

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

January 23, 2004

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the first quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* in Mass Media and Technology Hall on the Western campus. The meeting was called to order by Chair Gray at approximately 9:10 a.m.

AGENDA ITEM 2 - Invocation

The invocation was provided by Ms. Finley Woodard, Associate Director of Admissions.

AGENDA ITEM 3 - 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. was absent.

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; Dr. Richard Kirchmeyer, Vice President for Informational Technology; Ms. Ann Mead, Chief Financial Officer and Assistant to the President for Economic Development; Dr. Gene Tice, Vice President for Student Affairs; Mr. John Osborne, Associate Vice President for Campus Services; Dr. Wood Selig, Athletics Director; and Ms. Robbin Taylor, Assistant to the President for Governmental Relations.

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 4 - Disposition of minutes of the meeting of the third quarterly

meeting of October 31, 2003

The minutes, as amended, were presented by the Chair without reading inasmuch as copies were mailed prior to the meeting. Motion for approval was made by Dr. Dietle, seconded by Ms. Bale, and carried unanimously.

AGENDA ITEM 5 - Committee Reports

5.1 Academic Affairs Committee, Ms. Kristen T. Bale, Chair

5.1.1 REQUEST: Approve a new minor program in Performing Arts Administration

FACTS: Based on an analysis of potential student interest and a review of programs at benchmark universities, the Department of Theatre and Dance has developed a plan to offer a new minor in Performing Arts Administration. This will be an interdisciplinary minor offering students the opportunity to learn and practice the fundamentals of performing arts management and administration. The proposed minor requires 24 credit hours drawn from courses in theatre, dance, music, marketing, management, accounting, and/or public relations. The development of this minor is responsive to the University's **Strategic Goal 1: Increasing Student Learning** by expanding opportunities for students to develop career-oriented skills.

COST IMPLICATIONS: No new funding is required to support this new minor since it will be based on existing, regularly taught courses and existing faculty. No new supplies or equipment are anticipated.

Approved: Academic Affairs Committee - January 9, 2004

RECOMMENDATION: President Ransdell recommends approval of a new minor program in Performing Arts Administration.

5.1.2 REQUEST: Approve elimination of the School of Teacher Education within the College of Education and Behavioral Sciences

FACTS: The School of Integrative Studies in Teacher Education (later referred to as the School of Teacher Education) was established several years ago within the College of Education and Behavioral Sciences to integrate all aspects of teacher education under a single administrative unit. It was subsequently determined that establishing a Department of Curriculum and Instruction that would operate along side and be coordinated with a Department of Special Instructional Programs and a Department of Educational Administration, Leadership, and Research was a more effective and efficient structure for teacher education programs. As a result, the School of Teacher Education has become an unnecessary administrative layer and is not functioning. The teacher education faculty, the Dean of the College of Education and Behavioral Sciences and the Provost have reviewed and approved the recommendation that the School of Teacher Education be eliminated, effective upon approval by the Board of Regents.

Adopting this change will be consistent with **Strategic Goal 5: Improving Institutional Effectiveness** in the University's Strategic Plan.

COST IMPLICATIONS: Eliminating the School of Teacher Education will involve no additional costs to the university and should result in some modest savings.

RECOMMENDATION: President Ransdell recommends the elimination of the School of Teacher Education within the College of Education and Behavioral

Sciences.

5.1.3 RECOMMENDATION: President Ransdell recommends approval of faculty emeritus status for Dr. Dwight Pounds, Professor of Music, Emeritus

Ms. Bale moved approval of a new minor in Performing Arts Administration; approval of the elimination of the School of Teacher Education within the College of Education and Behavioral Sciences, effective immediately; and the approval of faculty emeritus status to Dr. Dwight Pounds as Professor of Music, Emeritus. The motion was seconded by Ms. Rogers, and carried unanimously.

5.2 Executive Committee, Ms. Lois W. Gray, Chair

5.2.1 Appointment of a committee to coordinate and facilitate the President's evaluation by the Board

Chair Gray appointed Mr. Martin to chair the committee with the remaining members to be appointed in writing.

Informational Updates were provided on:

Development: John Paul Blair reviewed the development information found on pages 4-17 of the agenda packet.

Media/Marketing: A brief update on media relations and the marketing plan was provided by Mr. Bob Edwards, Associate Vice President for University Relations.

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

5.3.1 Acceptance of Accountant's 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, 2003, 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, 2003.

Approved: Finance and Budget Committee - January 9, 2004.

5.3.2 Approval of revisions to the 2003-04 Operating Budget

FACTS: The proposed revisions to the Western Kentucky University 2003-04 Operating Budget are as follows: the University had a large insurance claim on equipment from the Department of Educational TV in the amount of \$44,374 and another performance bond claim in the amount of \$2,500 for photographs that were not

provided to graduates who ordered them last May. The University received a check from the Kentucky Institute of International Studies as a reimbursement for salaries for \$8,000 that will be returned to the Department of Modern Language and Intercultural Studies. The sale of some property to BGMU for \$48,000 will be used to paint the water tower with Western's Logo. The Board of Regents approved at its October, 2003, meeting increasing tuition beginning January, 2004, the revenue generated is projected to increase the budget in the amount of \$2,500,000, to be used for Academic Quality.

The Net Assets (formerly fund balances), resulting from fiscal year 2002-03 operations, are being allocated for expenditure in the divisions. Net Assets are generated by exceeding budgeted income estimates and by under expenditures of expenditure budgets. Thus, not all of these funds were made available for expenditure during the course of 2002-03. These carry forward funds will be allocated to meet current year obligations relating to fixed costs, enrollment growth, equipment replacements, and Strategic Plan implementation.

<u>Source</u>	<u>Proposed Revision</u>
Educational and General	
Tuition and Fee	
Tuition – Fall	2,500,000
Other Sources	
Miscellaneous Receipts	58,500
Insurance Loss Claims	44,400
Net Assets (Fund Balances)	10,629,814
TOTAL	\$13,232,714
 <u>Use</u>	
Academic Quality Initiative	2,500,000
Educational TV Services	44,400
Commencement	2,500
Modern Language & Intercultural Studies	8,000
Facilities Reserve	48,000
 Carry Forward Allocations	
Restricted Tuition/Fees/Workshops/Revenue Dependents	2,985,948
Diversity Committee	59,019
Provost/Vice President for Academic Affairs	6,017,417
Chief Financial Officer	36,467
VP for Information Technology	602,354
VP for Institutional Advancement	118,871
VP for Student Affairs and Campus Services	96,745
Parking and Traffic Committee	246,678
Governmental Relations	40,446
President's Area	3,139
Athletics	421,000
General Counsel	1,730
TOTAL	\$13,232,714

RECOMMENDATION: President Gary A. Ransdell recommends that the revisions to the Western Kentucky University 2003-04 Combined Budget be approved in order to increase the budget by \$13,232,714.

Approved: Finance and Budget Committee - January 9, 2004.

Motion to accept the Accountants' report and financial statements for WKYU-TV and

WKYU-FM Radio and to approve revisions to the 2003-04 Operating Budget was made by Mr. Fischer, seconded by Dr. Dietle; and carried unanimously.

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

The Committee did not meet in January since the Chair was out of state and unavailable. The second reading of a proposed amendment to Board of Regents' Bylaws was presented for consideration as follows:

5.4.1 REQUEST: Approval of amendment to the Board of Regents *By-Laws and Code of Ethics* to address a technical loophole that exists between the Board of Regents' Bylaws and the University Disciplinary Committee appeal process.

BACKGROUND:

The University Disciplinary Committee may suspend or expel a student at any time during the calendar year so long as the individual is an enrolled student during the time of the hearing. At the present time, a student can appeal a suspension or expulsion to the Board of Regents which by law is required to meet at least quarterly during any calendar year. There have been situations where a student's appeal to the Board is handled by the Student Affairs Committee, yet, it may take up to eighty days following the University Disciplinary Committee's recommendation before the full Board could hear the case. This has allowed individuals to continue being enrolled in school pending the final decision of the full Board. In some cases, the individual has continued to receive grades while waiting for a final decision by the Board. Reviewing and changing this process will allow the University to remove undesirable individuals from the campus in a more expedient manner, and it would be advantageous to the safety and welfare of the University community.

Approved: Student Affairs Committee, October 16, 2003

First Reading: Board of Regents, October 31, 2003

Second Reading: Board of Regents, January 23, 2004 (Statement amended as reflected below)

ARTICLE IV

5. **Student Affairs Committee:** The Committee will review, evaluate, and provide guidance on all matters related to student life issues, including facilities, renovation, or new construction related to or associated with same. **In addition, this Committee shall have delegated authority from the Board of Regents to render a final decision on an appeal of any student disciplinary decision rendered by the University Disciplinary Committee. Any decisions rendered by the Committee should be reported to the full Board at the next regular meeting following the Committee's decision.** The Committee will consist of a minimum of three and a maximum of five members of the Board. **Absent a unanimous vote of the Student Affairs Committee, the matter will be referred to the full Board for final resolution.** The President of the University shall appoint a member of the staff to serve as administrative agent to the Committee.

Motion to approve the second reading of the recommended amendment to Article IV of the *Board of Regents' By-laws and Code of Ethics* as reflected above was made by Mr. Fischer and seconded by Ms. Bale.

Dr. Dietle asked if it would be possible to put a stipulation in place that would require a unanimous vote of the Committee. As it now stands, the Committee has five members; and a 3-2 vote could expel a student with no further appeal.

Following a period of discussion about the appropriate time to revisit this issue, Dr. Dietle moved, and Ms. Roberts seconded a motion to amend the motion on the table to include, as the next to last sentence in the recommendation, a sentence that would read "*Absent a unanimous vote of the Student Affairs Committee, the matter will be referred to the full Board for final resolution.*" The motion to approve the amendment carried unanimously.

Motion to approve the motion as amended carried unanimously for second reading at the April Board meeting.

Informational reports were provided on the following areas:

- Food Services;
- Housing;
- Student Leadership Program;
- Diversity Program

AGENDA ITEM 6 - Personnel Actions

RECOMMENDATION: President Gary A. Ransdell recommends approval of the personnel actions, contained in the next seven pages, that have transpired since the October 31, 2003, Board meeting.

PERSONNEL CHANGES – FACULTY

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Sociology	Gerhard Daday W/Doctorate	Instructor Assistant Professor	08/11/2004			40,800.00 42,000.00	Appointment
Communication Disorders	Mona Greenfield	Adjunct Clinical Supervisor	09/01/2003	06/30/2004		8,500.00	Reappointment
Communication Disorders	Virginia Hill	Adjunct Clinical Supervisor	09/01/2003	06/30/2004		8,500.00	Reappointment
Extended Learning & Outreach (DELO)	Dawn Bolton	Marketing Dir/Prog Coordinator	07/01/2003		58,860.00	65,400.00	Status Change
Academic Affairs/Provost	Larry Caillouet	Associate Professor	11/01/2003			300.00/mo	Stipend
Community College	Deborah Lively	Interim Chair	11/01/2003	06/30/2004		500.00/mo	Stipend
Economics and Marketing	William Davis	Interim Co-Chair	07/01/2003			575.00/mo	Stipend
International Programs	Larry Caillouet	Director	10/31/2003			300.00/mo	Stipend, End
Gordon Ford College of Business	John Wassom	Special Assistant to the Dean	07/01/2003				Reassignment
Counseling and Student Affairs	Jerry Wilder	Optional Retiree	07/01/2004				Optional Retirement
Psychology	Richard Miller	Optional Retiree	07/01/2004				Optional Retirement
Consumer and Family Sciences	Deborah Shivel	Instructor	01/01/2004	06/30/2004			Unpaid Lv/Absence
School of Journalism & Broadcasting	James Wesolowski	Optional Retiree	09/01/2003	12/31/2003			Unpaid Lv/Absence
Engineering	Robert McKim	Associate Professor	06/30/2004				Termination
Mathematics	Karen Gramling	Assistant Professor	12/31/2003				Termination
Art	John Warren Oakes	Professor	Fall 2004				Sabbatical
Biology	Shivendra Sahi	Associate Professor	Spring 2005				Sabbatical
Economics & Marketing	Richard Shannon	Associate Professor	Spring 2005				Sabbatical
English	Nancy Roberts	Associate Professor	Fall 2004				Sabbatical
History	Kathryn Abbott	Associate Professor	Spring 2005				Sabbatical
Mathematics	Bettina Richmond	Professor	2004-2005 Academic Year				Sabbatical
Modern Languages & Intercultural Studies	Erika Brady	Professor	Fall 2004				Sabbatical
Psychology	Elizabeth Shoenfelt	Professor	Fall 2004				Sabbatical
Public Health	John White	Associate Professor	Fall 2004				Sabbatical

PERSONNEL CHANGES – GRANTS

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Training/Technical Assistance Svcs	Krista White	Teacher	10/20/2003	10/31/2004		28,800.00	Appointment
Biodiversity Center - POD	Jennifer Hewitt	BW PT Temp Tech 00	09/15/2003	09/14/2004		20.03	Rehire
Educational Television Services	Imogene Potter	BW PT Clerical 00	11/24/2003	09/30/2005		7.00	Rehire
Geography & Geology	Patricia Kambesis	SM Temp Tech 00	10/15/2003	09/30/2004		30,000.00	Rehire
Training/Technical Assistance Svcs	Betty Robertson	BW PT Clerical	01/01/2004	06/30/2004		19.86	Rehire Retiree
Educational Opportunity Center	Shannon Ward	BW PT Clerical	12/01/2003	08/31/2004	11.00	11.00	Reappointment
Educational Opportunity Center	Benjamin Harris	BW PT Temp Tech 00	11/13/2003	12/19/2003	8.00	8.00	Reappointment
Educational Television Services	John Coe	SM Temp Tech 00	11/04/2003	02/03/2004	40,056.00	40,056.00	Reappointment
Economic Development Institute	Deborah Burch	Office Associate	11/03/2003	06/30/2004	12.00	23,400.00	Status Change
Educational Television Services	Elizabeth Potter	BW PT Clerical 00	11/07/2003	09/30/2005	6.80	8.00	Status Change
Institute for Rural Health	Staci Simpson	Director	07/01/2003	06/30/2004	54,000.00	56,004.00	Status Change
Ogden College of Science and Engineering	Kirk Cantrell	BW PT Tech 00	12/01/2003	12/31/2003	34,824.00	17.86	Status Change
Psychology	Leslie Plumlee	Research Associate	09/01/2003	09/30/2004	28,872.00	28,872.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Vicki Armstrong	Office Assistant	11/01/2003	10/31/2004	18,048.00	18,048.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Yolanda Bell	Teacher	11/01/2003	10/31/2004	25,116.00	25,116.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Amber Boards	Component Coordinator	11/01/2003	10/31/2004	29,052.00	29,052.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Connie Dye	Teacher	11/01/2003	10/31/2004	20,904.00	20,904.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Stephanie Elliott	Coordinator, Education	11/01/2003	08/31/2004	38,028.00	38,028.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Kristine Kie	Teacher	11/01/2003	10/31/2004	23,040.00	23,040.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Glenda Young	Nutrition Associate	11/01/2003	10/31/2004	15,672.00	15,672.00	Reappt/No Sal Inc
Center for Water Resource Studies	Ouida Meier	Project Specialist	10/01/2003	12/31/2003	41,712.00	42,552.00	GrantFYSalary Inc
Child Care	Sabrina Jones	BW PT Tech 00	11/01/2003	10/31/2004	12.00	12.44	GrantFYSalary Inc
Child Care	Tina McMillan	BW PT Tech 00	11/01/2003	10/31/2004	8.41	8.72	GrantFYSalary Inc
Small Business Development Center	Candace Baker	Coordinator II	10/01/2003	09/30/2004	24,732.00	25,644.00	GrantFYSalary Inc
Small Business Development Center	Richard Horn	Director	10/01/2003	09/30/2004	49,572.00	51,408.00	GrantFYSalary Inc
Training/Technical Assistance Svcs	Ashraf Boka	Classroom Teacher	11/01/2003	10/31/2004	32,784.00	33,996.00	GrantFYSalary Inc
Training/Technical Assistance Svcs	Misela Bulut	BW PT Tech 00	11/01/2003	09/30/2004	8.23	8.53	GrantFYSalary Inc
Training/Technical Assistance Svcs	Daniel Burch	Facilities Associate	11/01/2003	10/31/2004	10.50	10.89	GrantFYSalary Inc
Training/Technical Assistance Svcs	Michelle Duke	BW PT Tech 00	11/01/2003	08/31/2004	8.23	8.53	GrantFYSalary Inc
Training/Technical Assistance Svcs	Jennifer Fields	Coordinator, Family Services	11/01/2003	10/31/2004	32,316.00	33,516.00	GrantFYSalary Inc
Training/Technical Assistance Svcs	Veronica Hazard	Teacher	11/01/2003	10/31/2004	24,216.00	28,800.00	GrantFYSalary Inc

PERSONNEL CHANGES – GRANTS
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Training/Technical Assistance Svcs	Thelma Jackson	Assistant Director	11/01/2003	10/31/2004	49,164.00	50,988.00	GrantFYSalary Inc
Training/Technical Assistance Svcs	Nathan Jordon	Center Supervisor	11/01/2003	10/31/2004	28,188.00	31,008.00	GrantFYSalary Inc
Training/Technical Assistance Svcs	Leisia Landers	Teacher	11/01/2003	10/31/2004	24,216.00	25,116.00	GrantFYSalary Inc
Training/Technical Assistance Svcs	Thelma Woods	BW PT Maint 00	11/01/2003	10/31/2004	7.54	7.82	GrantFYSalary Inc
Training/Technical Assistance Svcs	William Woods	BW PT Maint 00	11/01/2003	10/31/2004	7.80	8.09	GrantFYSalary Inc
Educational Opportunity Center	Rita Meredith	PT PNF	09/01/2003	08/31/2004	14,040.00	16,852.00	Salary Increase
Training/Technical Assistance Svcs	Amy Hood	Training Specialist	01/01/2004	06/30/2004	53,328.00	54,528.00	Degree
Training/Technical Assistance Svcs	Betty Robertson	Data Manager		12/31/2003			Retirement
Educational Opportunity Center	Melissa Towe	Associate Director		10/24/2003			Termination
Educational Television Services	Melissa Costa	BW PT Clerical		11/03/2003			Termination
Geography and Geology	John Alan Glennon	Assistant Director		09/30/2003			Termination
Training/Technical Assistance Svcs	Thomas Hamilton	Technology Specialist		10/31/2003			Termination
Training/Technical Assistance Svcs	Leisia Landers	Teacher		12/01/2003			Termination
Training/Technical Assistance Svcs	Paula Mydlenski	Nutrition Specialist		12/12/2003			Termination

PERSONNEL CHANGES – STAFF

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
21st Century Media - POD	Heather Garcia	Manager, Agency	10/20/2003			31,008.00	Initial Appointment
Academic Advising	Melissa Flowers	Advising Associate	12/15/2003			23,520.00	Initial Appointment
Academic Advising	Pamela Wilson	Advising Associate	12/02/2003			23,688.00	Initial Appointment
Agriculture	Laura Summerall	Office Assistant	11/17/2003			21,000.00	Initial Appointment
Allied Health - Dental Hygiene	Rita Akin	BW PT Temp Tech 00	09/15/2003	05/07/2004		10.00	Initial Appointment
Art	Kristi Bass	BW PT Temp Maint 00	10/01/2003	05/18/2004		8.00	Initial Appointment
Art	Christopher Fox	BW PT Maint 00	09/10/2003			8.00	Initial Appointment
Art	Alex Turner	BW PT Maint 00	08/19/2003			8.00	Initial Appointment
Bookstore	Wanda Quiggins	Manager, Glasgow Bookstore	12/01/2003			29,460.00	Initial Appointment
Bookstore	Jennifer Whipple	Bookstore Associate	11/03/2003			9.85	Initial Appointment
Bookstore	Natasha Widner	BW PT Clerical 00	10/13/2003			7.80	Initial Appointment
Cave & Karst Center Prof Services	Ezzatollah Raeisi-Arda	MN Temp PNF 00	10/13/2003	08/13/2004		5,000.00	Initial Appointment
Controller	Jessica Link	Accounts Associate	11/17/2003			20,712.00	Initial Appointment
Counseling & Testing Center	Elizabeth Mohon	Staff Counselor	12/15/2003			38,004.00	Initial Appointment
Extended Campus-Owensboro	Michael Gilmore	BW PT Maint 00	12/01/2003			8.80	Initial Appointment
HVAC Services	Christopher Richardson	HVAC Technician	11/17/2003			14.00	Initial Appointment
Institutional Research	Shelley Hamlet	Office Associate	10/20/2003			23,508.00	Initial Appointment
Institutional Research	Douglas Kimbler	Research Coordinator	11/24/2003			41,004.00	Initial Appointment
Intramural & Recreational Sports	Lucas Bartlett	Outdoor Rec/Facility Coord	01/05/2003			27,696.00	Initial Appointment
Network Computing & Communications	Nyan Win	Network Engineer	12/15/2003			44,016.00	Initial Appointment
Police	Stephanie Shreve	Communications Officer	01/01/2004			19,488.00	Initial Appointment
Registrar's Office	Tonya Beck	Office Associate	10/20/2003			20,496.00	Initial Appointment
Special Instructional Programs	Courtney Hatcher	BW Temp Clerical 00	10/06/2003	08/20/2004		10.00	Initial Appointment
Special Instructional Programs	Melissa Skaggs	BW Temp Clerical 00	09/19/2003	08/20/2004		10.00	Initial Appointment
Swimming	Robert Benson	PT PNF	10/16/2003	03/15/2004		10,000.00	Initial Appointment
Talisman	Josh McCoy	PT Tech	09/01/2003	05/15/2004		1,503.00	Initial Appointment
VP Institutional Advancement	Carrie Barnett	Director, Development/Libr	01/05/2004			45,000.00	Initial Appointment
Chemistry	Phillip Shelton	BW PT Temp Tech 00	08/15/2003	12/31/2003		9.25	Secondary Appt
Swimming	Hope Marchionda	BW PT Temp Clerical 00	10/01/2003	04/30/2004		7.50	Secondary Appt
Administrative Computing Services	Anju Chhachhi	Database Administrator I	11/03/2003			39,504.00	Rehire
Annual Fund	Jason Loehr	BW PT Temp Clerical 00	09/22/2003	06/30/2004		5.50	Rehire
Center for Teaching & Learning	Nancy Givens	Instructional Coordinator	11/17/2003			32,004.00	Rehire
Educational Television Services	Philip Allgeier	SM Temp Tech 00	11/21/2003	11/19/2004		18,096.00	Rehire
Libraries	Delores Butler	Sr Catalog Assistant	11/17/2003			19,500.00	Rehire
Libraries	Paul Coomer	BW Lib PT Clerical 00	10/14/2003			8.87	Rehire

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Bookstore	Robert Napier	BW PT Clerical 00	11/03/2003			10.00	Rehire Retiree
Maintenance Services	James Goad	Electrician	12/01/2003			13.25	Rehire Retiree
Art	Mary Bokkon	BW PT Maint 00	09/21/2003			8.00	Reappointment
Athletic Marketing	Paula Davids	BW PT Temp Clerical 00	09/11/2003	09/10/2004		5.15	Reappointment
Biodiversity Center	Jonathan Cannon	BW PT Temp Tech 00	01/12/2004	05/01/2004		8.50	Reappointment
Combustion Lab Center Prof Services	Minggong Chen	BW PT Tech 00	10/22/2003	04/21/2004		10.87	Reappointment
Housing & Residence Life	John Laffin	BW Temp Clerical 00	11/12/2003	12/31/2003		6.00	Reappointment
International Programs & Projects	Amie Kirby	BW PT Temp Clerical 00	11/27/2003	05/26/2004		9.00	Reappointment
Men's Baseball	Charles Murrie	BW PT Temp Maint 00	10/02/2003			6.00	Reappointment
Renovation/Construction	Emily Hock	BW PT Temp Clerical 00	09/22/2003			10.00	Reappointment
Building Services	Susan Barbour	Group Leader, Building Svcs	12/01/2003		7.49	8.98	Promotion
Building Services	Freda Hazel	Group Leader, Building Svcs	12/01/2003		7.31	8.77	Promotion
Building Services	Daniel Holloway	Supv, Building Services	10/20/2003		9.15	12.94	Promotion
Building Services	Doris McFall	Group Leader, Building Svcs	10/20/2003		7.43	8.86	Promotion
Campus Services	Joseph Taylor	Sr Groundskeeper	11/24/2003		7.85	9.50	Promotion
Campus Services	Brian Young	Zone Maintenance Technician	11/03/2003		7.95	10.25	Promotion
Educational Television Services	Kristi Costellow	Asst Mgr, Interactive Dist Ed	11/20/2003		21,852.00	27,000.00	Promotion
Educational Television Services	Tamela Maxwell	Manager, Distance Learning	10/20/2003		31,104.00	37,008.00	Promotion
Facilities Management	David Appleby	Sr Skilled Trades Technician	12/08/2003		13.10	14.41	Promotion
Facilities Management	Kimmy Givens	Supervisor, Zone Maintenance	11/17/2003		13.99	15.39	Promotion
Facilities Management	Charles Jones	Asst Supervisor, Electrical	11/17/2003		16.30	18.30	Promotion
Student Activity, Org & Leadership	Charles Pride	Director, Student Act & Org	07/01/2003		34,656.00	42,948.00	Promotion
Teacher Services	Kaye Gordon	Certification Officer	10/23/2003		30,240.00	36,564.00	Promotion
Building Services	Constance White	Building Services Attendant	12/01/2003		9.30	8.13	Reassignment
Extended Learning & Outreach (DELO)	Sharon Woodward	Program Director, Cont Ed	09/01/2003		29,808.00	33,816.00	Reclassification
Campus Services	Jeff McAdoo	Sr Groundskeeper	01/01/2004		9.33	9.93	Salary Increase
Campus Services	Rob Shulda	Sr Groundskeeper	01/01/2004		9.31	9.61	Salary Increase
Campus Services	Wayne Whitlow	Sr Groundskeeper	01/01/2004		9.35	9.65	Salary Increase
Combustion Lab Center Prof Services	Lingchuan Li	BW PT Temp Tech 00	10/06/2003	11/30/2003	19.24	22.12	Salary Increase
Combustion Lab Center Prof Services	Lingchuan Li	BW PT Temp Tech 00	12/01/2003	06/30/2004	22.12	23.03	Salary Increase
Combustion Lab Center Prof Services	Weibing Xu	BW PT Temp Tech 00	10/06/2003	11/27/2003	25.96	35.00	Salary Increase
Combustion Lab Center Prof Services	Weibing Xu	BW PT Temp Tech 00	11/28/2003	01/16/2004	35.00	36.40	Salary Increase

PERSONNEL CHANGES -- STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Governmental Relations	Robbin Taylor	Assistant to the President	12/01/2003		74,256.00	86,256.00	Salary Increase
Intramural/Recreational Sports	Peggy Price	BW PT Temp Tech 00	09/24/2003	09/23/2004	5.33	15.45	Salary Increase
Intramural/Recreational Sports	Clay Smalley	BW PT Tech 00	09/24/2003	09/23/2004	5.33	15.45	Salary Increase
University Libraries	Janet Cline	BW Lib PT Clerical	07/01/2003		11.25	11.67	FiscalYrHrlyRateInc
Building Services	Daniel Harrison	Building Services Attendant	11/10/2003		6.40	6.70	Status Change
Telecommunications	Tammi Beach	Telecommunications Analyst	12/01/2003		23,040.00	25,248.00	Status Change
Building Services	Rebecca Owens	Building Services Attendant	10/01/2003			200.00/Lump Sum	Degree/Certification
Campus Services	Henry Blair	Groundskeeper	12/01/2003		7.85	7.96	Degree/Certification
Facilities Management	Bobby Parnell	Supervisor, Zone Maintenance	11/03/2003		17.99	18.10	Degree/Certification
HVAC Services	Joseph Martin	Supervisor, Heat Plant	12/01/2003			300.00/Lump Sum	Degree/Certification
University Centers	Erin Davis	Program Coordinator	09/01/2003		29,040.00	29,748.00	Degree/Certification
Extended Learning & Outreach (DELO)	Barbara Johnston	Stipend	10/01/2003	06/30/2004		333.33/mo	Stipend
International Programs & Projects	Robin Borczon	Stipend, Interim Director	11/01/2003			500.00/mo	Stipend
Sponsored Programs	Phillip Myers	Stipend, Research Foundation	07/01/2003	06/30/2004		540.00/mo	Stipend
Student Life	Ingrid Woods	Stipend	12/01/2003		333.00/mo	166.00/mo	Stipend
Bookstore	Elizabeth Copas	BW PT Clerical 00	10/01/2003		6.74	10.00	Temporary Rate Inc
Counseling & Testing Center	Sharon Ercey	Coordinator, Testing	11/01/2003				Title Change
Student Activity, Org & Leadership	T. Scott Taylor	Director, Univ Ctrs/Lship Prog	07/01/2003		59,856.00	65,040.00	Title Change
Building Services	Burdetta Lindsey	Group Leader, Building Svcs	10/20/2003		13.30	9.69	Transfer
Building Services	Cynthia Loafman	Building Services Attendant	11/03/2003		6.98	6.98	Transfer
Facilities Fiscal Services	Phyllis Page	Office Assistant	11/17/2003		18,840.00	19,248.00	Transfer
Architectural & Manufacturing Sciences	Judy Pennington	Office Associate	12/31/2003				Retirement
Bookstore	Robert Napier	Manager, Glasgow Bookstore	09/30/2003				Retirement
Undistributed Staff Benefits	Avery J. Thurman	Retired	12/31/2003				Death

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Academic Advising	Margaret Preston	Advising Associate	11/17/2003				Termination
Agriculture/Farm	Timothy Hughes	Farm Manager	10/07/2003				Termination
Building Services	Ronnie Miller	Building Services Attendant	07/07/2003				Termination
Combustion Laboratory	Minggong Chen	Research Associate	01/15/2004				Termination
Facilities Management	Leroy Ervin	Building Services Attendant	11/14/2003				Termination
Facilities Management	Maurice Moye	Building Services Attendant	11/05/2003				Termination
Men's Basketball	Sean Doherty	Assistant Coach	10/03/2003				Termination
Music	Margery Green	Office Assistant	11/26/2003				Termination
Police	Amanda Basham	Communications Officer	10/18/2003				Termination
Police	Craig Beckmann	Police Officer	12/13/2003				Termination
Police	Jeffrey Eversoll	Police Officer	11/02/2003				Termination
Police	William Turner	Police Officer	11/05/2003				Termination
Police	Glenn Woodard	Assistant Shift Commander	12/21/2003				Termination
Potter College Dean's Office	William Miller	PT Maintenance	11/05/2003				Termination
Student Affairs & Campus Services	James Cummings	Manager, Budgets/Resources	10/31/2003				Termination
University Libraries	Paul Coomer	BW Lib PT Clerical 00	12/15/2003				Termination

Motion for approval of the personnel actions as recommended was made by Mr. Fischer and seconded by Ms. Rogers. Ms. Roberts raised the question about retroactive dates on some of the personnel actions. President Ransdell stated that this policy will be reviewed and changed as a part of the budget reduction process in the next few days.

Mr. Fischer's motion carried unanimously.

AGENDA ITEM 7 - President's Report

- **2003 Strategic Plan Progress Report** - The annual report was distributed. The format used this year in the reporting of the Strategic Plan progress included the *President's Annual Report* for 2002/2003 along with the *Performance Indicators 2002-2006* and the *Strategic Plan 2003-06*. These documents highlight and put into publication form the accomplishments of the University to be shared with important audiences.

The summary of the levels of progress for the seventy-eight current performance indicators during 2002-2003 reflects significant accomplishments and advances in most areas:

<i>Achieved</i>	28
<i>Exceptional Progress</i>	10
<i>Substantial Progress</i>	20
<i>Some Progress</i>	11
<i>Little Progress</i>	2
<i>No Progress</i>	7

In follow up to the Strategic Plan Progress Report, Dr. Ransdell noted that the Board had challenged him at the September meeting to come back with a long-range perspective view on enrollment and tuition. This will be incorporated into the strategic planning process. A recommended tuition schedule through 2008 and an enrollment projection for that time frame will be provided at the April meeting.

President Ransdell commented, "We will know, certainly, by then precisely how this new administration in Frankfort will be moving forward for the next biennium and probably the biennium after that. I already have outstanding communication, and I must tell you how much respect I have gained in the last three weeks with this new Governor and his administration and the long-term view they are taking and how encouraged--I've been very encouraged in the last six-and-a-half years in this job--but I've never been more encouraged about the future than I am today. Much of that is the respect I've gained for this new administration and where we're headed. That doesn't mean there won't be difficulties along the way, and we're experiencing those right now, but when you take a long-term view, what we're going to do as an institution and where we're headed, I could not be more encouraged. I'll be prepared for you in April with a 2008 tuition and enrollment projection, and a construction schedule,

which has to be correlated with that for 2010—very detailed and very precise. Those elements will be incorporated into the Strategic Planning Process as we continue to move forward.”

- **NCAA Recertification Process** - The Board was updated by Ms. Deborah Wilkins on the next part of the process which is an on-campus visit by an NCAA peer group beginning February 9. They will be taken on a tour of facilities which they have identified, followed the next day by meeting with individuals on campus whom they have identified including the Steering Committee, the chairs of the subcommittees, the Faculty Athletics representative, the Chief Financial Officer, Academic Advisor, the Registrar, the Director of Admissions, Director of Student Financial Assistance, the Chair of the University Senate, the Internal Auditor, members of the Student Athlete Advisory Committee, and a miscellaneous selection of other student-athletes outside that group that they will meet with separately. They want to interview the Trainer, view the training facilities; they have pre-identified four head coaches and miscellaneous other coaches they want to meet with. The NCAA has sent three pages of documentation they would like to have ready for their review when they arrive on campus.

Chair Gray appointed Regent Bale to meet with the Chair of the Peer Review Team.

- **Academic Performance of Student Athletes** - Dr. Selig provided data that gave a snapshot of the spring and fall performance of student-athletes as follows:

Spring 2003

Total student-athletes	370	
Athletes with 3.0 Semester GPA	170	(46%)
Athletes with 3.0 Cumulative GPA	148	(40%)

Fall 2003

Total student-athletes	391	
Athletes with 3.0 Semester GPA	162	(41%)
Athletes with 3.0 Cumulative GPA	149	(38%)

Of the twenty intercollegiate athletic programs, eight of them had a semester GPA of 3.0 or better. All eight of these teams are women’s teams. The collective average for all student athletes is 2.71.

Dr. Selig will attempt to gather data that compares WKU academically to other institutions.

- **Distance Education Learning and Outreach** - Dr. Barbara Burch shared information about a recent partnership with China which is the first international contract. The new Division is structured to do various kinds of distance education, corporate contracts, and other things, but this is the first international outreach. Some independent schools in the state have partnered with WKU in getting this to happen. Next fall a contingent of 21-27 government officials from China will be coming here for sixteen months. It will include four months of English as a Second Language training. It is a graduate program--Master’s of Public Administration-- which is designed to prepare people who are interested in advancement of careers in government and public service.

The contract is tailored in a way that sets a special pricing—it pays for everything we do, all of the instruction, gives incentives back to the faculty in the department and ultimately works on a margin that will give some dollars back to the University base and other academic programs. Dr. Burch felt this contract will do much to internationalize the campus population.

- **Parking and Traffic Update** - Mr. John Osborne, Associate Vice President for Campus Services, discussed the many variables which are considered when looking at future parking on the perimeter of campus such as walking-time, accessibility, and campus shuttle service,

etc. He noted that construction is beginning on Phase I of the Chestnut Street property; when completed, it will accommodate 260 cars. However, opportunity for additional parking spaces on campus is very limited unless you go vertical or add to the additional structure.

The fee increase approved in May will pay for a bond to construct additional parking by either adding to the existing structure or building another deck. The consultant, Mr. Charles Barnhart, with *Sherman, Carter, Barnhart*, will discuss some options. Mr. Barnhart has been working very diligently with the campus committee over the past several months.

An overall look at the project began by looking at the project budget of \$10 million; of that, a very sizable portion is held in contingency. The \$850,000 can be returned to the project at the conclusion of the project for other expenditures that are appropriate for this project. The goal and objective was to try and maximize the number of spaces that could be constructed with approximately \$8.5 million.

Mr. Barnhart used a chart to demonstrate the areas looked at in attempting to maximize the number of spaces for construction including:

- North Area that moves out toward Dogwood Avenue. The first observation was that the two-bay expansion would interrupt the existing alignment of Dogwood Avenue. There would need to be relocation in that area. There is a significant number of utilities in that area; and a boiler plant, which is adjacent to Dogwood Avenue, would require modifications to allow construction of the structure.
- South Area - the space between the Parking Structure and Diddle Arena. It was determined that you could likewise add to that space. Some of the benefits, as we looked at it, would be the possibility of tying to Diddle Arena—that seemed to be something that had some merit to explore. Like the North Side, this side had some unique costs associated with it. Taking away from the \$8.5 million, such things as the demolition of the ramp where you enter the parking structure, because we would be building above that structure to maximize, and also the demolition of that circular express exit which would need to be removed. There is a fair amount of utilities in that area that would also need to be relocated. In addition to these added costs that would need to be funded out of the \$8.5 million, we looked at, in great detail, the conditions of the existing parking structure. Engineers from Carl Walker Associates spent several days in the existing parking structure doing analysis of the condition of the structure. Generally, they found that the existing structure was in good repair, but the analysis identified that, over the next several years, approximately \$1.2 million of repairs need to be looked at for maintenance issues. The good news there is nothing can be done of a significant nature immediately, but over the next five or so years, that work should be divided up in terms of an annual budget to take a look at some of these repairs. An allocation of about \$400,000 was made which was felt needed to be put into the project at this time.

In looking at the north and the south sides and the repairs that were felt would improve the project at this time, an effort began to maximize the number of spaces and what the net effect on the addition would be. In the north and south expansion, the north expansion yields about 788 spaces, and the south expansion yields about 745 spaces. This was made up in the combination of new structure added on to the building, either north or south, and the restriping of the existing parking structure just taking the angles and bending them in and making them closer to 90 degrees. That alone picked up about 110 spaces in the existing parking structure; in fact, we've done a test of that to make sure they are maneuverable, etc. That test work has been finished and appears to be a success, and we are recommending that move ahead.

In reviewing these two expansions, we felt it might be prudent to look at what it would cost, or how many spaces you would gain if you constructed an entirely new

structure by comparison. We looked at a new structure that would be placed between the Diddle Arena and Smith Stadium. The net effect, in our evaluations, was estimated to be about 745 net spaces. That takes away the spaces that we would building the garage on the top of; they now would be incorporated in the new parking structure. The Committee looked at this input and this information and at an option-comparison chart to try to get direction on how to proceed. Several things—future expansion, the restoration for a 20-year service life—the existing parking structure has a predictable service life of about 20 years *if* you make these \$1.2 million in improvements over the next five years. The new parking structure would be designed for many, many years longer than that. The existing parking structure has about a ten-foot floor height restricting a lot of the light inside the parking structure. That low floor height can contribute to sort of dark areas inside the building, so that was part of our evaluation. At the conclusion of the evaluation, the Committee felt that it was in the best interest of the University to construct a new parking structure and allow for the other improvements to the existing structure and restriping that structure. That is what we have moved on with.

We have broken this \$8.5 million project into two bid packs to try and help facilitate our project schedule. The first bid pack concerns what work we're going to do with the existing parking structure. We will spend the \$400,000+ making repairs to the parking structure. These are the highest priorities that we'd be looking at. Part of the economical parking plan to increase our parking would be to construct a service lot along Dogwood and adjacent to University Boulevard, and we're proposing the addition of 34 parallel parking spaces along Dogwood Avenue. We're going to dress up this phase of the building with landscaping and some fencing to try and eliminate some of the existing fencing that is unsightly that separates the service areas of the parking structure. We think we'll be out to bid March 29, and we'll start construction around April 22. This work should be completed on August 2 prior to the start of the fall semester.

As part of the repairs and restoration to the existing structure, we are proposing that we water blast and water clean the exterior of the parking structure and put a sealer and stain on the exterior which would assist in its 20-year service life. That gives us an opportunity to pick up some of the colors that are more conducive to the campus in this immediate area.

Bid Pack B would be the new parking structure. This has become a little more efficient than we had originally estimated; we estimated that about 745 cars would fit into a five-level structure; and our schematic layout now shows we're having about 825 spaces. There's been some consideration given to a green space that would contain about 125-150 cars. That's a trade off of what you currently have existing in this space. We're shown access directly into the garage along University Boulevard in the center of the building with an express parking ramp into the building. There is the ground floor and four additional floors elevated. The existing ticket access would be maintained where it would pick up a few extra spaces on the ground and at the location at the end of the first stair tower of Diddle Arena.

Bid Pack B would include, \$825,000 for parking structure site improvements associated with the entire site. We are providing heavy-duty concrete walks to allow for vehicles to pass through this area when they are needed – ball games, large tractor trailers, etc. that facilitate those kinds of activities. We will redevelop the site lighting as appropriate. This project will be out for bid June 10; we'll be able to start construction July 17; and complete June 1, 2005.

Some of the great features in the new structure include glass stair towers and elevators in each corner of the building that will be glass-back elevators. These would be difficult, if not impossible, to do in the existing parking structure. This allows for disability into the stairs and elevators as well as outside which is a very significant safety feature.

Currently being studied is the possibility of banners that represent Western Kentucky University - sports activities or other interests that you might have—we could provide those on the sides as well as the fronts facing Big Red Way as well as University Boulevard.

A long period of discussion followed with many questions raised and concerns expressed by members of the Board. Eventually the Board requested that this item be brought back to the Board with more detailed information on paper. This issue will be addressed again at a special called meeting in approximately two weeks. A transcript of the discussion is filed in the Board’s official files for the meeting.

- **Deferred Maintenance Report** - Dr. Ransdell reported to the Board on the difficult conditions for the faculty and students in the Department of Physical Education and Recreation. The enrollment in that program has grown from 125 to 240 (about 91%) in the last five or six years. After visiting the area for a meeting a few weeks ago, Dr. Ransdell commented, “I had no idea we had conditions on this campus that our faculty and students have to endure the way these faculty have been enduring and building a program over the last few years.” He displayed a chunk of concrete that fell out of the ceiling in the middle of a room in one of the buildings used by Physical Education and Recreation and told about other ways the building has deteriorated to a deplorable condition.

As a part of the Academic/Athletic Performance Center concept that Dr. Selig has been working on, an analysis of the entire Stadium has been done which revealed some serious problems. There is a real looming challenge with the Stadium. This is symptomatic of the deferred maintenance problems that will be presented later this spring in a report that will illustrate major building systems challenges in Tate Page Hall, Ivan Wilson Center, Environmental Sciences Building, and the Kentucky Building along with the Stadium. This doesn’t include all the things on the building renovation radar screen for the next five or ten years.

- **Informational Technology Update** - Dr. Kirchmeyer distributed a report and talked about Educational Telecommunications, Western’s Public Radio, WKYU-PBS, Interactive Distance Education, International Journalism and Media Management Training program, and Student Television Services. A copy of this report is filed in the Board’s official files.
- **2004 Federal Appropriations Status Report** - Ms. Robbin Taylor discussed the following projects approved for Western Kentucky University:

<u>Continuing Projects</u>	<u>Appropriated FY ‘04</u>	
Water Technology Assistance Center Dr. Andy Ernest	\$500,000 EPA \$400,000 USDA	<i>*new source of funds</i>
Science Building Equipment Dr. Blaine Ferrell	\$1.165 Million	
Mobile Health Unit Staci Simpson	\$500,000	

Agriculture Research Center
Dr. Blaine Ferrell

\$2,560,000

**new appropriation for ARS Center is \$450,00; total is \$2,560,000 - each year the funds build from previous year's appropriation*

Clean Coal/Coal Combustion Research
Dr. John Riley & Dr. Wei-Ping Pan

n/a

**language in the Dept. Of Energy Appropriations bill calls for the continuation of this project with WKU; although no dollar amount is specified, this project received \$2,000,000 in FY '03*

Foreign Journalist Training Program
Jerry Barnaby

n/a

**language in the Foreign Operations appropriations bill calls for continuation of WKU/Internews partnership to train foreign journalists; although no dollar amount is specified, this project received \$1.3 million in FY '03*

New Projects

Appropriated FY '04

Shuttle Bus System
Dr. Gene Tice

\$2,500,000

Wastewater Management Research
Dr. Andy Ernest

\$500,000

Spotlight Youth – Youth Outreach Project
Dr. Katrina Phelps

\$1,000,000

Hispanic Resource Center
Lucy Juett

\$700,000

China Environmental Health Initiative
Dr. Chris Groves

n/a

**language in the foreign operations appropriations bill directs priority consideration for this project; no funds were directly appropriated, which simply means that the agency has discretion on level of funding for project based on proposal submission; \$1.5 million is being sought*

Small Business Incubator, Center for R&D
Ann Mead

\$100,000

Accelerated Nursing Education Program
Donna Blackburn

\$400,000


Total FY '04 Federal Appropriations \$10,325,000

Ms. Taylor noted that, "For the past three years we have maintained a level of approximately \$5 million in federal appropriations. This year represents a significant increase for WKU. Congressman Ron Lewis is responsible for the Incubator funding and Senator Jim Bunning is responsible for the accelerated nursing program funding. Senator Mitch McConnell is responsible for all the others. Ken Lee's work with the staffs of our Congressional delegation and his expertise in identifying sources of funds for the projects are critical to our success as are the efforts of WKU faculty and staff who create and implement these funding proposals.


With nothing further on the agenda, motion to adjourn was made by Ms. Rogers, seconded by Ms. Roberts. The meeting adjourned at approximately 12:40 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 first quarterly meeting held January 23, 2004, in the Cornelius A. Martin Regents Room in Mass Media and Technology Hall 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
April 30, 2004


Elizabeth W. Esters
Secretary


Elizabeth W. Esters
Secretary
April 30, 2004