

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

April 30, 2004

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the second quarterly meeting of the Board of Regents of Western Kentucky University was held in the *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 a.m., CDT.

AGENDA ITEM 2 - Invocation

The invocation was provided by John Bradley, Student Regent.

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. James B. Tennill

Mr. Sheffer 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 Information Technology; Ms. Ann Mead, Chief Financial Officer and Assistant to the President for Economic Development; Dr. Gene Tice, Vice President for Student Affairs and Campus Services; 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.

Mr. Martin, Chair of the Committee to Coordinate and Facilitate the President's Evaluation, provided the Board with an update of this year's evaluation. Other members of the Committee were Kristen Bale and Jim Tennill. Following receipt of this year's data, the information was summarized and reviewed with Dr. Ransdell by Mr. Martin and Ms. Gray. The overall evaluation was an excellent one. Dr. Ransdell's goals and objectives and progress report were outlined in a memorandum to the Board dated January 22, 2004.

Appreciation was expressed to Dr. Ransdell for the job that he and Julie are doing in serving the University. The Committee was charged with recommending to the Board the 2005-06 salary. Mr. Martin made a motion to approve the 2004-05 salary of \$250,000. The motion was seconded by Mr. Fischer.

Ms. Bale commented, "I'd like to express appreciation for all that you've done; I should mention a successful campaign and the recent budget cut that you have guided us through. You handled that extremely well as did the rest of the administration, and that is not an easy thing to do--so those are some of the tough things. Some of the positive things have been addressed; I think the tough issues need to be addressed as well, plus you are going to present an innovative package in the next few minutes that is done with the creativity and foresight for which you were appointed to this position. I just want to add those comments, and I also want to add that you have not only been innovative, but you've always had the foresight of putting academics first at this University. I appreciate your presence and look forward to a long future."

Ms. Rogers, "In my tenure on this Board I have been pleasantly surprised and pleasantly pleased to see how you handled yourself with the public, with the faculty, with the students; your ability to handle tough issues and the ones that are not so tough, I am most pleased and think you are most deserving of everything we can give you."

Dr. Ransdell commented, "Julie and I both are exceedingly grateful not only for your support but for the opportunity to be in this job at our alma mater, and it's a rare circumstance that we take very seriously. The motivation is keen, and I must say that the Administrative Council with whom I have the opportunity to work, the executive officers of the institution, are far and away the strongest among the universities in this State. They are professional, they are experienced, they are prudent and bright and work just as hard as I do in every endeavor, and I could not be more pleased with our collection of vice presidents, deans, department heads--it's a

great team; and it is a team effort, but it's also a team effort with the leaders across this community; across this state and throughout our alumni constituency that is allowing an awful lot of good things to happen, and that's what motivates me the most. I look forward to serving in this capacity for the rest of my career; and with what we're going to talk about in the next few minutes, I think the next half a dozen years are so promising for this University. I appreciate your confidence and support and the cohesion that this administration enjoys. I recognize that that is not to be taken for granted, but that's a communication two-way street that has to be sustained both ways, but the cohesion that we share is, no secret, the key to our success. Our governance structure is sound, solid, and reliable; and I'm very grateful to have that circumstance in place."

Dr. Dietle offered an explanation of his intention to abstain on the vote stating, "I do think President Ransdell has done a good job and he deserves a salary increase; but from the University's perspective, this Board has had as a goal for years of bringing up faculty and staff compensation in comparison to our benchmarks. Because of the financial realities out there, we have not made the progress that I had hoped we would make. I don't think it is anybody's fault around this table or certainly not the President's fault--it just hasn't happened. This year we're looking at a three percent salary pool for faculty and staff, and the possible range of raise for any individual faculty or staff member would receive would be anywhere from zero to around six percent, and so I thought about this last night; and if it were within the range that the rest of us are looking at, I could support it. I'm not going to say no, but I'm going to have to stand aside on this vote. Last year a very good and wise decision was made when the decision was made to keep the increase within the range of the salary increase that the rest of the community received. I want to emphasize again it is not in any way a judgment on the President's performance, I think he's done a very good job."

Ms. Jordan commented, "Dr. Ransdell, you know how much I think you've been good for the University, but I also have a problem with the percentage being higher than what is the standard for the rest of the faculty and staff at Western. That is not a reflection on what I perceive your performance to be--it's a standards principle. If the rest of us are asked to tighten our belts and look at three to six percent, then I would expect that of our leadership as well."

Mr. Martin stated, "I certainly agree with the positions that everyone has, but I think what

this University should be thankful for is that President Ransdell has committed to us to see this transformation through—that is what we've asked him to do. If we had to replace him with someone of his caliber, \$250,000 probably wouldn't start. I just want to let you know that we have a bargain, and we appreciate it. His love for this University and his commitment to this University are what keeps him here—it is not the money.”

Chair Gray called for the question; the motion to approve the 2004-05 salary of \$250,000 for President Ransdell carried with three members abstaining; those being Mr. Bradley, Dr. Dietle, and Ms. Jordan.

AGENDA ITEM 4 - Disposition of minutes of the meeting of the first quarterly meeting of January 23, 2004, and special meeting of February 13, 2004

The minutes were presented by the Chair without reading inasmuch as copies were mailed prior to the meeting. Ms. Roberts called attention to a correction in the second paragraph of page 17 of the minutes of the January 23. Motion for approval as corrected was made by Ms. Bale and seconded by Mr. Fischer. The motion carried unanimously.

AGENDA ITEM 5 - President's Report

5.1 Tuition Schedule

President Ransdell presented the long-range tuition and campus enhancement plan that is attached to the minutes as Attachment I. This recommendation is presented on the agenda for approval under the Finance and Budget Committee.

5.2 Employee Benefits - Human Resources

The Board heard a presentation from Tony Glisson, Director of Human Resources, on employee benefits at WKU that included vital statistics; University contribution history to employee health insurance; then vs. now; significant milestones over time; improvements through technology, and future initiatives.

5.3 Restaurant Renovation/DUC

John Osborne, Associate Vice President for Campus Services, discussed plans for an exciting new restaurant in the Downing University Center that will be under construction in the summer of 2004 following the appropriate state approvals and hopefully will be operational in the fall.

5.4 Summer Construction Schedule

Mr. Ed West updated the Board on the construction projects that are currently or soon-to-be underway including work that is continuing on the Science Building; the underground electrical distribution system; Van Meter overlook repair and landscape; the parking structure; and the Downing University Center, Phase II.

5.5 Foundation Audits

Dr. Ransdell reported he would have ready for the Board at the summer meeting the collective audits of affiliated and non-affiliated foundations—the WKU Foundation; the College Heights Foundation; the Hilltopper Athletic Foundation, and the Research Foundation. The challenge is some of those are on a calendar year, and some are on a fiscal year basis, and in order to bring a collective report/summary of all audits, we need to wait until they all are complete for this year.

AGENDA ITEM 6 - Committee Reports

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

6.1.1 Approval of division of the Department of Modern Languages and Intercultural Studies into a Department of Modern Languages and a Department of Folk Studies and Anthropology.

FACTS: The Department of Modern Languages and Intercultural Studies was established some twenty years ago by combining the Department of Foreign Languages with the program in Folk Studies. Subsequently, the program in Anthropology was added to the Department. The programs in Folk Studies and Anthropology have developed a distinct identity and have grown to the point that it is desirable to create a separate organizational home for them. Doing so will allow these programs to grow even stronger and will particularly allow greater visibility for the University's outstanding Folk Studies program. An additional benefit of this change will be to bring greater organizational focus to modern foreign languages programs, programs that are vital to the University's general education, teacher education, and language and culture studies priorities.

The proposed reorganization is responsive to Strategic Goal 5: Improving Institutional Effectiveness contained in the University's Strategic Plan, Challenging the Spirit.

The faculty in the existing Department of Modern Languages and Intercultural Studies are overwhelmingly in favor of this proposed reorganization. It is recommended that this change be effective July 1, 2004.

COST IMPLICATIONS: The costs of this reorganization should be minimized through careful planning. Funding for an additional Office Associate position and for a department head's salary adjustment will be identified through the overall 2004-2005 staffing plan for Potter College of Arts, Humanities and Social Sciences. Office renovation and office equipment and supplies will be provided through funding from the Office of the Provost and through reallocation within the College, as appropriate.

RECOMMENDATION: President Ransdell recommends that the Department of

Modern Languages and Intercultural Studies be divided into a Department of Modern Languages and a Department of Folk Studies and Anthropology effective July 1, 2004.

Approved: Academic Affairs Committee, April 9, 2004

6.1.2 Approval of division of the Department of Accounting and Finance into the Department of Accounting and the Department of Finance; the Department of Economics and Marketing into the Department of Economics and the Department of Marketing; and the Department of Management and Computer Information Systems into the Department of Management and the Department of Computer Information Systems

FACTS: In an earlier reorganization, the Gordon Ford College of Business requested that the six departments in the college be consolidated into three departments for administrative purposes. The goal was to streamline the organizational structure of the college. It gradually became apparent, however, that there were few cost efficiencies to be realized and there were chronic difficulties caused by trying to coordinate the distinct disciplinary identities of the component parts of these combined departments. The result is that *de facto* the six academic disciplines have increasingly been operating as six distinct units. Therefore, it is appropriate to recognize this fact by officially reestablishing the six original academic departments.

This proposed organization structure in the Gordon Ford College of Business is intended to be responsive to **Strategic Goal 5: Improving Institutional Effectiveness** contained in the University's Strategic Plan, Challenging the Spirit.

The proposed organizational structure would go into effect July 1, 2004.

COST IMPLICATIONS: No physical changes will be required for this restructuring. Any costs associated with office staffing or administrative stipends will be covered through reassignment of existing positions and reallocation of funds within the Gordon Ford College of Business.

RECOMMENDATION: President Ransdell recommends that the Department of Accounting and Finance be divided into the Department of Accounting and the Department of Finance; that the Department of Economics and Marketing be divided into the Department of Economics and the Department of Marketing; and that the Department of Management and Computer Information Systems be divided into the Department of Management and the Department of Computer Information Systems effective July 1, 2004.

Approved: Academic Affairs Committee, April 9, 2004

6.1.3 Approval of Faculty Emeritus/a Status

RECOMMENDATION: President Ransdell recommends approval of faculty emeritus/a status for the following retired faculty members:

Dr. Richard Troutman, Professor of History, Emeritus;
Dr. Ruby Meador, Professor of Allied Health, Emerita;
Dr. George Masannat, Professor of Political Science, Emeritus;
Dr. James Wesolowski, Professor of Journalism and Broadcasting, Emeritus; and
Dr. Joseph Uveges, Professor of Political Science, Emeritus.

Approved: Academic Affairs Committee, April 9, 2004

6.1.4 Approval of naming of the learning assistance center at the Bowling Green Community College of Western Kentucky University as the Alice Rowe Learning Assistance Center.

FACTS: Dr. Alice Rowe served as a faculty member at Western Kentucky University

from 1976 through 1999. During her tenure she devoted special attention to the development of the community college division of the university and was especially concerned with finding ways to meet the needs of the wide array of students and potential students who were seeking access to post secondary education in south central Kentucky. She believed that, regardless of how many years an individual had been away from formal education or how many educational deficiencies they might have, nearly everyone could be successful as a student if given the appropriate support and encouragement. To that end, she became a particularly strong advocate of the Bowling Green Community College of Western Kentucky University in general and the Community College Learning Assistance Center in particular.

Many of Dr. Rowe's dreams have come to fruition with the successful establishment of the Community College Learning Assistance Center. It is therefore appropriate that the Center is renamed the *Alice Rowe Learning Assistance Center*.

This action would be in keeping with **Strategic Goal 1: Increasing Student Learning** from the University's strategic Plan, Challenging the Spirit.

COST IMPLICATIONS: There will be no significant costs associated with this renaming.

RECOMMENDATION: **President Ransdell recommends approval of renaming the Learning Assistance Center at the Bowling Green Community College as the *Alice Rowe Learning Assistance Center* effective upon Board of Regents approval.**

Approved: Academic Affairs Committee, April 9, 2004

6.1.5 Approval of a plan for enhancing the student body and attracting highly qualified non-resident students through expanding the number of counties in the Tuition Incentive Program (TIP) and through offering a special tuition rate for non-resident students who meets high academic standards.

FACTS: Western Kentucky University has consistently sought to both diversify and improve the academic quality of its student population. The university has been reasonably successful in this effort but is always looking for opportunities to improve in these respects. The plan now being proposed for Board of Regents' approval involves two components: expanding to additional counties a modified version of the successful Tuition Incentive Program (TIP) and offering a special tuition rate to any non-resident undergraduate student who meets certain academic standards.

Under this plan the Tuition Incentive Program would be extended to clusters of counties in the Atlanta, Georgia; Tampa, Florida; and Chicago, Illinois areas. Western currently enrolls few non-scholarship students from these areas. The counties added to the Program will be: Pinellas, Manatee, Hillsborough, and Polk in Florida; Cook, Kane, Lake, McHenry, and DeKalb in Illinois; and Fulton, Gwinnett, Cobb, and Clayton in Georgia. Students from these counties who initially enroll at Western in Fall 2004 or later will be eligible for this program. Tuition for eligible students will be set at 125% of the full-time resident tuition rate.

The second part of the plan involves offering a special tuition rate to any non-resident student who seeks to enroll at the university and has an ACT score of 24 or higher and a high school grade point average of 3.4 or higher. Eligible students would be able to enroll as a full-time student at a tuition rate of 125% of the full-time resident rate. This opportunity will be available to qualified students who initially enroll at Western in the Fall semester of 2004 or later. Students in this program will also be eligible for consideration for Presidential, Award of Excellence, and Hallmark scholarships, but not for Regents scholarships.

This plan is consistent with **Strategic Goal 2: Developing the Student Body** included in the University's Strategic Plan. It will be part of a national and international recruitment

plan to attract diverse and highly qualified students from throughout the United States and beyond. It will also support the University's SACS Quality Enhancement Plan that focuses on student engagement for success in a global society.

COST IMPLICATIONS: Costs associated with implementation of this plan will be more than offset by the anticipated additional tuition revenue coming from students who would not otherwise be enrolled at the university.

RECOMMENDATION: President Ransdell recommends the addition of Pinellas, Manatee, Hillsborough, and Polk counties in Florida; Cook, Kane, Lake, McHenry, and DeKalb counties in Illinois; and Fulton, Gwinnett, Cobb, and Clayton counties in Georgia to the University's Tuition Incentive Program and the approval of a special tuition rate of 125% of the full-time resident rate for non-resident students who meet the academic standard of an ACT score of 24 or higher and a high school grade point average of 3.4 or higher.

Approved: Academic Affairs Committee, April 9, 2004

6.1.6 Approval of Honorary Doctorate for U. S. Senator Mitch McConnell.

FACTS: The University Honorary Doctorate Committee has considered several outstanding candidates as possible recipients of honorary degrees from Western Kentucky University. The Committee has decided to recommend that U.S. Senator Mitch McConnell be awarded an honorary doctorate at the May 2004 Commencement.

Senator Mitch McConnell is a native of Louisville, Kentucky. He received his undergraduate degree from the University of Louisville and his law degree from the University of Kentucky. Following graduation, he gained experience in Washington, D.C. serving as an intern with Senator John Sherman Cooper, a legislative assistant with Senator Marlow Cook, and a deputy assistant attorney general under President Gerald Ford. He returned to Louisville and was elected in 1978 to serve as County Judge-Executive of Jefferson County. In 1984, he was elected to the United States Senate and has been re-elected in 1990, 1996, and 2002.

Senator McConnell currently serves as a senior member of the Senate Appropriations Committee and the Senate Agriculture and Rules Committees. He chairs the Foreign Operations Appropriations Subcommittee, a key position influencing U.S. foreign policy.

In November, 2002, Senator McConnell was unanimously elected Majority Whip which makes him the second-ranking Republican in the United States Senate. Senator McConnell has been of considerable assistance to Western Kentucky University helping the university qualify for various federal research, training, and infrastructure development grants.

Senator McConnell is married to the United States Secretary of Labor Elaine L. Chao. He is the father of three daughters: Elly, Claire, and Porter.

Senator McConnell's leadership and his contributions to the development of Kentucky merit the awarding of an honorary doctorate by Western Kentucky University.

RECOMMENDATION: President Ransdell recommends that an honorary doctorate be awarded to U.S. Senator Mitch McConnell at the May 2004 Commencement.

Approved: Academic Affairs Committee, April 9, 2004

6.1.7 Approval to create a Center for Entrepreneurship and Innovation in the Gordon Ford College of Business

FACTS: Over past years, Western Kentucky University has undertaken a number of initiatives to advance economic development, work force development and improve the competence of graduates or individuals served by outreach activities. Included in these

efforts have been the successful reinstatement of the internationally-accredited MBA program with over 250 graduates, the introduction of new curricula in international business, computer information systems, finance, and entrepreneurship in the Gordon Ford College.

As part of the Ford College and University planning and development efforts, leadership for advances in entrepreneurship activities were bolstered with the appointment of Dr. Leo Simpson as the first Mattie Newman Ford Professor in Entrepreneurial Studies. In addition, Dr. Kirk Herriott was employed as an Associate Professor of Management and Entrepreneurship. New courses have been developed and an academic minor is now operational in entrepreneurship along with chapters of the *Students in Free Enterprise (SIFE)* and *Collegiate Entrepreneur's Organization (CEO)*. Scholarships dedicated to new venture development have been granted from the Don and Suzanne Vitale Endowment and a second chaired professorship from the Vitale's fund is planned.

This proposal is to create and formalize a Center for Entrepreneurship and Innovation at Western Kentucky University. This center is focused upon providing assistance to growing new or existing business firms through assistance with business plans, financial strategies, training, information technologies, and other essentials required to succeed in business. It is also important to note that the proposed Center is multi-disciplinary, and boundaries will extend well beyond the Ford College to the sciences, technology, health, agriculture, the arts, education, and to individuals or organizations seeking business skills, knowledge, and expertise.

This proposal is supported by the Gordon Ford College of Business. Attached is a copy of the full proposal. In addition, a number of support letters have been secured from business and community leaders who recognize the need for a Center and the services and catalytic role that this Center will provide. As part of this venture, our students will gain marketable skills and receive learning experiences of high quality. We expect grant funding and private support will continue from a variety of State, Federal and private sources. The Center will enable the university to better serve the region and Commonwealth of Kentucky This action would be in keeping with **Strategic Goal 4: Enhancing Responsibilities to Constituents** from the University's strategic Plan, Challenging the Spirit.

COST IMPLICATIONS: There will be no significant costs associate with the creation of this center.

RECOMMENDATION: **President Ransdell recommends approval to create a Center for Entrepreneurship and Innovation in the Gordon Ford College of Business, effective upon Board of Regents approval.**

Approved: Academic Affairs Committee, April 9, 2004

Motion by Ms. Bale, seconded by Ms. Jordan to approve Agenda items 6.1.1 - 6.1.7

as approved by the Academic Affairs Committee of the Board on April 9 as follows:

- approval of the division of the Department of Modern Languages and Intercultural Studies into the Department of Modern Languages and the Department of Folk Studies and Anthropology, effective July 1, 2004;
- approval of the division of the Department of Accounting and Finance into the Department of Accounting and the Department of Finance; the division of the Department of Economics and Marketing into the Department of Economics and the Department of Marketing; and the division of the Department of Management and Computer Information Systems into the Department of Management and the Department of Computer Information Systems, effective July 1, 2004;
- approval of faculty emeritus/a status to those listed in the recommendation;

- approval of the renaming of the Learning Assistance Center at the Bowling Green Community College as the Alice Rowe Learning Assistance Center upon approval of the Board of Regents;
- addition of Pinellas, Manatee, Hillsborough, and Polk counties in Florida; Cook, Kane, Lake, McHenry, and DeKalb counties in Illinois; and Fulton, Gwinnett, Cobb, and Clayton counties in Georgia to the University's Tuition Incentive Program and approval of a special tuition rate of 125% of the full-time resident rate for non-resident students who meet the academic standard of an ACT score of 24 or higher and a high school grade point average of 3.4 or higher;
- approval of an honorary doctorate degree for Senator Mitch McConnell, to be awarded on May 10, 2004; and
- approval of the creation of a Center for Entrepreneurship and Innovation in the Gordon Ford College of Business, effective upon Board of Regents approval.

Ms. Bale's motion carried unanimously.

6.1.8 Approval of Distinguished University Professor appointments for 2004-2005.

FACTS: Following a review of the nominations and applications received, the Distinguished University Professor Committee, Provost Barbara Burch, and President Gary Ransdell are pleased to recommend the appointment of the following faculty members as Distinguished University Professors effective with the 2004-2005 academic year:

Dr. Michael J. Seidler is a Professor in the Department of Philosophy and Religion. He joined the Western faculty in 1986 after completing his undergraduate degree at Xavier University and his doctoral studies at St. Louis University. While at Western, he has developed a reputation as a serious scholar and a dedicated and effective teacher. In particular, he has earned an international reputation for his scholarship on the work of Samuel von Pufendorf, one of the most important, though often overlooked, philosophers and thinkers of the modern age. His peer reviewers are effusive in their praise for the quality of his work. He has also made excellent contributions in the area of service, particularly with regard to the application of moral and ethical values to medicine, law, business, and everyday life. Dr. Seidler's work has brought national and international recognition to him and to the university and is well deserving of appointment as a Distinguished University Professor.

Dr. Joseph L. Trafton is a Professor in the Department of Philosophy and Religion. He received his B.A. from Florida State University, did graduate study at the Gordon-Conwell Theological Seminary, and completed his Ph.D. at Duke University. He first joined the Western faculty as an Instructor in 1977 and then rose through the ranks, becoming a Full Professor in 1991. Dr. Trafton's academic field is Biblical Studies with specialties in New Testament and Second Temple Judaism. He is an outstanding and popular teacher who regularly carries very heavy teaching loads while maintaining a varied repertoire of course offerings. He has been invited to participate with a highly-selective group of scholars doing original research on the Dead Sea Scrolls. Dr. Trafton has published several books, the most recent of which is a commentary entitled Reading Revelation, and numerous articles and papers. He also gives generously of his time outside the university as an in-demand speaker at schools, civic organizations, and churches. Dr. Trafton exemplifies all-around excellence as a faculty member and is very deserving of designation as a Distinguished University Professor.

RECOMMENDATION: President Ransdell recommends the appointment of Dr. Michael J. Seidler and Dr. Joseph L. Trafton as Distinguished University Professors effective with the 2004-2005 academic year.

Motion for approval of the appointment of *Dr. Michael J. Seidler* and *Dr. Joseph L.*

Trafton as Distinguished University Professors effective with the 2004-2005 academic year was

made by Ms. Bale, seconded by Mr. Bradley, and carried unanimously.

6.2 Executive Committee

6.2.1 Approval of and authorization for the President to take actions necessary to acquire property owned by Dr. Henry Hardin at:

- **1780 Normal Drive, Bowling Green, Kentucky, under the terms and provisions outlined herein.**

FACTS: 1780 Normal Drive has an appraised fair market value of \$100,000. The University proposes to pay Dr. Hardin the sum of \$50,000 for a 50% interest in the property

The remaining interest in the property, valued at \$50,000, will be conveyed to a Charitable Remainder Annuity Trust with the WKU Real Estate Corporation as Trustee, for a 14-year period. The Trust will pay Dr. Hardin or his heirs income from the Trust in the amount of \$3,500 annually, for the 14-year period.

It is the University's intention to draw upon the University Reserve for payment of the lump sum amount of \$50,000. The property is currently rented, and rental income will generate revenue for the annuity payment. This property is located adjacent to the main University campus.

In addition to the one-half interest in 1780 Normal Drive being acquired by the WKU Real Estate Corporation, the WKUREC will also be acting as Trustee for the *Henry N. Hardin Charitable Remainder Trust*, which will contain two other properties – 1554 State Street and 1553 Chestnut Street. Although the University does not have an immediate use for 1780 Normal Drive, 1554 State Street, or 1553 Chestnut Street, the properties contain residential buildings and lie within the area identified by the campus master plan update as future growth areas. Total appraised fair market value of all three properties is \$301,000.

Approved: Executive Committee, April 9, 2004

- **REQUEST: Approval of and authorization to enter into a lease-purchase agreement with the WKU Foundation, Inc., for 1770 Normal Drive.**

RECOMMENDATION: The President requests authorization and approval to enter into a lease-purchase agreement with the WKU Foundation, Inc., for 1770 Normal Drive, which is located adjacent to existing University property on University Blvd. and Normal Drive, and owned by Dr. Henry Hardin for the sum of \$275,000 under the terms and conditions outlined herein.

FACTS: This property lies on Normal Drive, across from Zacharias Hall. There is a large single-family residence on this large .97 acre lot which is in excellent condition. The WKU Foundation, Inc., will purchase the property for \$275,000, which is 5.8% above the appraised fair market value of \$260,000. The Foundation will secure financing for this amount for 15-30 years at the best possible market rate, which would result in a monthly payment of \$1400.00 to \$1500.00 per month. The University will, in turn, lease the property from the WKU Foundation for a rental amount equal to the resulting monthly payment amount to the Foundation. The lease will contain the option for the University to buy the property at anytime during the term of the lease for the remaining balance owed on the property or it will be transferred to the University at the end of the 15-30 year period.

The University's intention is to cover the \$16,000-\$17,000 annual cost, rent the property, and use the annual rental revenue to cover most, if not all, of the annual expense.

This property is located adjacent to the main University campus. It is within the area identified by the campus master plan update as a future growth area.

Motion by Ms. Gray, seconded by Mr. Fischer to:

- authorize and approve the President to take actions necessary to acquire property owned by Henry Hardin located at 1780 Normal Drive, Bowling Green, Kentucky, under the terms and provisions outlined herein; and
- approve and authorize the lease-purchase agreement with the WKU Foundation, Inc., for 1770 Normal Drive, for the sum of \$275,000.

The motion carried unanimously.

Reserve Fund:

President Ransdell commented on the current state of the Reserve Fund stating,

"I fully realize that our Reserve Fund is in a precarious state at this point; and in anticipation of the question of what is our Reserve Fund balance at this time, let me tell you what the fund balance is at this time, and how these fit into it. These actions will create right at \$100,000 draw on the current reserve of \$557,195 for a balance of \$457,695; there will be a \$600,000 addition to the Reserve Fund by June 30, 2004, from Auxiliary Enterprises for a balance of \$1,057,695 on June 30, 2004. An additional repayment of \$600,000 is anticipated by June 30, 2005. We will continue to direct nonrecurring funds into our Reserve Fund until we reach the Board-mandated balance of \$2 million. The Reserve Fund took a significant draw to achieve much of our nonrecurring budget cut mandate from the State a couple of months ago. We will rebuild it; in the meantime, there will be other property purchases in the months ahead, but we will continue to be diligent with the balance in the Reserve Fund. It may take a couple of years, but we will get back to the \$2 million level even with withdrawals for property acquisition."

6.2.2 Approval of and authorization to purchase 1660 Normal Drive, Bowling Green, Warren County, Kentucky.

FACTS: This property lies on Normal Drive, in Bowling Green. There are two single-family residences on this property, which are in fair/good condition. The purchase price for the property is 10% above the appraised fair market value. This amount will be paid in five annual installments of \$49,500, beginning in May 2004. Title to the property will pass to Western upon the first payment being made. The four subsequent payments will be made to Dr. Guthrie on July 1 of each year. Acquisition of the property is in keeping with the University's Master Plan and would improve access and utilization of other property already owned by the University in that area. Dr. Guthrie has agreed to make gifts of \$10,000 per year for the next five years to the Charles and Vera Guthrie Scholarship Fund, which supports deserving students attending Western Kentucky University.

It is the University's intention to draw upon the University Reserve for the annual payments of \$49,500.

Motion to approve and authorize the purchase of 1660 Normal Drive, Bowling Green, Warren County, Kentucky, for the sum of \$247,500 was made by Ms. Gray, seconded by Mr. Tennill and carried unanimously.

6.2.3 President's annual evaluation/salary recommendation

This item was covered at the beginning of the meeting to enable Mr. Martin who chaired this Committee to leave for another commitment.

6.2.4 Development Update

Mr. Hiles reviewed the informational materials found on pages 23-29 of the agenda packet.

6.2.5 Nominating Committee

Chair Gray appointed Mr. Tennill to chair the Nominating Committee that will bring forth the recommended Board officers for 2004-2005. The recommended slate of officers will be presented at the July Board meeting.

6.3 Finance and Budget Committee

6.3.1 Approval of the revisions to the 2003-04 Operating Budget.

FACTS: The proposed revisions to the Western Kentucky University 2003-04 Operating Budget in the amount of \$1,546,463 are as follows: The University received \$19,790 above budget for the sale of WKU license plates through the State; these funds will be used in the scholarship budget. The Board of Regents approved at its October, 2003 meeting increasing tuition beginning January, 2004, for the Academic Quality fee. We asked the Board to approve a revision in January, in the amount of \$2,500,000; this fee has generated additional dollars; therefore, we are requesting expenditure authority for an additional \$400,000. Royalty funds are to be allocated in the amount of \$2,836; these funds will be returned to Information Technology and to the Applied Research and Technology – Program of Distinction. Facilities Management received a refund check in the amount of \$3,065 that will be returned to the division. Unbudgeted tuition in the amount of \$175,000 is being allocated to cover the cost of the South Campus Ballroom renovation. The Office of International Programs is required to give a test to some international students, and the fee is being returned to the department in the amount of \$980. Additional revenue generated by the students enrolling in Distance Learning courses and contractual agreements with the state of New York and Weyerhaeuser in the amount of \$687,257 will be returned to Academic Affairs to grow DELO. Course specific fees in the amount of \$47,535 will be returned to Academic Affairs to allocate to departments. The Combustion Lab Center Professional Services budget is to be increased by an additional \$97,000 based on exceeding the previous income estimate. Parking and Traffic has generated \$113,000 in additional revenue to be returned for parking improvements.

<u>Source</u>	<u>Proposed Revision</u>
Educational and General	
Tuition and Fees	\$1,309,792
Other Sources	236,671
TOTAL	\$1,546,463

Use	
Scholarships	9,790
Academic Quality Fee	400,000
Information Technology	1,000
Applied Research and Technology POD	1,836
Facilities Management	3,065
Community College Enhancement	175,000
International Programs	980
Distance Learning (DELO)	687,257
Course Specific Fees	47,535
Combustion Lab Center Professional Services	97,000
Parking and Traffic	113,000
TOTAL	\$1,546,463

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 \$1,546,463.

Approved: Finance and Budget Committee, April 9, 2004

Motion for approval of the revisions to the 2003-04 Operating Budget was made by

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

6.3.2 Accept the 2003-04 Second Quarter Financial Report

FACTS: The second quarter financial report gives no real concern for variances throughout the University. The small variances that exist are attributable to the timing within the accounting system regarding the posting of revenue and the receipt of reimbursements for expenses. Restricted funds revenues will equal restricted funds expenditures at the close of the fiscal year.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents accept the Second Quarter Financial Report.

Accepted: Finance and Budget Committee, April 9, 2004

Motion to accept the Second Quarter Financial Report was made by Mr. Fischer, seconded

by Mr. Tennill and carried unanimously.

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

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

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

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents accept the "Independent Accountants' Report on Application of Agreed-Upon Procedures," as required by NCAA Bylaw 6.2.3.1 for the year ended June 30, 2003.

Accepted: Finance and Budget Committee, April 9, 2004

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

6.3.4 Approval of a long-range tuition and campus enhancement plan

RECOMMENDATION: The President recommends:

1. approval of a four-year tuition and campus enhancement schedule at the following in-state undergraduate rates (with correlated non-resident, graduate, and distance learning rates as outlined on the attached page): Fall 2004 - \$2,118; Spring 2005 - \$2,274; Fall 2005 - \$2,496; Spring 2006 - \$2,691; Fall 2006 - \$2,820; and Fall 2007 - \$2,961, and
2. approval of a plan to allow any current WKU student or a new student entering in the Fall of 2004 to make one payment equal to the total of the projected tuition and fees outlined in this schedule, thereby locking in these rates through the 07-08 academic year. The total must be paid by the registration date for Spring 2005 class.

FACTS: This schedule allows fall rates to be set in each year of the 2004-06 biennium to address campus budget needs (salaries, benefits, utilities, infrastructure, etc.). The Spring rates are set in each year of the 2004-06 biennium to address campus quality enhancements—academic priorities in 2005 and capital needs in 2006. Rates in both years of the 2004-06 biennium are set to offset the absence of state funding increases. No new state funding will be available in 04-05 and only \$1 million in new state funding will be received by WKU in 05-06. The tuition schedule for 06-07 and 07-08 is reduced to a pre 1994 percentage increase level. The commitment to a return to normal increases is made in good faith that the State will resume a level of funding sufficient to allow WKU to raise tuition in both years of the 06-08 biennium by five percent or less.

This schedule allows WKU to continue its pursuit of high quality and the campus transformation mandated by the Board of Regents and outlined in the campus strategic plan. With this schedule, WKU can sustain a reasonable rate of progress until state funding is resumed. The absence of such a revenue schedule will bring campus progress to a halt.

Segmenting this tuition schedule for the 2004-2006 biennium achieves four strategic objectives: 1) it keeps the combined annual increase at 13.75% which is well within the range of increases at the public universities in Kentucky for 04-05; 2) it defers a portion of the cost until the Spring semester each year; 3) it segments the tuition revenue in a clear manner conducive to the distinctly different uses; and 4) it allows WKU to make important quality upgrades in a climate of reduced state funding, especially when most campuses are not making such investments in academic quality and physical plant upgrades. (Note: See Attachment I for more details)

Motion by Mr. Fischer, seconded by Ms. Jordan to:

- approve a four-year tuition and campus enhancement schedule at the following in-state undergraduate rates (with correlated non-resident, graduate, and distance learning rates as outlined on the attached page): Fall 2004 - \$2,118; Spring 2005 - \$2,274; Fall 2005 - \$2,496; Spring 2006 - \$2,691; Fall 2006 - \$2,820; and Fall 2007 - \$2,961, and
- approval of a plan to allow any current WKU student or a new student entering in the Fall of 2004 to make one payment equal to the total of the projected tuition and fees outlined in this schedule, thereby locking in these rates through the 07-08 academic year. The total must be paid by the registration date for Spring 2005 class.

A period of discussion of the recommendation followed in which Mr. Bradley expressed concern about mid-year tuition increases. He commented, "This proposal shows on the part of the administration great vision. I'm concerned about mid-year tuition increases being part of what we experience as students. I'm concerned about the national trend, and of course, the state trend in tuition increases. The average college student in the United States is paying a lot more for their education than their parents did. I don't think I can vote for such an ambitious tuition increase plan

right now, though I'm certain the Board will pass it, and I certainly will support that action once it's passed, but I will not vote for it."

Dr. Dietle voiced concerns about the lack of detail on the spending plan that is tied to the four-year tuition increase saying, "What I don't want to happen is when we get around to implementation, if the University Senate has some questions to raise about the balance in the mix and wants to discuss this, I don't want us to be told that the Regents have already approved this. We have a detailed tuition plan, but the detailed plan on how we're going to spend the money is yet to come forward. You can block it out, but I would like that to be a little bit more flexible in the planning stage until you're ready to present a more detailed plan."

Dr. Ransdell indicated that more detail will be available in the future and indicated that he had laid out as much detail as could be done at this point in time on the two spring variables and specifically identifying the five academic quality initiatives that would be funded although the exact dollar amount for each one is yet to be defined and the physical improvements to the campus and the spring '06 variable were most definitive. President Ransdell indicated his willingness to meet with any campus or off-campus group to elaborate on any variable or collection of variables pertaining thereto.

Mr. Fischer's motion for approval passed with Mr. Bradley voting nay.

6.4 Student Affairs Committee, Mr. Jim Tennill, Chair

6.4.1 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)*

Second Reading: Board of Regents, April 30, 2004

BOARD OF REGENTS
BY-LAWS AND CODE OF ETHICS AMENDMENT
(First Reading - Student Affairs Committee, October 16, 2003)
(BOR - First Reading: October 31, 2003)
(Amended by BOR - January 23, 2004)
(BOR - Second Reading - Approved April 30, 2004)

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 *amended recommended amendment to

Article IV of the *Board of Regents' By-laws and Code of Ethics* as reflected in the above statement.

AGENDA ITEM 7 - Presentation of personnel actions since January 23, 2004

RECOMMENDATION: President Gary A. Ransdell recommends approval of the personnel actions (contained in the next 11 pages) that have transpired since the January 23, 2004, Board meeting.

PERSONNEL CHANGES – FACULTY

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Community College	Melissa Henderson	Instructor	01/01/2004			32,004.00	Initial Appointment
Computer Science	Rafal Angryk	Assistant Professor	08/11/2004			63,000.00	Initial Appointment
Counseling & Student Affairs	Jill Duba	Assistant Professor	08/11/2004			45,504.00	Initial Appointment
Counseling & Student Affairs	Tracy Lara	Assistant Professor	08/11/2004			46,500.00	Initial Appointment
Counseling & Student Affairs	Shawn Spurgeon	Assistant Professor	08/11/2004			47,604.00	Initial Appointment
Engineering	Walter Collett	Assistant Professor	08/11/2004			62,004.00	Initial Appointment
English	Joe Marshall Hardin	Associate Professor	08/01/2004			52,200.00	Initial Appointment
English	Sandra Hughes	Assistant Professor	08/11/2004			42,504.00	Initial Appointment
Information Systems	Mark Ciampa	Assistant Professor	01/01/2004			65,004.00	Initial Appointment
Management & Information Systems	Scott Droege	Assistant Professor	08/11/2004			74,004.00	Initial Appointment
Mathematics	Dominic Lanphier	Assistant Professor	08/11/2004			46,500.00	Initial Appointment
Mathematics	Billie May	Instructor	01/01/2004	06/30/2004		16,260.00	Initial Appointment
Modern Languages & Intercultural Studies	Inmaculada Pertusa-Seva	Assistant Professor	08/11/2004			47,508.00	Initial Appointment
Philosophy & Religion	Isabel Mukonyora	Assistant Professor	08/11/2004			43,008.00	Initial Appointment
Philosophy & Religion	Shannon Schaffer	Instructor	08/11/2004			40,800.00	Initial Appointment
Physical Education & Recreation	Tammie Stenger	Assistant Professor	08/11/2004			44,004.00	Initial Appointment
Physics & Astronomy	Keith Andrew	Department Head/Professor	07/01/2004			92,004.00	Initial Appointment
Political Science	Jeffrey Kash	Assistant Professor	08/11/2004			43,008.00	Initial Appointment
Psychology	Martin Bink	Assistant Professor	08/11/2004			49,500.00	Initial Appointment
Psychology	Anne Rinn	Assistant Professor	08/11/2004			47,004.00	Initial Appointment
Social Work	Randy Worley	Visiting Assistant Professor	02/01/2004	12/31/2004		45,000.00	Initial Appointment
Sociology	Holli Drummond	Instructor	08/11/2004			40,800.00	Initial Appointment
	w/Doctorate	Assistant Professor				42,000.00	
Architect & Manufacturing Sciences	Dale McDaniel	Instructor	01/01/2004	12/31/2004		40,008.00	Reappointment
Biology	Kerrie McDaniel	Visiting Assistant Professor	01/01/2004	06/30/2004		18,168.00	Reappointment
Community College/Mathematics	Glenn Perkinson	Instructor	01/01/2004	06/30/2004		15,660.00	Reappointment
Computer Science	Mostafa Mostafa	Visiting Assistant Professor	07/01/2004	06/30/2005		62,004.00	Reappointment
Communication	Ellen Bonaguro	Associate Professor	07/01/2004		48,000.00	51,000.00	Status Change
Community College	Carnetta Skipworth	Instructor	01/01/2004	06/30/2004	4,833.00	13,008.00	Status Change
Economics & Marketing	Gary Benton	Executive-in-Residence	07/01/2004		43,032.00	50,004.00	Status Change
History	John Dizgun	Instructor	07/01/2004		39,804.00	41,304.00	Status Change
Information Systems	Mark Revels	Assistant Professor	01/01/2004		5,000.00	65,004.00	Status Change
Mathematics	Peter Sepanski	Assistant Professor	07/01/2004		41,520.00	45,000.00	Status Change
Accounting and Finance	Charles Hays	Optional Retiree	01/01/2004		102,264.00	38,352.00	Optional Retirement
Communication Disorders	Stanley Cooke	Optional Retiree	07/01/2004				Optional Retirement
History	Robert Haynes	Optional Retiree	07/01/2004				Optional Retirement
Public Health	Donald Carter	Optional Retiree	07/01/2004				Optional Retirement
Theatre & Dance	Loren Ruff	Optional Retiree	07/01/2005				Optional Retirement

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Biology	Rudolph Prins	Optional Retiree	06/30/2004				Optional Ret End
Biology	Thomas Yungbluth	Optional Retiree	06/30/2004				Optional Ret End
Consumer & Family Sciences	Martha Jenkins	Optional Retiree	06/30/2004				Optional Ret End
Curriculum & Instruction	Robert Otto	Optional Retiree	06/30/2004				Optional Ret End
Mathematics	Stephen Jacobs	Optional Retiree	06/30/2004				Optional Ret End
Mathematics	Rebecca Stamper	Optional Retiree	06/30/2004				Optional Ret End
Mathematics	Joseph Stokes	Optional Retiree	06/30/2004				Optional Ret End
Modern Languages & Intercultural Studies	Camilla Collins	Optional Retiree	06/30/2004				Optional Ret End
Modern Languages & Intercultural Studies	Raul Padilla	Optional Retiree	06/30/2004				Optional Ret End
Philosophy & Religion	Ronald Veenker	Optional Retiree	06/30/2004				Optional Ret End
Political Science	Joerg Seitz	Optional Retiree	06/30/2004				Optional Ret End
School of Journalism & Broadcasting	Carolyn Stringer	Optional Retiree	06/30/2004				Optional Ret End
School of Journalism & Broadcasting	James Wesolowski	Optional Retiree	12/31/2003				Optional Ret End
Theatre & Dance	Beverly Veenker	Optional Retiree	06/30/2004				Optional Ret End
Accounting & Finance	William Trainor	Assistant Professor	07/01/2003	06/30/2005		333.33/mo	Stipend
Community College	Karen Powell	Assistant Professor	01/01/2004			200.00/mo	Stipend
Architect & Manufacturing Sciences	Laura Leach	Assistant Professor	01/01/2004	12/31/2005			Unpaid Leave Abs
Computer Science	Ahmed Emam	Assistant Professor	07/01/2004	06/30/2005			Unpaid Leave Abs
Biology	John Sorrell	Instructor	06/30/2004				Termination
Chemistry	Robert Holman	Professor	06/30/2004				Termination
Communication	Dana Cosby	Instructor	12/31/2003				Termination
Communication Disorders	Mona Greenfield	Adjunct Clinical Supervisor	01/30/2004				Termination
Community College	David Rogers	Assistant Professor	12/31/2003				Termination
Consumer & Family Sciences	Deborah Shivel	Instructor	03/03/2004				Termination
Counseling & Student Affairs	Karen Westbrooks	Professor	12/31/2003				Termination
Physical Education & Recreation	Kathleen Sheldon	Instructor	06/30/2004				Termination
Political Science	Robert Dible	Associate Professor	06/30/2004				Termination
Social Work	Karen Weist	Instructor	01/30/2004				Termination
Social Work	Randy Worley	Visiting Assistant Professor	03/19/2004				Termination
Theatre & Dance	Stephen Stone	Assistant Professor	06/30/2004				Termination
Accounting & Finance	Christopher Brown	Associate Professor	08/16/2004				Promotion
Agriculture	Becky Gilfillen	Associate Professor	08/16/2004				Promotion
Agriculture	Byron Sleugh	Associate Professor	08/16/2004				Promotion
Architect & Manufacturing Sciences	Brent Askins	Professor	08/16/2004				Promotion
Biology	Douglas McElroy	Professor	08/16/2004				Promotion
Community College	Charles Borders	Assistant Professor	08/16/2004				Promotion
Community College	Judy Walker	Assistant Professor	08/16/2004				Promotion

**PERSONNEL CHANGES – FACULTY
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Consumer & Family Sciences	Doris Sikora	Associate Professor	08/16/2004				Promotion
Curriculum & Instruction	Pamela Jukes	Associate Professor	08/16/2004				Promotion
Engineering	Christopher Byrne	Associate Professor	08/16/2004				Promotion
English	Lloyd Davies	Professor	08/16/2004				Promotion
Geography & Geology	Fredrick Siewers	Associate Professor	08/16/2004				Promotion
Modern Languages & Intercultural Studies	Darlene Applegate	Associate Professor	08/16/2004				Promotion
Physical Education & Recreation	Matt Green	Associate Professor	08/16/2004				Promotion
Psychology	Antony Norman	Professor	08/16/2004				Promotion
Psychology	James Farley Norman	Professor	08/16/2004				Promotion
Public Health	Lisa Lindley	Associate Professor	08/16/2004				Promotion
Social Work	Susan Wesley	Associate Professor	08/16/2004				Promotion
Sociology	James Kanan	Associate Professor	08/16/2004				Promotion
Sociology	Douglas Smith	Associate Professor	08/16/2004				Promotion
Special Instructional Programs	Sherry Powers	Associate Professor	08/16/2004				Promotion
University Libraries/Public Services	Bryan Carson	Associate Professor	08/16/2004				Promotion
University Libraries/Public Services	Charles Smith	Professor	08/16/2004				Promotion
University Libraries/Special Collections	Jonathan Jeffrey	Professor	08/16/2004				Promotion
University Libraries/Technical Services	Jack Montgomery	Associate Professor	08/16/2004				Promotion
Accounting & Finance	Christopher Brown	Assistant Professor	08/16/2004				Tenure
Agriculture	Jenks Britt	Associate Professor/Dept Head	08/16/2004				Tenure
Agriculture	Becky Gilfillen	Assistant Professor	08/16/2004				Tenure
Agriculture	William Willian	Associate Professor	08/16/2004				Tenure
Community College	Kimberly Harris	Assistant Professor	08/16/2004				Tenure
Community College	Quentin Hollis	Assistant Professor	08/16/2004				Tenure
Community College	James McMahon	Assistant Professor	08/16/2004				Tenure
Computer Science	James Gary	Assistant Professor	08/16/2004				Tenure
Consumer & Family Sciences	Doris Sikora	Assistant Professor	08/16/2004				Tenure
Counseling & Student Affairs	Bill Greenwalt	Associate Professor	08/16/2004				Tenure
Curriculum & Instruction	Pamela Jukes	Assistant Professor	08/16/2004				Tenure
Engineering	Christopher Byrne	Assistant Professor	08/16/2004				Tenure
Geography & Geology	Fredrick Siewers	Assistant Professor	08/16/2004				Tenure
Mathematics	Sherrie Serros	Associate Professor	08/16/2004				Tenure
Modern Languages & Intercultural Studies	Darlene Applegate	Assistant Professor	08/16/2004				Tenure
Public Health	Ning Lu	Associate Professor	08/16/2004				Tenure
Sociology	Douglas Smith	Assistant Professor	08/16/2004				Tenure
Special Instructional Programs	Sherry Powers	Assistant Professor	08/16/2004				Tenure
University Libraries/Public Services	Bryan Carson	Assistant Professor	08/16/2004				Tenure
University Libraries/Technical Services	Jack Montgomery	Assistant Professor	08/16/2004				Tenure

PERSONNEL CHANGES – GRANTS

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Biodiversity Center - POD	Michele Webber	MP Temp PNF 00	02/23/2004	02/22/2005		23,928.00	Initial Appointment
Child Care	Melissa Flowers	Teacher	01/15/2004	10/31/2004		23,040.00	Initial Appointment
Economic Development Institute	Linda Jones	BW PT Clerical 00	01/05/2004	09/30/2004		11.00	Initial Appointment
Materials Characterization - POD	Sreedevi Dawadi	MN Temp PNF 00	01/12/2004	12/31/2004		20,808.00	Initial Appointment
Modern Languages & Intercultural Studies	Kristen Mitchell Van Pelt	BW PT Temp Tech 00	02/01/2004	09/30/2004		8.00	Initial Appointment
Modern Languages & Intercultural Studies	Jonathan Powell	BW PT Temp Tech 00	02/01/2004	09/30/2004		8.00	Initial Appointment
Educational Enhancement Programs	Alejandro Saravia Mejia	BW PT Temp Tech 00	01/27/2004	08/31/2004		12.00	Secondary Appt
Biodiversity Center - POD	Brenda Bacon	SM Temp Tech 00	01/05/2004	01/04/2005		20,760.00	Rehire
Combustion Lab Center	Pauline Hack	Laboratory Coordinator	04/01/2004			33,000.00	Rehire
Modern Languages & Intercultural Studies	Dominica DeDominico	BW PT Temp Tech 00	10/06/2003	09/30/2004		9.00	Rehire
Modern Languages & Intercultural Studies	Matthew McMahan	BW PT Temp Tech 00	10/06/2003	09/30/2004		9.00	Rehire
Educational Enhancement Programs	Michele Schlinsog	Coordinator III	02/02/2004	08/31/2004		32,004.00	Rehire
Astrophysics & Space Sciences - POD	Whitney Wills	BW PT Temp Tech 00	01/05/2004	05/15/2004	6.50	8.00	Reappointment
Community College	Julie Gee	PT Temp Tech	01/01/2004	06/30/2004	15.00	15.00	Reappointment
Ogden College of Science & Eng	Kirk Cantrell	PT Tech	01/01/2004	06/30/2004	17.86	17.86	Reappointment
Physics & Astronomy	Serguei Martchenko	Visiting Research Professor	01/01/2004	12/31/2004	36,408.00	37,632.00	Reappointment
Child Care	Tina McMillan	Teacher	01/05/2004	10/31/2004	8.72	16,800.00	Status Change
Educational Enhancement Programs	Rita Meredith	Counselor	03/01/2004	08/31/2004	16,852.08	23,292.00	Status Change
Veterans Upward Bound	Marlys Garman	PT PNF	06/01/2004	06/30/2004	14,843.00	7,421.50	Status Change
Agriculture	Holly Henderson	Research Technician	03/03/2004	06/30/2004		27,000.00	Reappt/No Sal. Inc
Biology	Yoganand Vadari	PT Temp Tech	12/17/2003	08/17/2005		5.28	Reappt/No Sal. Inc
Biotechnology Center - POD	Rashmi Ramasubbaiah	BW PT Temp Tech 00	01/01/2004	05/07/2004		5.28	Reappt/No Sal. Inc
Biotechnology Center - POD	Nilesh Sharma	FT PNF	04/01/2004	04/30/2004		30,744.00	Reappt/No Sal. Inc
Community College	Amy Thomas	SM Temp Clerical 00	01/01/2004	06/30/2004		23,700.00	Reappt/No Sal. Inc
Educational Opportunity Center	Jill Goodman	BW PT Temp Tech 00	03/01/2004	08/31/2004		7.50	Reappt/No Sal. Inc
Educational Opportunity Center	Jennifer Rosselot	BW PT Temp Tech 00	03/01/2004	08/31/2004		7.50	Reappt/No Sal. Inc
Materials Characterization	John Smith	PT Temp PNF	12/29/2003	04/30/2004		35.00	Reappt/No Sal. Inc
Math, Science & Environmental Ed	Sireesha Jasti	BW PT Temp Tech 00	01/12/2004	05/07/2004		8.00	Reappt/No Sal. Inc
Math, Science & Environmental Ed	Patricia Sowell	PT Clerical	12/01/2003	05/31/2004		10.00	Reappt/No Sal. Inc
Ogden College of Science & Eng/Water Res	Ouida Meier	Project Specialist	01/01/2004	09/30/2004		42,552.00	Reappt/No Sal. Inc
Physics & Astronomy	David Barnaby	Research Associate	02/01/2004	06/30/2004		39,888.00	Reappt/No Sal. Inc
Physics & Astronomy	Michael Belbot	Senior Research Scientist	01/01/2004	06/30/2004		48,360.00	Reappt/No Sal. Inc
Physics & Astronomy	Jonathan Paschal	Computer Specialist	01/01/2004	06/30/2004		35,004.00	Reappt/No Sal. Inc
Physics & Astronomy	Gary Spichiger	Research Assistant	01/01/2004	03/14/2004		33,552.00	Reappt/No Sal. Inc

PERSONNEL CHANGES – GRANTS
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
College of Health & Human Services	Kathie Steffens	Office Associate		02/29/2004			Termination
Institute for Rural Health	Robert Pace	PT PNF		01/01/2004			Termination
Institute for Rural Health - POD	Sridhar Pilla	BW PT Temp Maint 00		01/30/2004			Termination
Combustion Lab Center	Lingchuan Li	PT Temp Tech		12/31/2003			Termination
Materials Characterization - POD	Jinbo Zhu	BW PT Tech 00		01/31/2004			Termination
Ogden College of Science & Eng/Water Res	Deana Wehr	Office Associate		02/29/2004			Termination
Upward Bound	Michelle Jones	Counselor		01/16/2004			Termination

PERSONNEL CHANGES – STAFF

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Admissions Office	Jo Ashley	SM Temp Clerical 00	03/01/2004	02/28/2005		19,104.00	Initial Appointment
Building Services	Judith Pitman	Building Services Attendant	01/26/2004			6.66	Initial Appointment
Building Services	Deverly Sweatt	Building Services Attendant	01/26/2004			6.66	Initial Appointment
Consumer & Family Sciences	Celia Lopez	PT Temp Clerical	08/12/2003	05/27/2004		9.00	Initial Appointment
Development, Major Gifts	Ronald Wilson	Director, Development HHS	03/22/2004			54,000.00	Initial Appointment
Extended Learning & Outreach (DELO)	Jennifer Schaaf	Office Associate	02/09/2004			24,000.00	Initial Appointment
Extended Learning & Outreach (DELO)	Donald W. Swoboda	Dean	07/01/2004			110,004.00	Initial Appointment
Facilities Management	Martina Smith	Building Services Attendant	01/26/2004			7.00	Initial Appointment
Farm	Robert Jaynes	Farm Manager	01/01/2004			46,008.00	Initial Appointment
Health & Fitness Lab	Alissa Arnold	BW PT Temp Tech 00	02/19/2004	08/18/2004		10.00	Initial Appointment
Housing & Residence Life	Rachel Barrett	Asst Residence Hall Director	01/12/2004			11,004.00	Initial Appointment
Kentucky Library & Museum	Victor Fife	BW Lib PT Clerical 00	01/05/2004			8.82	Initial Appointment
Marketing	Fabiola Sims	BW PT Clerical 00	01/12/2004			8.50	Initial Appointment
Men's Football	Michael Chism	PT PNF	03/09/2004	03/08/2005		21,000.00	Initial Appointment
Men's Football	Kevin Dawson	Manager, Football Operations	03/23/2004			20,000.00	Initial Appointment
Music	Deloris Trammel	Office Assistant	01/05/2004			20,808.00	Initial Appointment
Police	Robert Boyden	Police Officer	02/02/2004			21,852.00	Initial Appointment
Police	Roman Gutierrez	Police Officer	02/23/2004			21,852.00	Initial Appointment
Police	Brandon Miller	Police Officer	02/23/2004			21,852.00	Initial Appointment
Shuttle Service	Richard White	Shuttle Bus Operator	01/05/2004			9.25	Initial Appointment
Teacher Services	Lisa Long	Office Associate	01/15/2004			21,108.00	Initial Appointment
University College	Heather Pennington	Office Associate	03/04/2004			20,808.00	Initial Appointment
Women's Track & Field	LaShana Poole	Assistant Track Coach PT	01/17/2004			8,000.00	Initial Appointment
Leadership Studies	Linda Brumit	PT Temp Clerical	01/15/2004			9.00	Secondary Appt
Building Services	Christopher Freas	Building Services Attendant	01/26/2004			7.00	Rehire
Building Services	James Merrick	Building Services Attendant	02/25/2004			7.00	Rehire
Chemistry	Daniel Fox	BW PT Temp Tech 00	01/12/2004	05/07/2004		5.50	Rehire
Chemistry	Phillip Shelton	BW PT Temp Tech 00	01/04/2004	05/15/2004		10.00	Rehire
Computer Science	Ann Ray	Office Associate	01/14/2004			22,800.00	Rehire
Extended Learning & Outreach (DELO)	Marsha Hopper	Office Associate	02/09/2004	12/31/2004		19,488.00	Rehire
HVAC Services	Jason Dearing	Boiler Operator	01/19/2004			12.00	Rehire
Mathematics	Tessa Skinner-Brown	BW PT Clerical 00	01/26/2004			9.00	Rehire
Student Technology	Sachin Katakoud	BW PT Temp Tech 00	01/05/2004	06/30/2004		15.00	Rehire

PERSONNEL CHANGES – STAFF

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Admissions Office	Jo Ashley	SM Temp Clerical 00	03/01/2004	02/28/2005		19,104.00	Initial Appointment
Building Services	Judith Pitman	Building Services Attendant	01/26/2004			6.66	Initial Appointment
Building Services	Deverly Sweatt	Building Services Attendant	01/26/2004			6.66	Initial Appointment
Consumer & Family Sciences	Celia Lopez	PT Temp Clerical	08/12/2003	05/27/2004		9.00	Initial Appointment
Extended Learning & Outreach (DELO)	Jennifer Schaaf	Office Associate	02/09/2004			24,000.00	Initial Appointment
Development, Major Gifts	Ronald Wilson	Director, Development HHS	03/22/2004			54,000.00	Initial Appointment
Facilities Management	Martina Smith	Building Services Attendant	01/26/2004			7.00	Initial Appointment
Farm	Robert Jaynes	Farm Manager	01/01/2004			46,008.00	Initial Appointment
Health & Fitness Lab	Alissa Arnold	BW PT Temp Tech 00	02/19/2004	08/18/2004		10.00	Initial Appointment
Housing & Residence Life	Rachel Barrett	Asst Residence Hall Director	01/12/2004			11,004.00	Initial Appointment
Kentucky Library & Museum	Victor Fife	BW Lib PT Clerical 00	01/05/2004			8.82	Initial Appointment
Marketing	Fabiola Sims	BW PT Clerical 00	01/12/2004			8.50	Initial Appointment
Men's Football	Michael Chism	PT PNF	03/09/2004	03/08/2005		21,000.00	Initial Appointment
Men's Football	Kevin Dawson	Manager, Football Operations	03/23/2004			20,000.00	Initial Appointment
Music	Deloris Trammel	Office Assistant	01/05/2004			20,808.00	Initial Appointment
Police	Robert Boyden	Police Officer	02/02/2004			21,852.00	Initial Appointment
Police	Roman Gutierrez	Police Officer	02/23/2004			21,852.00	Initial Appointment
Police	Brandon Miller	Police Officer	02/23/2004			21,852.00	Initial Appointment
Shuttle Service	Richard White	Shuttle Bus Operator	01/05/2004			9.25	Initial Appointment
Teacher Services	Lisa Long	Office Associate	01/15/2004			21,108.00	Initial Appointment
University College	Heather Pennington	Office Associate	03/04/2004			20,808.00	Initial Appointment
Women's Track & Field	LaShana Poole	Assistant Track Coach PT	01/17/2004			8,000.00	Initial Appointment
Leadership Studies	Linda Brumit	PT Temp Clerical	01/15/2004			9.00	Secondary Appt
Building Services	Christopher Freas	Building Services Attendant	01/26/2004			7.00	Rehire
Building Services	James Merrick	Building Services Attendant	02/25/2004			7.00	Rehire
Chemistry	Daniel Fox	BW PT Temp Tech 00	01/12/2004	05/07/2004		5.50	Rehire
Chemistry	Phillip Shelton	BW PT Temp Tech 00	01/04/2004	05/15/2004		10.00	Rehire
Computer Science	Ann Ray	Office Associate	01/14/2004			22,800.00	Rehire
Extended Learning & Outreach (DELO)	Marsha Hopper	Office Associate	02/09/2004	12/31/2004		19,488.00	Rehire
HVAC Services	Jason Dearing	Boiler Operator	01/19/2004			12.00	Rehire
Mathematics	Tessa Skinner-Brown	BW PT Clerical 00	01/26/2004			9.00	Rehire
Student Technology	Sachin Katakadound	BW PT Temp Tech 00	01/05/2004	06/30/2004		15.00	Rehire

**PERSONNEL CHANGES – STAFF
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
AA - BGCC/RSRC	Julie Gee	BW PT Temp Tech 00	01/01/2004	06/30/2004		15.00	Reappointment
Applied Physics Institute - POD	Lindsay Hopper	BW PT Temp Tech 00	01/01/2004	05/26/2004		12.31	Reappointment
Campus Activity Board	Katherine Rippy	BW PT Clerical 00	01/01/2004	12/31/2004		8.25	Reappointment
Combustion Lab Center Prof Services	Hongmin Yang	BW PT Temp Tech 00	02/26/2004	08/25/2004		20.00	Reappointment
Distance Learning Program	Jana Malone	BW PT Tech 00	01/12/2004			7.00	Reappointment
Extended Learning & Outreach (DELO)	Audrey Anderson	Interim Dean/Asst to Provost	02/01/2004	06/30/2004		96,000.00	Reappointment
Farm	David Newsom	BW PT Temp Tech 00	02/16/2004	03/15/2004		10.94	Reappointment
Forensics - POD	Dawn Lowry	PT Temp PNF	01/01/2004	06/30/2004		7,000.00	Reappointment
Materials Characterization - POD	Chien-Wei Chen	BW PT Temp Tech 00	03/01/2004	08/31/2004		20.00	Reappointment
Building Services	Jimmy Cline	Building Services Attendant	01/26/2004		6.65	7.00	Status Change
Building Services	Barbara Holder	Building Services Attendant	02/02/2004			9.00	Status Change
Campus Services	Eric Breakfield	Groundskeeper	12/15/2003		7.00	7.50	Status Change
Campus Services	Garth Lorenz	Groundskeeper	12/15/2003		7.00	7.50	Status Change
Educational Television Services	John Coe	ITV Technician	01/16/2004			40,056.00	Status Change
Facilities Management	Sherman Adams	BW PT Sk Crft 00	03/08/2004			22.40	Status Change
Farm	David Newsom	Assistant Farm Manager	03/15/2004	03/30/2006	10.94	36,000.00	Status Change
Maintenance Services	Mark Royse	Zone Maintenance Tech	12/15/2003			10.50	Status Change
Men's Basketball	Paul Sanderford	Assistant Coach	01/01/2004	09/30/2004	22,500.00	60,000.00	Status Change
Men's Football	Craig Aukerman	Assistant Coach	03/09/2004		10,008.00	27,000.00	Status Change
Undistributed Housing Expense	Jimmie Simpson	Building Services Attendant	01/13/2004		6.50	6.70	Status Change
Campus Services and Facilities	Andrea Raybould	Office Coordinator	04/05/2004		22,080.00	25,992.00	Promotion
Environmental Health & Safety	Gary Spichiger	Radiation Safety Officer	03/15/2004		33,552.00	40,008.00	Promotion
Gordon Ford College of Business	Sandra Patterson	Office Associate	03/16/2004		18,000.00	23,424.00	Promotion
Men's Football	Michael Dietzel	Defensive Coordinator	03/01/2004		38,004.00	53,004.00	Promotion
Police	Kerry Hatchett	Patrol Commander (Captain)	04/05/2004		33,024.00	37,848.00	Promotion
Architect & Manufacturing Sciences	Lucy Howard	Office Associate	01/12/2004		20,616.00	24,000.00	Transfer
Student Affairs & Campus Services	Bradley Wheeler	Manager, Budgets & Resources	01/21/2004		49,152.00	54,000.00	Transfer
Transportation Services	Robert Zoellner	Auto Mechanic	12/15/2003		11.41	11.88	Transfer
Undistributed Housing Expense	Morris Basham	Zone Maintenance Technician	03/15/2004			11.12	Transfer
Conference Center	James Hills	Events Associate	01/01/2004		19,008.00	21,000.00	Reclassification
Conference Center	Dora Johnson	Office Associate	01/01/2004		19,008.00	22,008.00	Reclassification
Conference Center	Roberta Sue Parrigin	Manager, Conference Center	01/01/2004		33,792.00	36,792.00	Reclassification
Conference Center	Donna Roche	Accounts Associate	01/01/2004		19,008.00	22,008.00	Reclassification
Correspondence Studies Office	Amy Smith	Correspondence Specialist	01/01/2004		24,768.00	27,276.00	Reclassification
Police	Joe Harbaugh	Crime Prevention Training Sgt	04/05/2004		29,280.00	32,556.00	Reclassification
The Center	John Styles	Maintenance Technician	12/15/2003		9.50	9.99	Reclassification

**PERSONNEL CHANGES – STAFF
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Academic Technology	Shawn Brewer	Information Tech Consultant	01/01/2004		36,960.00	40,164.00	Salary Increase
Admissions	Martha Basham	Admissions Associate	02/02/2004		19,104.00	19,488.00	Salary Increase
Admissions	Miranda Nerland	Admissions Associate	02/02/2004		19,104.00	19,488.00	Salary Increase
Advancement Services	Kimberly Reed	Manager	01/01/2004		51,276.00	54,276.00	Salary Increase
Conference Center	Stuart Cole	BW PT Temp Maint 00	01/26/2004		8.00	8.75	Salary Increase
Facilities Management	Nathan Hale	Electrician	01/01/2004		11.61	11.82	Salary Increase
Facilities Management	Herbert Hess	Electrician	01/01/2004		12.29	12.51	Salary Increase
Facilities Management	Richard Stewart	Electrician	01/01/2004		13.40	13.64	Salary Increase
Facilities Management	Anthony Swift	Plumber Journeyman	01/01/2004		12.44	13.57	Salary Increase
Facilities Management	Robert Upchurch	Electrician	01/01/2004		15.68	15.96	Salary Increase
Health Services	Jennifer Lawrence	BW PT Tech 00	02/02/2004		14.00	15.50	Salary Increase
Health Services	Monisa Wright	BW PT Tech 00	02/02/2004		15.75	16.75	Salary Increase
Police	Michael Miciotto	Police Officer	12/22/2003		21,852.00	24,948.00	Salary Increase/KLEF
School of Journalism & Broadcasting	Kathy Williams	Office Coordinator	02/01/2004		26,472.00	28,056.00	Salary Increase
Ticket Manager	Reed Patterson	Asst Manager, Ticket Sales	03/01/2004		24,660.00	27,660.00	Salary Increase
Admissions	Denise Hardesty	Admissions Counselor	01/31/2004			700.00/Lump Sum	Degree/Certification
Controller	John Haynes	Assistant Manager, Accounting	01/01/2004		41,652.00	42,360.00	Degree/Certification
Environmental Health & Safety	Nettie Joy Gramling	Env Health & Safety Tech	03/31/2004			300.00/Lump Sum	Degree/Certification
Extended Campus-Elizabethtown	Lorraine Ledford	Advising Associate	01/01/2004		32,568.00	33,276.00	Degree/Certification
Health Services	Kathryn Steward	Coordinator, Health Education	03/31/2004			300.00/Lump Sum	Degree/Certification
HVAC Services	Maurice Coursey	HVAC Technician	12/31/2003			300.00/Lump Sum	Degree/Certification
HVAC Services	Greg Fulks	Boiler Operator	02/29/2004			300.00/Lump Sum	Degree/Certification
HVAC Services	Clifton Johnson	Supervisor, HVAC	03/31/2004			300.00/Lump Sum	Degree/Certification
HVAC Services	Jason Kiper	HVAC Technician	03/31/2004			300.00/Lump Sum	Degree/Certification
Internal Auditor	Julie Hodgkins	Asst Internal Auditor	01/01/2004		46,404.00	47,112.00	Degree/Certification
Maintenance Services	David Appleby	Sr Skilled Trades Technician	03/31/2004			300.00/Lump Sum	Degree/Certification
Maintenance Services	Sid Baker	Supervisor, Carpentry/Masonry	03/31/2004			300.00/Lump Sum	Degree/Certification
Maintenance Services	Larry Goodman	Zone Maintenance Technician	02/29/2004			300.00/Lump Sum	Degree/Certification
Maintenance Services	Herbert Hess	Electrician	02/29/2004			300.00/Lump Sum	Degree/Certification
Maintenance Services	Paul Saalwaechter	Painter	02/29/2004			300.00/Lump Sum	Degree/Certification
Student Financial Assistance	Kristie Hughes	Financial Aid Assistant	01/01/2004		21,096.00	21,600.00	Degree/Certification
The Center	Bobby Parnell	Supervisor, Zone Maintenance	03/31/2004			300.00/Lump Sum	Degree/Certification
Undistributed Housing Expense	Bonnie Billingsley	Coordinator, Facility Services	03/31/2004			300.00/Lump Sum	Degree/Certification
Undistributed Housing Expense	Murry Cherry	Zone Maintenance Technician	02/29/2004			300.00/Lump Sum	Degree/Certification
Undistributed Housing Expense	Billy Teel	Building Services Attendant	02/29/2004			300.00/Lump Sum	Degree/Certification
University Farm	John Tako	Manager, Dairy Herd	02/29/2004			700.00/Lump Sum	Degree/Certification

**PERSONNEL CHANGES – STAFF
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Admissions Office	April Gaskey	Admissions Associate	01/05/2004		20,112.00	27,000.00	Temporary Rate Inc
Bookstore	Elizabeth Copas	BW PT Clerical 00	02/02/2004				Temp Rate Inc End
Facilities Management	Murry Cherry	Zone Maintenance Technician	02/23/2004				Temp Rate Inc End
Controller	John Haynes	Stipend, Controller	03/01/2004	03/31/2004		350.00/mo	Stipend
Controller	Sharon Young	Stipend, Controller	01/22/2004	05/22/2004		800.00/mo	Stipend
Men's Football	Craig Aukerman	Stipend, Men's Football	03/09/2004			275.00/mo	Stipend
University Centers	David Emerson	Stipend	02/01/2004	04/30/2004		250.00/mo	Stipend
Men's Basketball	Darrin Horn	Head Athletic Coach		03/31/2008			Contract Extension
Men's Football	David Elson	Head Athletic Coach		03/01/2008			Contract Extension
Women's Basketball	Mary Taylor Cowles	Head Athletic Coach		06/30/2008			Contract Extension
Academic Technology	James Sanders	Director	03/31/2004				Retirement
Academic Technology	Joyce Thorpe	Film Library Associate	01/31/2004				Retirement
Building Services	James McBride	Building Services Attendant	01/31/2004				Retirement
Building Services	Ava McIntyre	Building Services Attendant	01/31/2004				Retirement
Building Services	JoAnn Woods	Building Services Attendant	12/31/2003				Retirement
Student Financial Assistance	Marilyn Clark	Director	05/31/2004				Retirement
Admissions Office	Kimberly Kinser	Admissions Counselor	03/26/2004				Termination
Admissions Office	Amy Risley	Admissions Counselor	03/06/2004				Termination
Building Services	Diana Bradley	Building Services Attendant	02/20/2004				Termination
Building Services	Brenda Bunch	Building Services Attendant	01/05/2004				Termination
Building Services	Darrell Green	Building Services Attendant	02/20/2004				Termination
Building Services	Kevin Gutierrez	Building Services Attendant	02/06/2004				Termination
Building Services	Darla Hawks	Building Services Attendant	01/23/2004				Termination
Building Services	Jimmy Pendleton	BW PT Maint 00	01/28/2004				Termination
Building Services	Lorrie Skaggs	Building Services Attendant	01/06/2004				Termination
Building Services	Deverly Sweatt	Building Services Attendant	02/12/2004				Termination
Campus Services and Facilities	Patricia Turner	Office Coordinator	02/18/2004				Termination
Center for Teaching & Learning	Ramesh Palipi	PT Temp PNF	12/05/2003				Termination
Combustion Lab Center Prof Services	Qiao He	Research Associate	04/16/2004				Termination
Economics and Marketing	Helen Talley	BW PT Clerical 00	12/11/2003				Termination
Environmental Health & Safety	Mary Reynolds	Radiation Safety Officer	01/05/2004				Termination
Environmental Health & Safety	Vanessa Wyne	BW PT Clerical 00	02/18/2004				Termination
Facilities Management	Gary Hunt	Supv, Elevator Services	01/05/2004				Termination
Facilities Management	Richard Leckie	Zone Maintenance Technician	03/12/2004				Termination
Facilities Management	Bobby Massey	Zone Maintenance Technician	02/20/2004				Termination
Facilities Management	Vicki Simmons	Building Services Attendant	01/30/2004				Termination
Facilities Management	Anthony Swift	Plumber Journeyman	03/12/2004				Termination
Facilities Management	Marshall Tooley	Building Services Attendant	12/19/2003				Termination

**PERSONNEL CHANGES – STAFF
(continued)**

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Forensics - POD	Matthew Gerbig	Assistant Forensics Coach	06/30/2004				Termination
Gordon Ford College of Business	Tabatha Nunn	Office Associate	12/05/2003				Termination
HVAC Services	Gregory Fulks	Boiler Operator	01/15/2004				Termination
HVAC Services	John Mohon	Boiler Operator	02/29/2004				Termination
International Programs & Projects	Amie Kirby	BW PT Temp Clerical 00	01/23/2004				Termination
Intramural/Recreational Sports	Tamara Ammar	Fitness Coordinator	12/18/2003				Termination
Intramural/Recreational Sports	Heidi Husband	BW PT Tech 00	01/15/2004				Termination
Intramural/Recreational Sports	Brandon Phillips	BW PT Tech 00	01/05/2004				Termination
Library Special Collections	Myrtle Bransford	BW Lib PT Clerical	02/01/2004				Termination
Men's Football	Richard Gimbl	Manager, Football Operations	02/27/2004				Termination
Men's Football	Joe Guinane	PT Assistant Coach	03/05/2004				Termination
Men's Football	Donnie Martindale	Defensive Coordinator	02/13/2004				Termination
University Libraries	Lambrini Papangelis	Health Sciences Librarian	06/30/2004				Termination

Motion to approve the personnel actions since January 23, 2004, as recommended was made by Dr. Dietle, seconded by Ms. Rogers, and carried unanimously.

AGENDA ITEM 8 - Other Business

It was noted that a called meeting of the Board is scheduled for 1 p.m. on June 18 for the purpose of adopting the budget for 2004-05.


A retreat is being planned in conjunction with the July meeting.

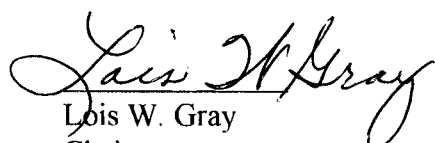
AGENDA ITEM 9 - Adjournment

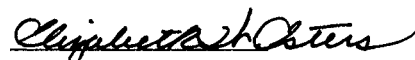
With no further business, motion to adjourn was made by Mr. Fischer, seconded by Mr. Tennill and carried. The meeting adjourned at 2:15 p.m.

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the second quarterly meeting held April 30, 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).


Elizabeth W. Esters
Secretary


Lois W. Gray
Chair
July 30, 2004


Elizabeth W. Esters
Secretary
July 30, 2004

Western Kentucky University

*Four Year Tuition and
Campus Enhancement Plan*



Student Charges At Public Four-Year Institutions Academic Years 2002/03 and 2003/04

	Number Of Institutions	2002/03 Student Charges	2003/04 Student Charges	Dollar Change	Percent Change
Resident Tuition & Fees	439	4,116	4,688	\$572	13.9%
Non-Resident Tuition & Fees	439	11,391	12,705	\$1,314	11.5%
Room and Board	378	5,564	5,898	\$334	6.0%
Resident Tuition & Fees	373	5,042	5,691	\$649	12.9%
Non-Resident Tuition & Fees	372	12,538	13,902	\$1,364	10.9%
Resident Tuition & Fees	185	5,248	5,896	\$648	12.3%
Non-Resident Tuition & Fees	185	13,048	14,202	\$1,154	8.8%

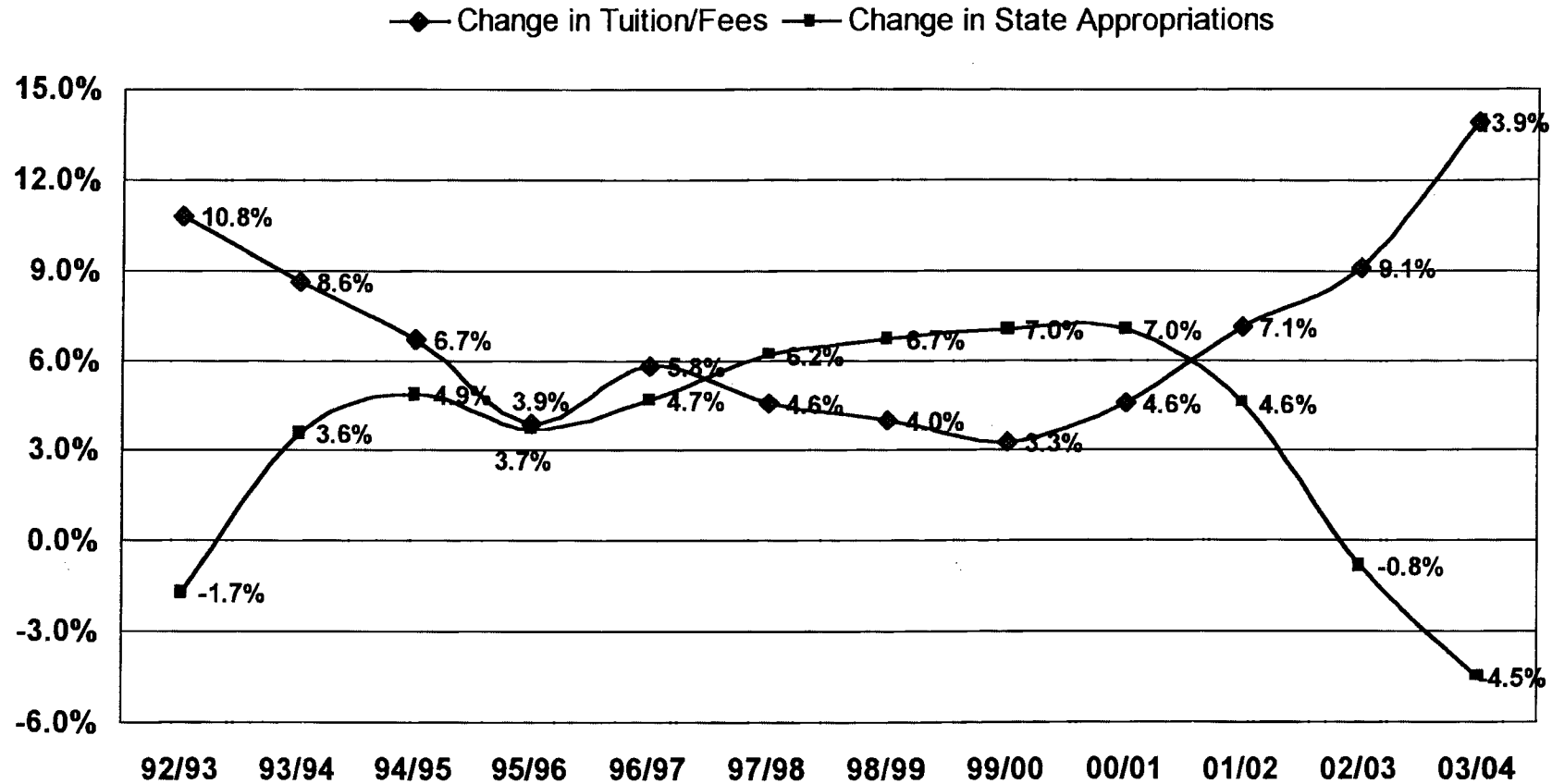
Source: 2003/04 College Board Annual Survey Of Colleges

The Spirit Makes The Master





Change in Resident Undergraduate Student Charges and State Appropriations, Public Colleges and Universities



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Source: The College Board; Grapevine (Illinois State University)

The Spirit Makes The Master





Distribution of Tuition and Fees for Resident Undergraduates At Public Four-Year Institutions 2003/04

Tuition/Fee Level	Number Of Institutions	Percentage Of Total Institutions	Number of Full-time Resident Undergraduates	Percentage of Total (Students)
< \$1,500	7	1.6%	40,898	1.2%
\$1,500-\$1,999	2	0.5%	455	0.0%
\$2,000-\$2,499	15	3.4%	128,595	3.7%
\$2,500-\$2,999	52	11.8%	398,746	11.4%
\$3,000-\$3,499	49	11.2%	312,860	8.9%
\$3,500-\$3,999	58	13.2%	489,372	14.0%
\$4,000-\$4,499	72	16.4%	480,517	13.7%
\$4,500-\$4,999	38	8.7%	267,120	7.6%
\$5,000 and Over	146	33.3%	1,389,391	39.6%
Total	439	100%	3,507,954	100%

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Source: 2003/04 College Board Annual Survey of Colleges

The Spirit Makes The Master



4



Benchmark Institutions Tuition & Fees Spring 2004

Undergraduate Tuition

Institution	State	Semester	Annual	Rank
Bowling Green State University	OH	\$3,704.00	\$7,408.00	1
Kent State University	OH	\$3,441.00	\$6,882.00	2
University of Akron	OH	\$3,404.00	\$6,808.00	3
West Chester University of Pennsylvania	PA	\$3,029.00	\$6,058.00	4
Ball State University	IN	\$3,015.00	\$6,030.00	5
Eastern Illinois University	IL	\$2,954.74	\$5,909.48	6
Youngstown State University	OH	\$2,941.92	\$5,883.84	7
Illinois State University	IL	\$2,765.00	\$5,530.00	8
Indiana State University	IN	\$2,711.00	\$5,422.00	9
University of Northern Iowa	IA	\$2,693.50	\$5,387.00	10
Median		\$2,693.50	\$5,387.00	
Average		\$2,597.69	\$5,195.38	
Northern Michigan University	MI	\$2,655.00	\$5,310.00	11
Western Illinois University	IL	\$2,499.00	\$4,998.00	12
Southeast Missouri University	MO	\$2,455.00	\$4,910.00	13
Eastern Michigan University	MI	\$2,218.00	\$4,436.00	14
California State University-Fresno	CA	\$2,189.00	\$4,378.00	15
Western Kentucky University	KY	\$2,025.00	\$4,050.00	16
Central Missouri State University	MO	\$1,992.00	\$3,984.00	17
Western Carolina University	NC	\$1,601.75	\$3,203.50	18
University of North Carolina Greensboro	NC	\$1,568.50	\$3,137.00	19
Appalachian State University	NC	\$1,518.75	\$3,037.50	20

Source: WKU Office Of Institutional Research

The Spirit Makes The Master





Kentucky & Other Institutions Tuition & Fees Spring 2004

UNDERGRADUATE FEES & TUITION

<u>INSTITUTION</u>	<u>SEMESTER</u>	<u>ANNUAL</u>	<u>GRADUATE</u>
Western Kentucky University	\$ 2,025	\$ 4,050	\$2,199
Eastern Kentucky University	\$ 1,699	\$ 3,398	\$1,825
Kentucky State University	\$ 1,685	\$ 3,370	\$1,819
Morehead State University	\$ 1,682	\$ 3,364	\$1,822
Murray State University	\$ 1,718	\$ 3,436	\$1,801
Northern Kentucky University	\$ 1,872	\$ 3,744	\$210 / Cr Hr
University Of Kentucky	\$ 2,273	\$ 4,546	\$2,487
University Of Louisville	\$ 2,225	\$ 4,450	\$2,421
Asbury College	\$ 8,904	\$17,808	\$274 / Cr Hr
Bellarmino University	\$ 9,245	\$18,490	\$2,550-\$8,600 / Sem
Berea College	\$ 750	\$ 1,500	
Brescia College	\$ 5,155	\$10,310	
Campbellsville University	\$ 6,412	\$12,824	\$225-\$355 / Cr Hr
Centre College	\$10,200	\$20,400	N/A
Cumberland College	\$ 5,729	\$11,458	\$245 / Cr Hr
Georgetown College	\$ 7,985	\$15,970	\$2,860
Kentucky Wesleyan College	\$ 6,255	\$12,510	N/A
Lindsey Wilson College	\$ 6,039	\$12,078	
Mid-Continent College	\$ 3,777	\$ 7,554	N/A
Midway College	\$ 5,850	\$11,700	
Pikeville College	\$ 4,950	\$ 9,900	\$13,000
Spalding College	\$ 5,136 - \$7,974	\$10,272 - \$15,948	\$460 / Cr Hr
Sullivan University	\$ 5,880	\$11,760	
Thomas More University	\$ 8,000	\$16,000	
Transylvania University	\$ 8,830	\$17,660	
Union College	\$ 6,240	\$12,480	
<u>Tennessee</u>			
Austin Peay University	\$ 2,002	\$ 4,004	\$2,342 / Sem
Middle Tennessee State University	\$ 2,005	\$ 4,010	\$2,300 / Sem
Tennessee State University	\$ 1,909	\$ 3,818	\$2,446 / Sem





2002/03 Undergraduate Resident Tuition and Fees as a Percent of Per Capita Personal Income Comparison To Benchmarks

Institution	In-State Tuition	In-State Tuition as a % of PCPI	In-State as a % of PCPI Rank Among Benchmarks
Eastern Kentucky University	\$2,928	11.4%	14 of 19
Kentucky State University	\$3,134	12.3%	8 of 20
Morehead State University	\$2,926	11.4%	14 of 20
Murray State University	\$3,032	11.9%	11 of 20
Northern Kentucky University	\$3,216	12.6%	12 of 20
University of Kentucky	\$3,975	15.5%	9 of 20
University of Louisville	\$4,082	16.0%	9 of 16
Western Kentucky University	\$3,120	12.2%	13 of 19
Kentucky Community & Technical College System	\$1,536	6.0%	6 of 9
Lexington Community College	\$2,247	8.8%	2 of 20

Kentucky 2002 Per Capita Personal Income = \$25,579

Source: Kentucky Council on Postsecondary Education

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2003/04 Tuition & Fees As A Percentage of Per Capita Personal Income

State	Percentage of PCPI
Ohio	23%
Missouri	19%
Indiana	18%
Illinois	16%
Virginia	15%
Tennessee	14%
Kentucky	14%
West Virginia	14%

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Source: WKU Office Of Institutional Research

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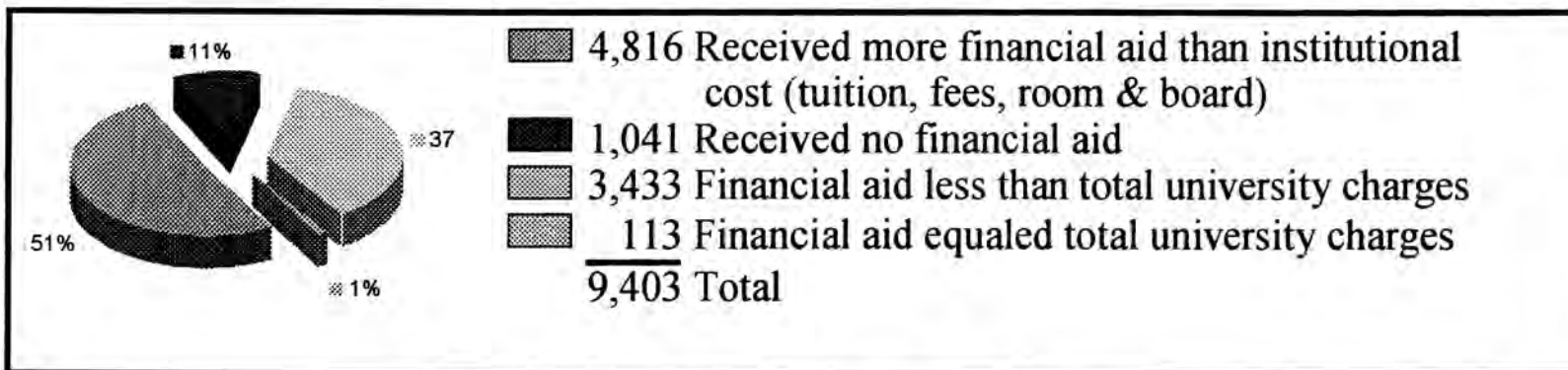


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Full-time Undergraduate Kentucky Resident Sticker Price Analysis

	# Of Students	Total Charges	Financial Aid Package	Net
With Assistance Creates Credit Balance	4,816	10,770,480.85	18,592,483.55	(7,822,002.70)
No Assistance	1,041	2,152,643.78	0.00	2,152,643.78
With Assistance Still Owes To WKU	3,433	9,584,583.82	4,785,071.09	4,799,512.73
With Assistance to \$0 Balance	113	222,538.00	222,538.00	0.00
Totals	9,403	22,730,246.45	23,600,092.64	(869,846.19)



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Full-time Undergraduate Kentucky Resident Sticker Price Analysis (Cont)

- Of the 9,403 full-time, undergraduate KY resident students:
 - 4,929 (52%) students received financial aid that covered all of their university costs.
 - 4,474 (48%) students paid some amount out of pocket.
- The average amount of out of pocket for all 9,403 full-time, undergraduate KY resident students:

$$\$6,952,156 / 9,403 \text{ students} = \$739.$$

- The average amount of out of pocket for the 4,474 students who were required to make some type of payment:

$$\$6,952,156 / 4,474 = \$1,533.$$





Proposed Tuition Schedule FY2005-2008

Residency / Classification	Oper Incr1 Fall 2004	Restd Incr2 Spring 2005	Oper Incr Fall 2005	Restd Incr3 Spring 2006	Oper Incr4 2006/07	Restd Incr4 2007/08
Resident	2,118	2,274	2,496	2,691	2,820	2,961
Nonresident	5,298	5,682	6,240	6,723	7,044	7,401
Tuition Incentive	2,646	2,838	3,120	3,363	3,528	3,705
Resident	2,328	2,498	2,745	2,965	3,101	3,259
Nonresident (International)	5,818	6,248	6,865	7,415	7,751	8,149
Nonresident (Domestic)	2,558	2,748	3,015	3,265	3,411	3,589
Undergraduate	222	238	TBD	TBD	TBD	TBD
Graduate	292	312	TBD	TBD	TBD	TBD

1. Includes Facilities Improvements Matching (\$58), Student Parking and Transportation (\$36), Libraries (\$12), and Radio (\$3) moved to restricted tuition. Excludes Athletics Fee, which remains a Mandatory Student Fee, and course specific fees.
 2. Dedicated to academic quality projects—Info Technology; faculty positions & market salaries; additional G.A.'s; library; and academic operating budgets.
 3. Dedicated to bonding capital projects including Preston Center, Snell Hall, Van Meter Hall, Academic/Athletic Building #2—L. T. Smith Stadium, and a building maintenance supply fund.
 4. Assumes state appropriation allocation at a level sufficient to keep tuition increase at 5 percent or less.
- ✓ The total tuition cost from Fall 2004 through Spring 2008 is \$21,141.

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Academic Quality—Phase II Funded with Spring 2005 Tuition Increase

Western is committed to both ensuring and enhancing academic quality, even in the face of challenges brought on by extraordinary enrollment growth, chronic state under funding, and state-mandated budget cuts. Academic Quality—Phase I initiated key elements of a plan to focus unmistakably on making good that commitment. Academic Quality—Phase II will extend and advance that commitment in the following ways:

- *Additional Faculty Positions and Market Competitiveness*

While the University has made progress in adding needed faculty positions in response to dramatic enrollment increases, we remain approximately 55 positions short of optimal staffing capacity. A substantial portion of this fund will go toward hiring approximately 25 additional full-time faculty to help address this shortage. The remainder will be used to provide funds needed for market competitiveness in targeted areas in order to attract and retain outstanding faculty.

- *Increased Support for Academic Programs*

Support for academic program will address two pressing needs: 1) Lack of operating expenses for academic departments and projects, which has begun to be addressed in AQ-Phase I, but remains a persistent area of under funding; and 2) support for student engagement initiatives, part of the Quality Enhancement Plan (QEP) required in Western's SACS reaccreditation effort, and an essential ingredient to the developing "Western Experience" for all students.





Academic Quality—Phase II Funded with Spring 2005 Tuition Increase

- *Additional Library Support*

Library support will address three important needs: 1) Converting current space to maximum capacity access and storage of materials, including the renovation of space to be vacated by the Career Services Center; 2) addressing staffing capacities and salary levels of librarians with faculty status; and 3) protecting library holdings in the face of rising costs of books and subscriptions.

- *Enhancement of Information Technology*

Funds are needed to provide support for an agency bond to address the implementation of a comprehensive plan for new technology and support of technology infrastructure that enhances student learning.

- *Enhancement of Graduate Assistantships*

Western's graduate assistantships are not competitive because of below-benchmark stipends coupled with lack of in-state tuition waiver (common at most universities). Funds will be used to bring the average of University-funded assistantship stipends to \$10,000 and to add 10 University-funded assistantship positions.





Twelve Year Construction Plan Projects 1998 Through 2004

	Project	Funding	Cost	Begin	Dedication	Use
1	Mass Media and Technology Hall* (Journalism&Broadcasting, Computing)	State	\$18.5 M	Fall 1998	Fall 2003	Academic
2	Student Life Foundation, Phase I (10 Residence Hall Renovations)	Auxiliary	\$51 M	Summer 2000	Spring 2004	Student Use
3	Guthrie Tower and Plaza	Private	\$2.2 M	Summer 2001	Spring 2002	Beautification
4	Parking Improvements	University	\$5 M	Summer 2000	Spring 2004	Student Use
5	DUC Phase I	Private	\$2.5 M	Spring 2003	Summer 2003	Student Use
6	Dining Halls	Auxiliary	\$3.5 M	Spring 2003	Summer 2003	Student Use
7	Diddle Arena and Other Athletic Projects	University	\$32 M	Spring 2002	Fall 2003	Athletic

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** Benefactor Naming Opportunity*

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Twelve Year Construction Plan Projects 2004 Through 2010 (Projects 1-8)

	Project	Funding	Cost	Begin	Dedication	Use
1	Center for Engineering and Biological Sciences*	State	\$20 M	Fall 2002	Fall 2004	Academic
2	DUC Restaurant	Private	\$1 M	Spring 2004	Fall 2004	Student Use
3	Replacement of In-Ground Electrical System	State/Univ	\$3.5 M	Spring 2004	Summer 2005	Campus-wide
4	Van Meter Overlook and Guthrie Gardens (Campus Beautification)	Private	\$.5 M	Summer 2004	Spring 2005	Beautification
5	Parking Structure (Student Parking)	University	\$10 M	Summer 2004	Summer 2005	Student
6	DUC Phase II Renovation (Student Success Center)	University	\$7 M	Summer 2004	Fall 2005	Academic Student
7	Campus Shuttle/Transportation Facilities	Federal	\$1.5 M	Spring 2005	Fall 2005	Student
8	South Campus Expansion (Community College)	University	\$ 7 M	Spring 2005	Spring 2006	Academic

** Benefactor Naming Opportunity*





Twelve Year Construction Plan Projects 2004 Through 2010 (Projects 9-16)

	Project	Funding	Cost	Begin	Dedication	Use
9	Student Life Foundation Phase II (Student Residential)	Private	TBD	Summer 2005	Ongoing	Student
10	Health Center* (Student/Faculty Health Care)	Auxiliary	\$ 4 M	Summer 2005	Summer 2006	Student
11	Major Deferred Maintenance Projects (Tate Page, Ivan Wilson, EST, Ky Bl)	State/Univ	\$ 15 M	Summer 2005	Summer 2007	Academic
12	Florence Schneider Hall Ky Academy for Math & Science	State	\$ 10 M	Summer 2005	Spring 2007	Academic
13	Snell Hall (Sciences)**	University	\$ 4 M	Summer 2006	Summer 2007	Academic
14	Science and Technology Hall* (Math Department)	State	\$ 7 M	Fall 2006	Fall 2007	Academic
15	Preston Center Expansion**	Auxiliary	\$ 7 M	Spring 2007	Summer 2008	Student
16	L.T. Smith Stadium** (P.E. and Recreation, Athletics)	University	\$ 35 M	Spring 2007	Summer 2008	Athletic/ Academic

** Benefactor Naming Opportunity*

***Funded with Spring 2006 Tuition Increase*

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Twelve Year Construction Plan Projects 2004 Through 2010 (Projects 17-23)

	Project	Funding	Cost	Begin	Dedication	Use
17	Van Meter Hall** (Campus Wide Programming)	University	\$ 17 M	Spring 2007	Fall 2008	Campus-wide
18	Thompson Complex-North Wing (Sciences)	State	\$ 12 M	Summer 2007	Fall 2008	Academic
19	Thompson Complex-Central Wing and Planetarium (Sciences)	State	\$ 10 M	Summer 2007	Spring 2009	Academic
20	Garrett Center/Alumni Center* (Campus wide Conference Space)	Private	\$ 7 M	Fall 2007	Fall 2008	Campus-wide
21	Ford College Of Business and Grise Hall	State	\$ 37 M	Fall 2007	Spring 2009	Academic
22	DUC Phase III (Student Activities)	Auxiliary	\$ 20 M	Summer 2008	Fall 2009	Student
23	Replace Building for Tate Page Hall (College Of Education)	State	\$32 M	Summer 2009	Fall 10	Academic

** Benefactor Naming Opportunity*

***Funded with Spring 2006 Tuition Increase*

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**● *Announced Increases At State
Institutions For FY 2004/05***

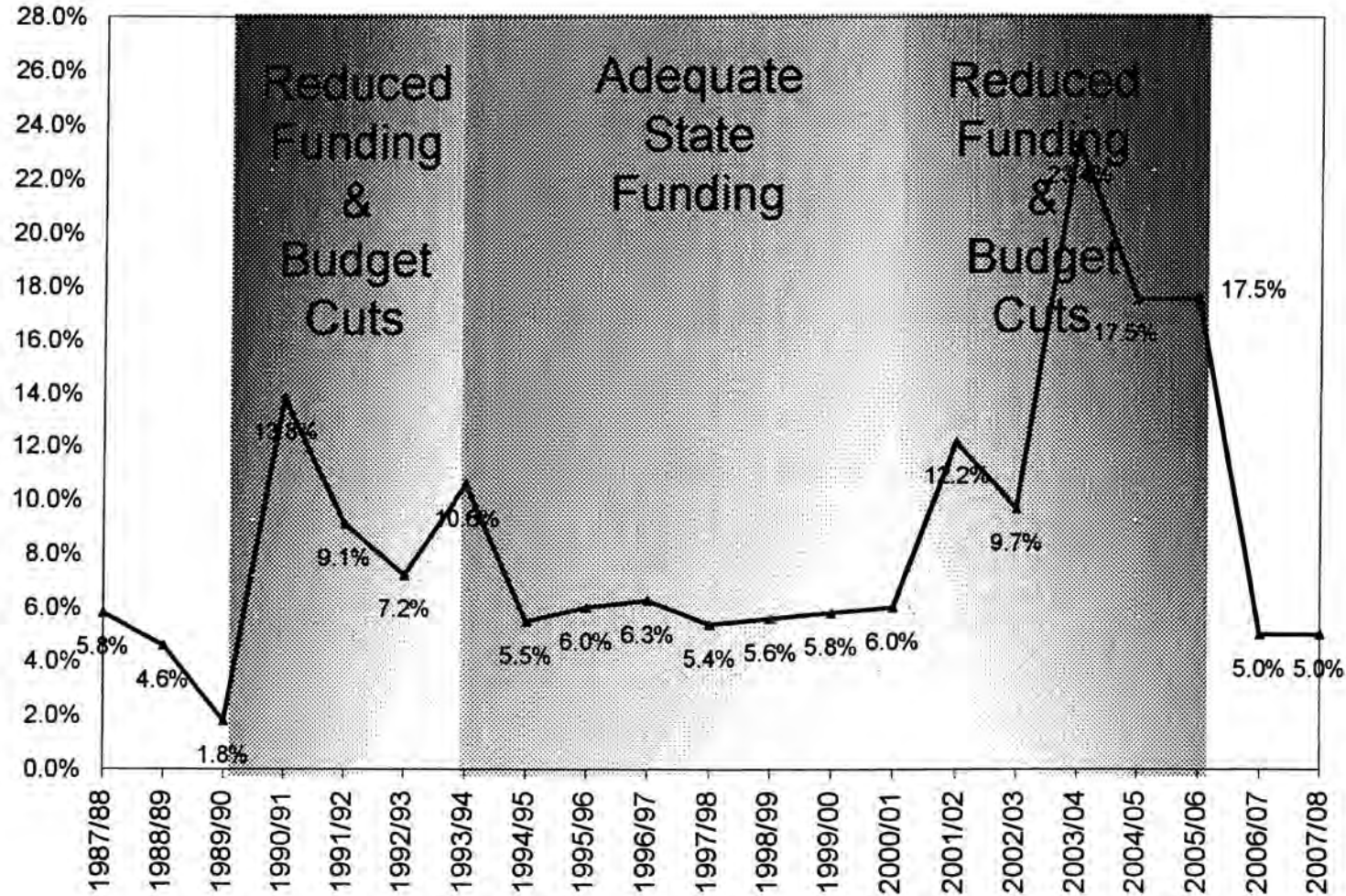
EKU	19%
NKU	16.7%
UK	16%
MSU	14%
UL	13%

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Percentage Change in Tuition and Fees 1987 Through 2007



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Budgeted Tuition and Fees 1998 Through 2005

	Fiscal Year			
State Appropriations*	52,199,800	54,040,300	55,553,400	58,965,000
Tuition & Fees	32,642,000	34,596,000	37,433,000	37,987,000
Total	84,841,800	88,636,300	92,986,400	96,952,000
Tuition & Fees %	38.5%	39.0%	40.3%	39.2%

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	Fiscal Year			
State Appropriations*	64,048,100	65,729,100	65,697,000	65,697,000
Tuition & Fees	42,701,000	49,991,000	63,351,000	81,258,000
Total	106,749,100	115,720,100	129,048,000	146,955,000
Tuition & Fees %	40.0%	43.2%	49.1%	55.3%

**Excludes state supported debt service.*

