Design Engineer	07/01/2003	12/31/2003	33,480.00	33,480.00	Reappt/No Sal Inc
Dean Ogden College	Gary Spichiger	Research Assistant	07/01/2003	12/31/2003	32,256.00	32,256.00	Reappt/No Sal Inc
Educational Telecommunications	Gerald Barnaby	Director	06/01/2003	06/30/2003	65,568.00	65,568.00	Reappt/No Sal Inc
Institute for Rural Health - POD	Joseph Staples	MN Temp PNF 00	07/01/2003	07/31/2003	28,008.00	28,008.00	Reappt/No Sal Inc
KEMSA - POD	Roger Cropper	Program Specialist	07/01/2003	06/30/2004	23,004.00	23,004.00	Reappt/No Sal Inc
Math, Science & Environmental Ed	Patricia Sowell	BW PT Clerical 00	06/02/2003	06/30/2003	10.00	10.00	Reappt/No Sal Inc
Physics & Astronomy	Jonathan Paschal	Computer Specialist	07/01/2003	12/31/2003	33,660.00	33,660.00	Reappt/No Sal Inc
Public Radio Services	Cheryl Kirby-Stokes	Coordinator III	06/01/2003	06/30/2003	38,880.00	38,880.00	Reappt/No Sal Inc
Special Instructional Programs	Dawn Miller	BW PT Tech 00	07/01/2003	06/30/2004	10.00	10.00	Reappt/No Sal Inc
Special Instructional Programs	Kathy Oglesby	Evaluation Specialist	07/01/2003	06/30/2004	33,372.00	33,372.00	Reappt/No Sal Inc
Special Instructional Programs	Betty Thurman	BW PT Clerical 00	07/01/2003	06/30/2004	9.25	9.25	Reappt/No Sal Inc
Special Instructional Programs	Sandra Wilson	Program Consultant	07/01/2003	06/30/2004	40,308.00	40,308.00	Reappt/No Sal Inc
Training Projects	Jessica Watts	BW PT Temp Clerical 00	05/26/2003	08/31/2003	10.50	10.50	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Annette Anderson	Teacher	07/01/2003	10/31/2003	16,152.00	16,152.00	Reappt/No Sal Inc

PERSONNEL CHANGES – GRANTS
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Career Services Center	Karen Schreiner	BW PT Clerical 00	07/01/2003	06/30/2004	12.30	12.76	7/1 Salary Increase
Child Care	Amber Boards	Component Coordinator	07/01/2003	10/31/2003	28,008.00	29,052.00	7/1 Salary Increase
Child Care	Teresa Maxwell	Teacher	07/01/2003	09/30/2004	15,360.00	15,792.00	7/1 Salary Increase
Dean College of Education	Gaye Pearl	Office Assistant	07/01/2003	09/30/2003	25,596.00	26,544.00	7/1 Salary Increase
College of Health & Human Services	Veronica Drake	AHEC Clinical Education Coord	07/01/2003	06/30/2004	31,752.00	33,660.00	7/1 Salary Increase
College of Health & Human Services	Joyce Dunagan	Coordinator III	07/01/2003	06/30/2004	31,812.00	33,072.00	7/1 Salary Increase
College of Health & Human Services	Pamela Jarboe	AHEC Medical Info Coord	07/01/2003	06/30/2004	32,904.00	34,212.00	7/1 Salary Increase
College of Health & Human Services	Lucy Juett	Project Director	07/01/2003	06/30/2004	57,576.00	59,880.00	7/1 Salary Increase
College of Health & Human Services	Kathie Steffens	Office Associate	07/01/2003	06/30/2004	22,116.00	23,004.00	7/1 Salary Increase
College of Health & Human Services	Glynda Stone	Coordinator II	07/01/2003	09/30/2003	31,824.00	33,096.00	7/1 Salary Increase
Economic Development Institute	Brenda Dickson	Office Coordinator	07/01/2003	06/30/2004	29,052.00	29,928.00	7/1 Salary Increase
Economic Development Institute	Lynn Minton	Associate Director	07/01/2003	06/30/2004	40,596.00	42,624.00	7/1 Salary Increase
Educational Telecommunications	Gerald Barnaby	Director	07/01/2003	08/31/2004	65,568.00	68,100.00	7/1 Salary Increase
Educational Telecommunications	Terry Reagan	Director/Dev/Public Brdcastng	07/01/2003	09/30/2004	45,564.00	47,832.00	7/1 Salary Increase
Educational Television Services	David Brinkley	Sr Producer/Dir/Writer	07/01/2003	09/30/2004	44,196.00	45,828.00	7/1 Salary Increase
Educational Television Services	Barbara Deeb	News Producer/Reporter	07/01/2003	09/30/2004	36,648.00	38,004.00	7/1 Salary Increase
Educational Television Services	Dana Divine	Assistant Program Manager	07/01/2003	09/30/2004	30,792.00	32,328.00	7/1 Salary Increase
Educational Television Services	Kathryn Grover-Jimerson	TV Traffic Associate	07/01/2003	09/30/2004	21,084.00	22,128.00	7/1 Salary Increase
Educational Television Services	Donald Noel	Operations Manager	07/01/2003	09/02/2003	28,500.00	29,556.00	7/1 Salary Increase
Equal Opportunity/ADA Compliance	Stephanie Lau	Coordinator II	07/01/2003	06/30/2004	41,604.00	43,140.00	7/1 Salary Increase
Gordon Ford College of Business	Drucilla Belcher	Office Assistant	07/01/2003	04/30/2004	19,632.00	20,628.00	7/1 Salary Increase
Institute for Rural Health - POD	Deborah Eaton	Office Assistant	07/01/2003	06/30/2004	19,080.00	19,848.00	7/1 Salary Increase
Institute for Rural Health - POD	Bonny Petty	BW PT Tech 00	07/01/2003	06/30/2004	18.00	18.72	7/1 Salary Increase
Institute for Rural Health - POD	Staci Simpson	Director	07/01/2003	12/31/2003	54,000.00	56,004.00	7/1 Salary Increase
Institute for Rural Health - POD	Bessie Whitfield	Coordinator III	07/01/2003	06/30/2004	44,100.00	45,864.00	7/1 Salary Increase
KEMSA - POD	Diana Brown	Project Director	07/01/2003	06/30/2004	44,076.00	45,840.00	7/1 Salary Increase
Physics & Astronomy	David Barnaby	Research Associate	07/01/2003	08/31/2003	38,460.00	39,888.00	7/1 Salary Increase
Psychology	Gayla Cissell	Coordinator III	07/01/2003	06/30/2004	39,264.00	40,836.00	7/1 Salary Increase
Psychology	Patricia Roenker	PT PNF	07/01/2003	06/30/2004	12,324.00	12,817.00	7/1 Salary Increase
Public Radio Services	Charolene Burden	Operations Assistant	07/01/2003	09/30/2004	25,212.00	26,160.00	7/1 Salary Increase
Public Radio Services	Jeanine Cherry	Asst News Director	07/01/2003	09/30/2004	33,720.00	34,968.00	7/1 Salary Increase
Public Radio Services	Cheryl Kirby-Stokes	Coordinator III	07/01/2003	08/31/2004	38,880.00	40,308.00	7/1 Salary Increase
Public Radio Services	Peter Kirchoff	Development Officer/Public Bd	07/01/2003	09/30/2004	37,164.00	38,544.00	7/1 Salary Increase
Social Work	George Johnson	Supv, Training Coordination	07/01/2003	06/30/2004	49,536.00	51,372.00	7/1 Salary Increase
Social Work	Janie Perdue	Office Associate	07/01/2003	06/30/2004	23,124.00	23,976.00	7/1 Salary Increase
Student Support Services	Kenneth Dyrsen	Director Ed Enhancmnt Program	07/01/2003	08/31/2003	65,604.00	67,908.00	7/1 Salary Increase
Student Support Services	Carolyn Hagaman	Coord, Student Support Svc	07/01/2003	08/31/2003	33,984.00	35,376.00	7/1 Salary Increase
Student Support Services	Michael Johnson	Associate Director	07/01/2003	08/31/2003	42,708.00	44,208.00	7/1 Salary Increase
Student Support Services	Kimberly Whalen	Office Associate	07/01/2003	08/31/2003	23,052.00	23,904.00	7/1 Salary Increase

**PERSONNEL CHANGES – GRANTS
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Talent Search	Nancy Carwell	Director	07/01/2003	08/31/2003	40,644.00	42,072.00	7/1 Salary Increase
Talent Search	Vicki Gregory	Academic Coordinator	07/01/2003	08/31/2003	34,068.00	35,400.00	7/1 Salary Increase
Talent Search	Paula Maier	Academic Coordinator	07/01/2003	08/31/2003	29,940.00	31,056.00	7/1 Salary Increase
Talent Search	Mary Roppel	Office Associate	07/01/2003	08/31/2003	24,528.00	25,440.00	7/1 Salary Increase
Talent Search	Martha Sales	Academic Coordinator	07/01/2003	08/31/2003	30,924.00	32,076.00	7/1 Salary Increase
Talent Search	Eddie Swain	Counselor, Talent Search	07/01/2003	08/31/2003	26,400.00	27,384.00	7/1 Salary Increase
Training Projects	Jennifer Costellow	Office Coordinator	07/01/2003	08/31/2003	26,292.00	27,348.00	7/1 Salary Increase
Training Projects	Charlene Manco	Director	07/01/2003	08/31/2003	65,004.00	67,284.00	7/1 Salary Increase
Training Projects	Janie Ward	Office Assistant	07/01/2003	08/31/2003	21,192.00	21,972.00	7/1 Salary Increase
Training Projects	Shirley Wood	BW PT Clerical 00	07/01/2003	08/31/2003	15.88	16.47	7/1 Salary Increase
Training/Technical Assistance Svcs	Heather Alms	Office Coordinator	07/01/2003	06/30/2004	25,920.00	26,436.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Vicki Armstrong	Office Assistant	07/01/2003	10/31/2003	17,400.00	18,048.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Yolanda Bell	Teacher	07/01/2003	10/31/2003	24,216.00	25,116.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Sanja Berec	Classroom Teacher	07/01/2003	08/31/2004	20,544.00	21,372.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Sheila Combs	Teacher	07/01/2003	06/30/2004	19,548.00	20,100.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Erin Dant	Teacher	07/01/2003	08/31/2004	28,800.00	29,868.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Connie Dye	Teacher	07/01/2003	10/31/2003	20,040.00	20,904.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Stephanie Elliott	Coordinator, Education	07/01/2003	10/31/2003	36,636.00	38,028.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Tyson Greenfield-Gough	Center Manager	07/01/2003	08/31/2004	31,212.00	32,376.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Sherri Meyer	Child Care Res/Ref Coord	07/01/2003	06/30/2004	37,896.00	38,664.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Jill Norris	Coord/Early Childhood/Health	07/01/2003	06/30/2004	33,000.00	33,828.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Linda Reynolds	Teacher	07/01/2003	09/30/2004	17,376.00	17,868.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Kiran Sahi	Teacher	07/01/2003	08/31/2004	28,800.00	29,868.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Lynne Tucker	Coordinator III	07/01/2003	06/30/2004	36,252.00	37,596.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Sherri Vance	Teacher	07/01/2003	08/31/2004	24,216.00	28,800.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Glenda Young	Nutrition Associate	07/01/2003	10/31/2003	14,988.00	15,672.00	7/1 Salary Increase
Upward Bound	Linda Gaines	Director	07/01/2003	07/31/2004	43,068.00	44,364.00	7/1 Salary Increase
Upward Bound	Michelle Jones	Counselor, Upward Bound	07/01/2003	07/31/2004	30,252.00	31,380.00	7/1 Salary Increase
Upward Bound	Michael Kenney	Assistant Director	07/01/2003	07/31/2004	33,252.00	34,488.00	7/1 Salary Increase
Upward Bound	Carol Lee	Office Associate	07/01/2003	07/31/2004	19,236.00	19,956.00	7/1 Salary Increase
Veterans Upward Bound	Patricia Ault	Office Associate	07/01/2003	09/30/2003	21,804.00	22,608.00	7/1 Salary Increase
Veterans Upward Bound	Marlys Garman	PT PNF	07/01/2003	09/30/2003	14,327.00	14,843.00	7/1 Salary Increase
Veterans Upward Bound	Martha Kenney	Coord, Vet Upward Bound	07/01/2003	09/30/2003	34,116.00	35,352.00	7/1 Salary Increase
Veterans Upward Bound	Howard Stone	Adult Ed Spec, Vet Upward Bnd	07/01/2003	09/30/2003	28,680.00	29,700.00	7/1 Salary Increase
Veterans Upward Bound	Randal Wilson	Director	07/01/2003	09/30/2003	40,812.00	42,252.00	7/1 Salary Increase
Veterans Upward Bound	Cassie Zippay	Adult Ed Spec, Vet Upward Bnd	07/01/2003	09/30/2003	28,704.00	29,736.00	7/1 Salary Increase

PERSONNEL CHANGES – GRANTS
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Biology	Nilesh Sharma	Post-Doctoral Research Assc.	04/01/2003	03/31/2004	29,004.00	30,744.00	GrantFY SalaryInc
Training Projects	Jennifer Costellow	Office Coordinator	04/01/2003	08/31/2003	23,892.00	26,292.00	Promotion
Biodiversity Center - POD	Sammi Doyle	FT Tech/Paraprof	07/14/2003	05/31/2004	11.25	22,428.00	Status Change
KEMSA - POD	Roger Cropper	Program Specialist	04/16/2003	06/30/2003	25.00	23,004.00	Status Change
Child Care	Amy Anderson	Coordinator		06/30/2003			Termination
Child Care	Amy Olson	Teacher		04/14/2003			Termination
Educational Television Services	Yan Ionov	BW PT Tech 00		04/10/2003			Termination
Educational Television Services	Candy Simmonds	BW PT Clerical 00		05/16/2003			Termination
Ogden College of Science & Engr	Chiquita Sparks	Office Associate		07/03/2003			Termination
Social Work	Michelle Acree	Assistant Professor		06/30/2003			Termination

PERSONNEL CHANGES – STAFF

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Admissions Office	Paul Casebolt	Admissions Counselor	04/07/2003			24,732.00	Initial Appointment
Chemistry	Shannon Marble	Office Associate	05/29/2003			22,008.00	Initial Appointment
Combustion Lab Center Prof Services	Qiao He	Research Associate	05/15/2003			27,000.00	Initial Appointment
Combustion Lab Center Prof Services	Xin Liu	Research Associate	06/02/2003			27,000.00	Initial Appointment
Communication	Linda Brumit	BW PT Clerical 00	07/21/2003			8.00	Initial Appointment
Controller	Shelley Baird	Assistant Payroll Manager	05/19/2003			38,004.00	Initial Appointment
Controller	Patricia Barlow	Grant Accounts Specialist	07/15/2003			27,840.00	Initial Appointment
Dean College Health & Human Services	John Bonaguro	Dean	07/01/2003			107,508.00	Initial Appointment
Dean College of Education	Richard Keaster	Associate Dean	08/11/2003			88,140.00	Initial Appointment
Dean College of Education	Rachel Wurth	Grants Administrator	07/01/2003			43,812.00	Initial Appointment
Dean Gordon Ford College Business	Billie Johnson	BW PT Clerical 00	05/12/2003			9.50	Initial Appointment
Dean Ogden College/Science & Engineering	Andrew Ernest	Associate Dean	07/01/2003			100,008.00	Initial Appointment
Health & Fitness Lab	Tomitha Blair	BW PT Tech 00	04/11/2003			20.00	Initial Appointment
Health & Fitness Lab	Leslie Wininger	BW PT Tech 00	05/29/2003	05/28/2004		15.45	Initial Appointment
Health Services	Deborah Baize	Medical Insurance Associate	07/08/2003			23,004.00	Initial Appointment
Health Services	Misty Rich	Office Associate	07/01/2003			21,000.00	Initial Appointment
Hilltopper Athletic Foundation	Ellen Suwanski	Membership Svcs Associate	07/14/2003			21,000.00	Initial Appointment
Housing & Residence Life	Sarah Barnes	Asst Residence Hall Director	07/07/2003			11,004.00	Initial Appointment
Housing & Residence Life	Christina Johnson	Asst Residence Hall Director	07/07/2003			11,004.00	Initial Appointment
Housing & Residence Life	Sean O'Reilly	Coordinator, HRL	07/08/2003			29,004.00	Initial Appointment
Housing & Residence Life	Brian Powell	Asst Residence Hall Director	07/07/2003			11,004.00	Initial Appointment
Housing & Residence Life	Bobbi Wathen	Asst Residence Hall Director	07/07/2003			11,004.00	Initial Appointment
Housing & Residence Life	Jeremy Ynclan	Asst Residence Hall Director	07/07/2003			11,004.00	Initial Appointment
Men's Basketball	Sean Doherty	Assistant Coach	05/05/2003			60,000.00	Initial Appointment
Men's Basketball	David Houser	Strength/Conditioning Coach	06/02/2003	06/01/2004		22,008.00	Initial Appointment
Men's Basketball	Ryan Miller	Assistant Coach	05/02/2003			32,004.00	Initial Appointment
Men's Basketball	William Small	Assistant Coach	04/24/2003			47,004.00	Initial Appointment
Men's Football	Horace Abernethy	Strength/Conditioning Coach	06/02/2003			40,008.00	Initial Appointment
Men's Football	Michael Dietzel	Assistant Coach	07/01/2003			38,004.00	Initial Appointment
Men's Football	Richard Gimbi	Manager, Football Operations	07/01/2003			24,000.00	Initial Appointment
Network Computing	John Osborne	Network Specialist	06/09/2003			40,800.00	Initial Appointment
Physical Education & Recreation	Brandi Hester	BW PT Tech 00	05/12/2003	05/11/2004		8.00	Initial Appointment
Social Work	Richard Frazier	BW PT Clerical 00	07/01/2003			8.75	Initial Appointment
Telecommunications	Crystal Chaffin	BW PT Temp Clerical 00	05/12/2003	05/04/2004		6.75	Initial Appointment
University Centers	Misty Holt	BW PT Maint 00	07/01/2003			8.00	Initial Appointment
University Centers	Gary Wiser	BW PT Maint 00	07/01/2003			8.00	Initial Appointment

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Applied Physics Institute - POD	Lindsay Hopper	BW PT Temp Tech 00	07/01/2003	08/15/2003		12.31	Reappointment
Athletic Marketing	Paula Davids	BW PT Temp Clerical 00	03/11/2003	09/10/2003		5.15	Reappointment
Biodiversity Center - POD	Jonathan Cannon	BW PT Temp Tech 00	05/12/2003	12/30/2003		8.50	Reappointment
Campus Activity Board	Azurdee Garland	BW PT Temp Tech 00	05/19/2003	07/01/2004		7.00	Reappointment
Center for Gifted Studies	Susan Porter	Office Assistant	07/01/2003	06/30/2004		19,752.00	Reappointment
Chemistry	Phillip Shelton	BW PT Temp Tech 00	05/16/2003	08/15/2003		7.25	Reappointment
Combustion Lab Center Prof Services	Yan Cao	BW PT Temp Tech 00	07/01/2003	12/31/2003		19.24	Reappointment
Combustion Lab Center Prof Services	Yufeng Duan	BW PT Temp Tech 00	07/01/2003	08/01/2003		21.15	Reappointment
Combustion Lab Center Prof Services	Lingchuan Li	BW PT Temp Tech 00	07/01/2003	12/31/2003		19.24	Reappointment
Governmental Relations	Melissa Johnson	BW PT Temp Clerical 00	07/01/2003			12.75	Reappointment
Housing & Residence Life	Tara Redmon	BW Temp Clerical 00	05/19/2003	12/19/2003		7.25	Reappointment
Kentucky Library & Museum	Elizabeth Yambrek	BW PT Temp Clerical 00	07/01/2003	06/30/2004		9.00	Reappointment
Library Special Collections	Lynne Ferguson	BW PT Temp Tech 00	07/01/2003			19.19	Reappointment
Library Special Collections	Janet Hamilton	BW Lib PT Clerical 04	03/17/2003			5.78	Reappointment
Library Special Collections	Marvin Leavy	BW Lib PT Clerical 04	04/07/2003			5.78	Reappointment
Materials Characterization - POD	Weibing Xu	BW PT Temp Tech 00	05/29/2003	11/28/2003		21.15	Reappointment
Special Events	Sarah Thomas	BW PT Clerical	05/17/2003			10.00	Reappointment
University Centers	Azurdee Garland	BW PT Temp Tech 00	05/14/2003	05/31/2004		8.00	Reappointment
Women's Softball	Shanon Searle	Assistant Coach	06/01/2003	06/30/2003		2,000.00/mo	Reappointment
Combustion Lab Center Prof Services	Ho Choo	Research Associate	04/15/2003			27,000.00	Rehire
Gordon Ford College of Business	Sandra Patterson	SM Temp Clerical 00	07/01/2003	06/30/2004		18,000.00	Rehire
Housing & Residence Life	Lynne Holland	Asst Director, Residence Life	06/23/2003			47,304.00	Rehire
Housing & Residence Life	Heather Popplewell	Asst Residence Hall Director	07/07/2003			11,004.00	Rehire
Public Radio Services	Joseph Corcoran	Announcer/Reporter/Anchor	06/10/2003			28,008.00	Rehire
Student Technology	Bikramjeet Assal	Database Specialist	07/01/2003			45,000.00	Rehire
Women's Soccer	Matthew Hawkey	Assistant Coach	07/16/2003			16,500.00	Rehire
Student Financial Assistance	Phyllis Bessette	BW PT Temp Clerical 00	05/05/2003			13.00	Rehire of a Retiree
Student Financial Assistance	Mary Jo Williams	BW PT Temp Clerical 00	01/15/2003			10.77	Rehire of a Retiree
Alumni Relations	Josh Hawkins	Office Assistant	07/01/2003	06/30/2004	7.50	24,000.00	Status Change
Athletic Concessions	Jenny Lyon	Concessions Coordinator	07/01/2003		14,004.00	22,008.00	Status Change
Building Services	Susan Barbour	Building Services Attendant	06/16/2003		7.49	14,605.50	Status Change
Community College	Shirley Bush	Coordinator II	07/01/2003		30,000.00	35,004.00	Status Change
Forensics - POD	Matthew Gerbig	Assistant Coach, Forensics	07/01/2003		23,916.00	24,744.00	Status Change
Forensics - POD	Jace Lux	Assistant Coach, Forensics	07/01/2003		23,916.00	24,744.00	Status Change
Health Services	Lesia Hartley	BW PT Tech 00	06/13/2003		14.50	14.50	Status Change
Purchasing	Johnnie Blissett	Shipping & Receiving Assoc	05/01/2003		10.00	19,104.00	Status Change

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Sports Information	Joseph Angolia	Coordinator I	07/01/2003		9,000.00	19,680.00	Status Change
Women's Softball	Shanon Searle	Assistant Coach	07/01/2003		2,000.00/mo	24,888.00	Status Change
Women's Basketball	Mary Taylor Cowles	Head Coach	07/01/2003	06/30/2007			Contract Extension
Bookstore	Shawna Cawthorn	Director	07/01/2003			\$700.00/Lump Sum	Degree/Certification
Career Services Center	Tess McKinley	Office Coordinator	07/01/2003		31,092.00	32,976.00	Degree/Certification
Extended Campus - Elizabethtown	Gail Smallwood	Office Assistant	07/01/2003		19,824.00	20,532.00	Degree/Certification
Gordon Ford College of Business	Tabatha Nunn	Office Associate	06/01/2003			\$500.00/Lump Sum	Degree/Certification
HVAC Services	Kevin Duckett	Boiler Operator	04/01/2003			\$300.00/Lump Sum	Degree/Certification
Health & Fitness Lab	Laura Hall	Exercise Coordinator	05/01/2003			\$300.00/Lump Sum	Degree/Certification
Maintenance Services	Charles Jones	Electrician	07/01/2003			\$300.00/Lump Sum	Degree/Certification
Student Activity, Org & Leadership	Kathrine Staples	Coord, Leadership/Volunteer	07/01/2003		21,504.00	22,956.00	Degree/Certification
Academic Affairs & Provost's Office	Michael Dale	Assistant Vice President	07/01/2003		79,404.00	82,476.00	Fiscal Yr Salary Inc
Academic Affairs & Provost's Office	Ladonna Hunton	AcademicBudget/AcctAnalyst	07/01/2003		47,256.00	49,020.00	Fiscal Yr Salary Inc
Applied Research & Technology	Lucinda Graham	Operations Specialist	07/01/2003	06/30/2004	28,380.00	29,436.00	Fiscal Yr Salary Inc
Applied Research & Technology	Lisa Wood	Office Associate	07/01/2003	06/30/2004	21,000.00	22,008.00	Fiscal Yr Salary Inc
Architectural & Manufacturing Sciences	Judy Pennington	Office Associate	07/01/2003		31,032.00	32,184.00	Fiscal Yr Salary Inc
Athletic Facilities	Bradley Pittman	Coordinator II	07/01/2003		30,000.00	33,000.00	Fiscal Yr Salary Inc
Athletics	Anita Madison	Administrative Assistant	07/01/2003		34,800.00	37,788.00	Fiscal Yr Salary Inc
Cave & Karst Center	Dennis S. Roach	Laboratory Manager	07/01/2003	06/30/2004	32,448.00	33,648.00	Fiscal Yr Salary Inc
Center for Gifted Studies	Linda Bandy	Office Associate	07/01/2003	06/30/2004	22,944.00	23,976.00	Fiscal Yr Salary Inc
Center for Gifted Studies	Tracy Inman	Associate Director	07/01/2003	06/30/2004	44,556.00	46,332.00	Fiscal Yr Salary Inc
Center for Gifted Studies	Gail Miller Hiles	Office Associate	07/01/2003	06/30/2004	22,080.00	23,076.00	Fiscal Yr Salary Inc
Chemistry	Alicia McDaniel	Chemical Supplies Tech	07/01/2003		22,368.00	30,936.00	Fiscal Yr Salary Inc
Chief Financial Affairs	Carolyn Green	Administrative Assistant	07/01/2003		28,968.00	32,220.00	Fiscal Yr Salary Inc
College Heights Foundation	Sue Miller	BW PT Clerical	07/01/2003		15.67	16.30	Fiscal Yr Salary Inc
College Heights Foundation	Mary Sample	PT PNF	07/01/2003		127.30/day	132.39/day	Fiscal Yr Salary Inc
Controller	Janet Haynes	Payroll Associate	07/01/2003		22,272.00	24,060.00	Fiscal Yr Salary Inc
Controller	Vicky Heater	Payroll Associate	07/01/2003		24,000.00	26,172.00	Fiscal Yr Salary Inc
Dean Gordon Ford College of Business	Gladys Patricia Jordan	Academic Advisor	07/01/2003		25,044.00	25,956.00	Fiscal Yr Salary Inc
Dean Ogden College/Science & Engineering	Linda Brown-Ferguson	Assistant Dean	07/01/2003		76,008.00	78,960.00	Fiscal Yr Salary Inc
Dean Ogden College/Science & Engineering	Blaine Ferrell	Dean	07/01/2003		109,512.00	114,636.00	Fiscal Yr Salary Inc
Dean Ogden College/Science & Engineering	Casey Peden	Information Tech Consultant	07/01/2003	06/30/2004	30,804.00	31,944.00	Fiscal Yr Salary Inc
Engineering	Ronald Rizzo	Staff Engineer	07/01/2003		46,800.00	49,248.00	Fiscal Yr Salary Inc
Equal Opportunity/504/ADA Compliance	Sam Starks	Coordinator II	07/01/2003		31,008.00	32,160.00	Fiscal Yr Salary Inc

PERSONNEL CHANGES – STAFF
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Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Extended Campus - Elizabethtown	Ronald Stephens	Director	07/01/2003		68,148.00	70,632.00	Fiscal Yr Salary Inc
Extended Campus - Glasgow	Juanita Bayless	Director	07/01/2003		71,184.00	74,004.00	Fiscal Yr Salary Inc
Extended Campus - Owensboro	Marilyn Brookman	Director	07/01/2003		69,624.00	72,168.00	Fiscal Yr Salary Inc
Extended Campus - Owensboro	Susan Rice	BW PT Clerical 00	07/01/2003		8.00	9.25	Fiscal Yr Salary Inc
Extended Campus - Owensboro	Judy Rouse	BW PT Clerical 00	07/01/2003		8.09	9.25	Fiscal Yr Salary Inc
Graduate Studies	Elmer Gray	Dean	07/01/2003		106,968.00	110,544.00	Fiscal Yr Salary Inc
Health & Fitness Lab	Gail Murray	Office Associate	07/01/2003		23,844.00	24,696.00	Fiscal Yr Salary Inc
Hilltopper Athletic Foundation	James Clark	Associate Director	07/01/2003		58,368.00	60,528.00	Fiscal Yr Salary Inc
Information Technology	Holly Hunt	Office Assistant	07/01/2003		20,496.00	21,252.00	Fiscal Yr Salary Inc
Institutional Research	Robert Cobb	Director	07/01/2003		73,560.00	76,476.00	Fiscal Yr Salary Inc
Institutional Research	Bogdan Ratiu	Research Coordinator	07/01/2003		37,404.00	38,868.00	Fiscal Yr Salary Inc
Nursing	Angelyn Drexler	CPR Training Coordinator	07/01/2003		21,720.00	22,524.00	Fiscal Yr Salary Inc
Police	Lori Kostiuk	Parking Enforcement Officer	07/01/2003		16,956.00	18,408.00	Fiscal Yr Salary Inc
Police	Karen Thurman	Parking Enforcement Officer	07/01/2003		16,968.00	18,648.00	Fiscal Yr Salary Inc
President's Office	Torie Cockriel	Executive Administrative Asst	07/01/2003		41,712.00	43,248.00	Fiscal Yr Salary Inc
President's Office	Cindy Kimbler	Administrative Assistant	07/01/2003		34,884.00	39,000.00	Fiscal Yr Salary Inc
Public Radio Service	Kevin Willis	Producer/Announcer	07/01/2003		30,060.00	31,152.00	Fiscal Yr Salary Inc
Purchasing	Kenneth Baushke	Manager,Purchasing/Accts Pay	07/01/2003		66,828.00	70,008.00	Fiscal Yr Salary Inc
Purchasing	Maxine Hardin	Chief Buyer	07/01/2003		38,376.00	40,956.00	Fiscal Yr Salary Inc
Purchasing	Holly Milam	Buyer	07/01/2003		28,644.00	32,004.00	Fiscal Yr Salary Inc
Purchasing	Warren Whitfield	Buyer	07/01/2003		37,692.00	40,128.00	Fiscal Yr Salary Inc
Sponsored Programs	Phillip Myers	Director	07/01/2003		76,236.00	79,944.00	Fiscal Yr Salary Inc
Strength & Conditioning	John Stephanski	Strength/Conditioning Coach	07/01/2003		26,004.00	31,968.00	Fiscal Yr Salary Inc
Student Technology	Tonya Archey	Manager, Computer Lab	07/01/2003		34,272.00	35,544.00	Fiscal Yr Salary Inc
Student Television	Erik Costa	Cable Technician	07/01/2003		37,236.00	39,456.00	Fiscal Yr Salary Inc
University Center	Sarah Thomas	BW PT Maint 00	07/01/2003		6.50	7.00	Fiscal Yr Salary Inc
University Libraries	Michael Binder	Dean	07/01/2003		92,940.00	96,864.00	Fiscal Yr Salary Inc
Women's Basketball	Angela Geron	Office Associate	07/01/2003		20,004.00	24,252.00	Fiscal Yr Salary Inc
WKU Foundation	Paula Jarboe	Trust Accountant	07/01/2003		53,964.00	56,124.00	Fiscal Yr Salary Inc
WKU Foundation	Jennifer Ragan	Accounts Associate	07/01/2003		22,740.00	23,664.00	Fiscal Yr Salary Inc
Administrative Computing Services	Jerry Harris	BW PT Tech 00	07/01/2003		29.00	30.07	Fiscal Yr Hrly Rate
Bookstore	Elizabeth Copas	BW PT Clerical 00	07/01/2003		6.50	6.74	Fiscal Yr Hrly Rate
Bookstore	William Duncan	BW PT Clerical 00	07/01/2003		7.16	7.42	Fiscal Yr Hrly Rate
Bookstore	Alice Siddens	BW PT Clerical 00	07/01/2003		7.97	8.26	Fiscal Yr Hrly Rate
Building Services	Yvonne Potter	BW PT Maint 00	07/01/2003		15.00	15.56	Fiscal Yr Hrly Rate
Campus Services	L. Reagan	BW PT Maint 00	07/01/2003		7.25	7.52	Fiscal Yr Hrly Rate

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Conference Center	Diana Jones	BW PT Clerical 00	07/01/2003		11.25	11.48	Fiscal Yr Hrly Rate
Distance Learning	Lee Underwood	BW PT Tech 00	07/01/2003		9.40	9.75	Fiscal Yr Hrly Rate
Economic Development Institute	Deborah Burch	BW PT Clerical 00	07/01/2003		11.50	12.00	Fiscal Yr Hrly Rate
Economics and Marketing	Helen Talley	BW PT Clerical 00	07/01/2003		8.50	8.81	Fiscal Yr Hrly Rate
Educational Television Services	Linda Westerfield	BW PT Temp Maint 00	07/01/2003		7.70	8.00	Fiscal Yr Hrly Rate
Extended Campus Library Operations	Barbara Copass	BW Lib PT Clerical 04	07/01/2003		8.20	8.50	Fiscal Yr Hrly Rate
Extended Campus Library Operations	Robert Harbison	BW Lib PT Clerical 00	07/01/2003		9.00	9.33	Fiscal Yr Hrly Rate
Extended Campus Library Operations	Anna Wilson	BW Lib PT Clerical 04	07/01/2003		8.20	8.50	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Denise Hazlett	BW PT Tech 00	07/01/2003		8.81	9.14	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Sally Ingle	BW PT Tech 00	07/01/2003		8.81	9.14	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Stefanie Kilianski	BW PT Tech 00	07/01/2003		7.00	7.26	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Susan Kilianski	MP PT PNF 00	07/01/2003		12.00	12.44	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Gwyn Sutherland	BW PT Tech 00	07/01/2003		8.81	9.14	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Lee Underwood	BW PT Tech 00	07/01/2003		5.15	5.35	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Jeffery Brooks	BW PT Maint 00	07/01/2003		7.50	7.78	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Nancy Kirk	BW PT Maint 00	07/01/2003		7.50	7.78	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Margaret Patton	BW PT Tech 00	07/01/2003		10.69	11.10	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Natassia Peyton	BW PT Clerical 00	07/01/2003		7.50	7.78	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Debra Stofer	BW Lib PT Clerical 04	07/01/2003		7.97	8.21	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	William Thomas	BW PT Tech 00	07/01/2003		9.12	9.50	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Jennifer Dixon	BW PT Tech 00	07/01/2003		8.81	9.14	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Amy Westerfield	BW PT Maint 00	07/01/2003		7.70	8.00	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Druessa Williams	BW PT Tech 00	07/01/2003		8.81	9.14	Fiscal Yr Hrly Rate
Facilities Fiscal Services	William Swain	BW PT Maint 00	07/01/2003		8.92	9.25	Fiscal Yr Hrly Rate
Facilities Fiscal Services	Raymond Womack	BW PT Maint 00	07/01/2003		8.74	9.06	Fiscal Yr Hrly Rate
Geography & Geology	Ruth Cornelius	BW PT Clerical 00	07/01/2003		12.00	12.44	Fiscal Yr Hrly Rate
Human Resources	Shelia Dunn	BW PT Clerical 00	07/01/2003		8.00	8.30	Fiscal Yr Hrly Rate
Intramural/Recreational Sports	Heidi Husband	BW PT Tech 00	07/01/2003		7.35	7.62	Fiscal Yr Hrly Rate
Intramural/Recreational Sports	Cynthia Moore	BW PT Tech 00	07/01/2003		5.15	5.33	Fiscal Yr Hrly Rate
Intramural/Recreational Sports	Peggy Price	BW PT Temp Tech 00	07/01/2003		5.15	5.33	Fiscal Yr Hrly Rate
Intramural/Recreational Sports	Benjamin Roberts	BW PT Tech 00	07/01/2003		7.35	7.62	Fiscal Yr Hrly Rate
Intramural/Recreational Sports	Clay Smalley	BW PT Tech 00	07/01/2003		5.15	5.33	Fiscal Yr Hrly Rate
Intramural/Recreational Sports	Dale Young	BW PT Tech 00	07/01/2003		7.35	7.62	Fiscal Yr Hrly Rate
Intramural/Recreational Sports	Jamie Zeller	BW PT Tech 00	07/01/2003		7.35	7.62	Fiscal Yr Hrly Rate
Libraries	Mary Groves	BW Lib PT Clerical 04	07/01/2003		9.84	10.20	Fiscal Yr Hrly Rate
Libraries	Janice Rensch	BW PT Clerical 00	07/01/2003		8.20	8.50	Fiscal Yr Hrly Rate
Library Public Service	Robbin McGinnis	BW Lib PT Clerical 08	07/01/2003		20.00	20.74	Fiscal Yr Hrly Rate
Library Public Service	Robert Thornton	BW Lib PT Clerical 05	07/01/2003		10.56	10.95	Fiscal Yr Hrly Rate
Library Public Service	Michael Vincent	BW Lib PT Clerical 04	07/01/2003		8.36	8.67	Fiscal Yr Hrly Rate

PERSONNEL CHANGES – STAFF
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Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Library Special Collections	Julian Durbin	BW Lib PT Clerical 01	07/01/2003		5.78	5.99	Fiscal Yr Hrly Rate
Library Special Collections	Opal Hensley	BW Lib PT Clerical 01	07/01/2003		5.78	5.99	Fiscal Yr Hrly Rate
Library Special Collections	Mary Oppitz	BW Lib PT Clerical 01	07/01/2003		5.78	5.99	Fiscal Yr Hrly Rate
Library Special Collections	Jayne Pelaski	BW PT Clerical 00	07/01/2003		11.96	12.40	Fiscal Yr Hrly Rate
Library Special Collections	Sally Strickler	BW Lib PT Clerical 04	07/01/2003		5.78	5.99	Fiscal Yr Hrly Rate
Physical Education & Recreation	Samantha Jones	BW PT Clerical 00	07/01/2003		8.00	8.30	Fiscal Yr Hrly Rate
Physical Education & Recreation	Michael Morris	BW PT Tech 00	07/01/2003		8.00	8.30	Fiscal Yr Hrly Rate
Postal Services	Herbert Benningfield	BW PT Maint 00	07/01/2003		8.25	8.56	Fiscal Yr Hrly Rate
Potter College, Arts/Hum/Social/Sci	Jimmy Nelson	BW PT Maint 00	07/01/2003		5.15	5.34	Fiscal Yr Hrly Rate
Registrar's Office	Alice Nicely	BW PT Temp Clerical 00	07/01/2003		7.00	7.26	Fiscal Yr Hrly Rate
Sponsored Programs	Duncan Faxon	BW PT Tech 00	07/01/2003		30.00	31.00	Fiscal Yr Hrly Rate
Student Publications	Tracy Newton	BW PT Clerical 00	07/01/2003		10.00	10.35	Fiscal Yr Hrly Rate
Student Publications	Jo Thompson	BW PT Clerical 00	07/01/2003		19.75	20.48	Fiscal Yr Hrly Rate
University Relations	Patrick Quirk	BW PT Temp Tech 00	07/01/2003		40.00	41.48	Fiscal Yr Hrly Rate
WKU Foundation	Candace Crowley	BW PT Clerical 00	07/01/2003		10.90	11.30	Fiscal Yr Hrly Rate
WKU Foundation	Elashia Martin	BW PT Clerical 00	07/01/2003		10.90	11.30	Fiscal Yr Hrly Rate
Police	Craig Beckmann	Police Officer	07/01/2003		25,680.00	27,024.00	FiscalYrInc KLEFPF
Police	Lisa Brown	Police Officer	07/01/2003		25,680.00	26,592.00	FiscalYrInc KLEFPF
Police	Jody Burton	Shift Commander (Sgt)	07/01/2003		33,000.00	34,200.00	FiscalYrInc KLEFPF
Police	Rafael Casas	Police Officer	07/01/2003		25,152.00	25,968.00	FiscalYrInc KLEFPF
Police	Robert Deane	Chief	07/01/2003		68,076.00	71,172.00	FiscalYrInc KLEFPF
Police	Mike Dowell	Detective Sergeant	07/01/2003		35,976.00	37,296.00	FiscalYrInc KLEFPF
Police	Jeff Eversoll	Police Officer	07/01/2003		26,904.00	27,792.00	FiscalYrInc KLEFPF
Police	Joe Harbaugh	Crime Prevention Officer	07/01/2003		25,680.00	27,024.00	FiscalYrInc KLEFPF
Police	Kerry Hatchett	Shift Commander (Sgt)	07/01/2003		31,884.00	33,024.00	FiscalYrInc KLEFPF
Police	Lee McKinney	Asst Shift Commander (Offcr)	07/01/2003		28,920.00	29,952.00	FiscalYrInc KLEFPF
Police	Jerry Phelps	Field Op Commander (Major)	07/01/2003		53,832.00	56,880.00	FiscalYrInc KLEFPF
Police	Ricky Powell	Asst Shift Commander (Offcr)	07/01/2003		28,464.00	29,472.00	FiscalYrInc KLEFPF
Police	Pete Rich	Police Officer	07/01/2003		25,800.00	26,640.00	FiscalYrInc KLEFPF
Police	Craig Sutter	Police Officer	07/01/2003		24,504.00	25,296.00	FiscalYrInc KLEFPF
Police	Gordon Turner	Training Sergeant	07/01/2003		37,896.00	38,832.00	FiscalYrInc KLEFPF
Police	Mike Waldrop	Shift Commander (Sgt)	07/01/2003		34,680.00	35,856.00	FiscalYrInc KLEFPF
Police	Mike Wallace	CommSSvcsCommander(Cpt)	07/01/2003		46,056.00	48,204.00	FiscalYrInc KLEFPF
Police	Brian Ward	Police Officer	07/01/2003		31,848.00	32,904.00	FiscalYrInc KLEFPF
Police	Glenn Woodard	Asst Shift Commander (Offcr)	07/01/2003		28,296.00	29,304.00	FiscalYrInc KLEFPF

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Dean College of Education	Charles Evans	Dean	04/11/2003		86,412.00	111,000.00	Promotion
President's Office	Torie Cockriel	Exec Administrative Asst	06/01/2003		38,640.00	41,712.00	Promotion
Public Radio Services	Kevin Willis	Producer/Announcer	05/01/2003		29,556.00	30,060.00	Promotion
Undistributed Housing Expense	Michael Thompson	Group Leader, Building Svcs	06/09/2003		6.52	17,550.00	Promotion
Police	William Turner	Police Officer	07/08/2003		38,832.00	35,256.00	Reassignment
Athletics	Deborah Carroll	Business Operations Specialist	07/01/2003		22,848.00	27,300.00	Reclassification
Bookstore	Floyd Anders	Bookstore Associate	07/01/2003		10.18	10.77	Reclassification
Bookstore	Sherry Blanton	Bookstore Associate	07/01/2003		8.15	9.85	Reclassification
Bookstore	Evon Bryant	Bookstore Associate	07/01/2003		9.34	9.85	Reclassification
Bookstore	Alice Cannon	Supervisor, Bookstore Assoc	07/01/2003		10.24	12.95	Reclassification
Bookstore	Patricia Duvall	Bookstore Dept Manager	07/01/2003		9.88	29,460.00	Reclassification
Bookstore	Sarah Fricks	Senior Bookstore Associate	07/01/2003		8.61	10.99	Reclassification
Bookstore	Forrest Halford	Bookstore Dept Manager	07/01/2003		32,400.00	35,004.00	Reclassification
Bookstore	Laura Hooker	Supervisor, Book Dept	07/01/2003		10.96	12.95	Reclassification
Bookstore	Jimmy Kelly	Bookstore Dept Manager	07/01/2003		29,796.00	32,004.00	Reclassification
Bookstore	Annette Kogut	Supv, Accts Payable	07/01/2003		13.01	27,408.00	Reclassification
Bookstore	Robert Napier	Manager, Glasgow Bookstore	07/01/2003		13.01	15.11	Reclassification
Bookstore	Donnie Raines	Shipping & Receiving Assoc	07/01/2003		10.40	12.31	Reclassification
Bookstore	John Russell	Supv, Computer/Tech Support	07/01/2003		11.89	13.85	Reclassification
Bookstore	Patricia Strode	Bookstore Associate	07/01/2003		8.00	9.85	Reclassification
Bookstore	Cherry Tarter	Mgr, South Campus Bookstore	07/01/2003		12.33	15.11	Reclassification
Cave & Karst Center Prof Services	Leigh Croft	Rsch Hydrologist/Ed Coord	06/01/2003		24,960.00	33,660.00	Reclassification
Chemistry	Dong Li	Research Associate	07/01/2003	06/30/2004	27,000.00	34,008.00	Reclassification
Gordon Ford College of Business	Paula Newby	Administrative Assistant	07/01/2003		28,104.00	32,700.00	Reclassification
Hilltopper Athletic Foundation	Thomas Keith	Assoc Dir, HAF Ext Affairs	07/01/2003		31,200.00	42,000.00	Reclassification
Men's Football	Mike Fanoga	Assistant Coach	07/01/2003		38,052.00	27,000.00	Salary Decrease
Equal Opportunity/ADA Compliance	Sam Starks	Coordinator II	11/01/2002		29,004.00	31,008.00	Salary Increase
Intramural/Recreational Sports	Gail Murray	Office Associate	07/01/2002		22,488.00	23,844.00	Salary Increase
Public Radio Service	Michael Graham	BW PT Tech 00	08/01/2003		25.00	31.00	Salary Increase
Public Radio Service	Greg Happel	BW PT Tech 00	08/01/2003		25.00	31.00	Salary Increase

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Academic Affairs & Provost's Office	Lou Stahl	Office Associate	07/01/2003	06/30/2004	26,448.00	27,648.00	Temporary Rate Inc
Applied Research & Technology	Lucinda Graham	Operations Specialist	07/01/2003	06/30/2004	29,436.00	31,236.00	Temporary Rate Inc
Police	Joe Harbaugh	Police Officer	06/01/2003		25,680.00	27,936.00	Temporary Rate Inc
Police	Joe Harbaugh	Police Officer	07/01/2003		27,936.00	29,280.00	Temporary Rate Inc
Police	D. Craig Beckmann	Police Officer		04/28/2003	26,808.00	25,680.00	Temp Rate Inc, End
Counseling and Student Affairs	Belinda Wisdom	Office Associate	06/30/2003		21,528.00	22,296.00	Transfer
Institutional Research	Shelly Ball	Research Associate	07/01/2003		37,008.00	33,204.00	Transfer
Police	Jerry Phelps	Field Op Commander (Major)	04/28/2003		49,224.00	53,832.00	Transfer
Dean Gordon Ford College of Business	Robert Jefferson	Dean	08/11/2003	12/31/2003			Sabbatical
Building Services	Thomas Lancaster	Group Leader, Building Svcs		05/31/2003			Retirement
Chemistry	Judith Deel	Office Associate		05/31/2003			Retirement
Controllor	Georgia Powell	Senior Payroll Associate		06/30/2003			Retirement
Maintenance Services	Eugene Sullivan	Electrician		05/31/2003			Retirement
President's Office	Lana Flynn	Exec Administrative Asst		05/31/2003			Retirement
Purchasing	Patricia Shields	Accounts Payable Associate		07/31/2003			Retirement
Teacher Services	Robert Rascoe	Director		06/30/2003			Retirement
Admissions Office	Tara Horn	Admissions Counselor		07/03/2003			Termination
Allied Health - Dental Hygiene	Mary Snow	Office Assistant		07/15/2003			Termination
Athletics	Jon Zimmerman	Coord, Mkting & Promotions		07/03/2003			Termination
Bookstore	Janice Gillam	BW PT Clerical 00		11/04/2002			Termination
Building Services	Paul Davidson	Building Services Attendant		06/13/2003			Termination
Building Services	Brenda Grimes	Building Services Attendant		04/09/2003			Termination
Building Services	James Merrick	Building Services Attendant		06/13/2003			Termination
Cave & Karst Center Prof Services	Sara Scott	Office Coordinator		05/31/2003			Termination
Controllor	Joan Harrison	Grant Accounts Specialist		05/28/2003			Termination
Counseling and Student Affairs	Kristy Hamm	Office Associate		05/23/2003			Termination
Development	Trudi Mayes	Office Assistant		07/01/2003			Termination
Distance Learning Program	Christopher Nannery	BW PT Tech 00		04/10/2003			Termination
Gordon Ford College of Business	Theresa Spillman	BW PT Clerical 00		05/04/2003			Termination
Health Services	Matthew Coleman	BW PT Temp Maint 00		06/27/2003			Termination
Hilltopper Athletic Foundation	Deborah McCormick	Membership Svcs Associate		06/11/2003			Termination

**PERSONNEL CHANGES – STAFF
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Housing & Residence Life	Heather Dykes	Coordinator, HRL		05/31/2003			Termination
Housing & Residence Life	Stephen Goodlett	Asst Residence Hall Director		06/30/2003			Termination
Housing & Residence Life	Lisa Hudson	Housing Assistant		04/18/2003			Termination
Housing & Residence Life	Prashanti Ratwatte	Coordinator, HRL		05/31/2003			Termination
Housing & Residence Life	Samuel Sankovich	Asst Residence Hall Director		06/30/2003			Termination
Housing & Residence Life	Kathryn Stewart	Residence Hall Director		06/30/2003			Termination
International Programs & Projects	Silvina Fernandez	Office Associate		04/23/2003			Termination
Intramural/Recreational Sports	Rebecca Baldwin	Facility Coordinator		07/15/2003			Termination
Intramural/Recreational Sports	Michelle Young	Fitness Coordinator		04/30/2003			Termination
Men's Basketball	Julie Fryia	Office Associate		07/03/2003			Termination
Men's Basketball	Donald Spann	Strength/Conditioning Coach		06/30/2003			Termination
Men's Football	Lance Vermeil	Strength/Conditioning Coach		05/31/2003			Termination
Police	Lawrence Dvorak	Police Officer		04/18/2003			Termination
Police	Richard Mackin	Police Officer		06/30/2003			Termination
Student Financial Assistance	Anthony Bowles	Financial Aid Counselor		04/04/2003			Termination
University Relations	Stephen Barnett	Coordinator/Broadcast Svcs		05/23/2003			Termination
VP Institutional Advancement	Sue Huffman	Research Asst, Development		05/31/2003			Termination
Women's Basketball	Kristi Hunt	Director of Operations		05/31/2003			Termination

Motion to approve the personnel actions as recommended was made by Mr. Fischer, seconded by Mr. Martin, and carried unanimously.

10. Reports

The remainder of the day was spent hearing informational updates on items found in the agenda packet as follows:

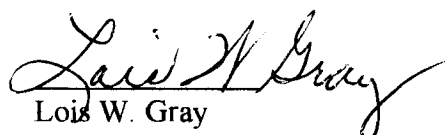
- Research Funding
- Tuition Projections for Fall 2004
- SACS Reaccreditation Process
- Distributed Learning Education
- International Student Projections for 2003-04
- Safety Task Force Report
- Greek Task Force Preliminary Report
- Student Housing-Short and Long-Term
- Campus Diversity Report
- Year-end Gift/Endowment Report
- Media Report
- NCAA Recertification/Self-Study Update
- Technology Priorities for 02-04


With no further business on the agenda, motion to adjourn was made a 4:35 p.m. by Mr. Tennill, seconded by Ms. Bale and carried.


The next quarterly meeting is scheduled for October 31.

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 third quarterly meeting held August 8, 2003, in the Kentucky 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
October 31, 2003


Elizabeth W. Esters
Secretary


Elizabeth W. Esters
Secretary
October 31, 2003