

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

**October 29, 2004**

**AGENDA ITEM 1 - Call to Order**

Required statutory notice having been given, the fourth quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western Kentucky University campus. The meeting was called to order by Chair Martin at approximately 1 p.m., CDT.

**AGENDA ITEM 2 - Invocation**

The invocation was provided by Ms. Freida Eggleton, Registrar.

**AGENDA ITEM 3 - Oath of Office**

The Constitutional Oath of Office was administered to newly-elected Student Regent Patti Johnson. The Oath was administered by Ms. Liz Esters, Secretary to the Board of Regents and Notary Public. Ms. Johnson is a senior from Marion, Kentucky. Ms. Johnson's parents, Jim and Amy Johnson, were present for the Oath.

**AGENDA ITEM 4 - Roll Call**

The following members were present:

- Ms. Kristen T. Bale
- Dr. Robert L. Dietle
- Mr. Robert Earl Fischer
- Ms. Lois Gray
- Ms. Judi Hughes
- Ms. Patti Johnson
- Ms. Pat Jordan
- Mr. Cornelius A. Martin
- Ms. Forrest Roberts
- Ms. LaDonna G. Rogers
- Mr. Larry Zielke

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; Mr. Tom Hiles, Vice President for Institutional Advancement; Dr. Richard Kirchmeyer, Vice President for Information Technology; Ms. Ann Mead, Chief Financial Officer and Assistant to the President for Economic Development; Ms. Robbin Taylor,

Assistant to the President for Governmental Relations; Dr. Gene Tice, Vice President for Student Affairs; Mr. John Osborne; Associate Vice President for Campus Services; Dr. Wood Selig, Athletics Director; and Ms. Deborah Wilkins, General Counsel.

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

**AGENDA ITEM 5 - Disposition of minutes of the regular meeting of July 30, 2004.**

Motion to approve the July 30, 2004, and June 18, 2004, minutes was made by Mr. Zielke, seconded by Mr. Fischer, and carried unanimously.

**5.1 Resolution of appreciation for Mammoth Cave Resolution**

The resolution, initiated at the July 30, 2004, meeting of the Board of Regents can be found in the minutes of that meeting. A framed copy of this resolution was presented to Jana Fattic, Project Specialist, Water Quality Lab, for delivery to Superintendent Switzer.

**5.2 Resolution of appreciation for Mr. Cornelius A. Martin**

The following resolution was introduced and read by Ms. Lois Gray.

**RESOLUTION**

**WHEREAS,** the Board of Regents of Western Kentucky University recognizes the tangible and intangible support which Cornelius A. Martin provides the University in an ongoing manner; and

**WHEREAS,** Cornelius A. Martin has devoted his time and energy in service as a member of the Board of Regents of Western Kentucky University since July 1994 to present and has served on other university boards and advisory committees including the WKU Foundation Board and the Institute for Economic Development Board; and

**WHEREAS,** Gail Martin is an important volunteer leader and donor to the WKU Women's Studies Program and a loyal friend to Western Kentucky University; and

**WHEREAS,** the Board of Regents of Western Kentucky University wishes to express its most profound gratitude to Mr. Martin who gives unselfishly of his resources in support of numerous programs on campus including the Gail Martin Lecture Series for Women's Studies, the Cornelius Martin Minority Teacher Recruitment Fund, the Hilltopper Athletic Foundation, Student Life and, in particular, lead the efforts in the creation of the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall; be it

**THEREFORE RESOLVED,** that the Board of Regents of Western Kentucky University in a meeting on October 29, 2004, hereby gives formal expression of appreciation for the interest and support of a treasured friend, Cornelius A. Martin, and hereby directs that this expression be entered into the official records of the Board of Regents.

*Ordered at Bowling Green, Kentucky, this 29<sup>th</sup> day of October in the year of our Lord two thousand and four.*

Robert Earl Fischer, Vice Chair  
Board of Regents

Gary A. Ransdell, President  
Western Kentucky University

Accepting the resolution, Mr. Martin stated, "It is indeed an honor to accept this resolution. I've been fortunate in my life to help out and give back to others, and I feel like my motto is "Never forget where I come from and always be willing to help other people, and maybe one day they'll have these same opportunities that I've had. People in this world have provided me with lots of opportunities, and I've taken advantage of those opportunities. I certainly appreciate it; it's really been a great ten years that I've served on this Board. I look forward to the remainder of my two years. Again, thank you for this honor."

#### **AGENDA ITEM 6 - Committee Reports**

##### **6.1 Finance and Budget Committee, Ms. Kristen T. Bale, Chair**

###### **6.1.1 Approval of Revisions to the 2004-05 Operating Budget**

**FACTS:** The proposed revision to the Western Kentucky University 2004-05 Operating Budget, in the amount of \$581,000, is due to a nonrecurring allocation from the Commonwealth of Kentucky. Governor Ernie Fletcher approved \$10 million in additional funding to be allocated by the Council on Postsecondary Education to postsecondary education institutions for strategic priorities including facilities improvements. With the relocation of the WKU extended campus in Owensboro to the Owensboro Community and Technical College campus, one-time funding is needed. The balance of the allocation will be used for small projects on the Main Campus.

<u>Source</u>	<u>Proposed Revision</u>
Educational and General State Appropriation	\$581,000
<u>Use</u>	
Educational and General Owensboro Campus, Moving Expense	399,000
One-time Improvements, Main Campus	182,000
TOTAL	\$581,000

**RECOMMENDATION:** President Gary A. Ransdell recommends that the revision to the Western Kentucky University 2004-05 Operating Budget be approved in order to increase the budget by \$581,000.

**APPROVED: Finance and Budget Committee, October 1, 2004**

Motion for approval of the revision to the 2004-05 Operating Budget was made by Ms. Bale, seconded by Ms. Gray, and carried unanimously.

###### **6.1.2 Approval of the Transportation Project**

**REQUEST: Approval of the Transportation Project**

**FACTS:** At its May 9, 2003, meeting, the Board of Regents approved the Western Kentucky University 2004-2010 Six-year Capital Plan. A priority list was provided to the regents; however, it did not include the Transportation Project. The Council on Postsecondary Education (CPE) is to take action to approve this project at its November 8, 2004, meeting, but it must have official Board of Regents approval in order to be eligible for submission to the CPE.

The total project budget is \$3,069,561. Western proposes a project to purchase buses, acquire land, and to construct a transportation center for maintenance and storage of buses. The project will allow the University to use remote parking serviced by a reliable bus transportation system and will help alleviate a shortage of campus parking. The project will allow the University to preserve green space in addition to addressing some of the congestion problems in the central campus area. Funding is from a federal grant of \$2,455,649, a Kentucky Transportation Cabinet grant of \$306,956, and university parking and transportation funds totaling \$306,956.

**RECOMMENDATION:** Board of Regents approval of the Transportation Project.

Motion for approval of the Transportation Project to purchase buses, acquire land, and to construct a transportation center for maintenance and storage of buses was made by Ms. Bale, seconded by Ms. Hughes, and carried unanimously.

### **6.1.3 Acceptance of the 2003-04 Annual Report and Audit Report**

This item was received late from the external auditors and forwarded to Board members on Wednesday of the current week. Chair Martin stated that this time frame did not allow Board members sufficient time to review the audit and asked that this be tabled until the January 2005 meeting. The Board needs at least a week to read and digest this report.

Motion by Dr. Dietle, seconded by Mr. Zielke to table the acceptance of the 2003-04 Annual Report and Audit Report until the January 2005 meeting of the Board.

Motion to amend Dr. Dietle's motion to table the acceptance of the 2003-04 Annual Report and Audit Report until the January 2004 meeting of the Board unless the President feels it necessary to call a special meeting to have closure on the review was made by Mr. Zielke and seconded by Mr. Fischer. The motion carried.

Motion to approve the amended motion was made Dr. Dietle, seconded by Mr. Zielke, and carried unanimously.

## **6.2 Academic Affairs Committee, Ms. Lois W. Gray, Chair**

### **6.2.1 Approval to award Emeritus/a status to recommended recipients**

**RECOMMENDATION:** President Ransdell recommends approval of faculty Emeritus/a status for the following retired faculty members: Dr. Robert Otto, Professor of Curriculum and Instruction, Emeritus; Dr. Norman Hunter, Professor of Chemistry, Emeritus; Dr. Herbert Simmons, Professor of Curriculum and Instruction, Emeritus; Dr. Rudolph Prins, Professor of Biology, Emeritus; Dr. Alan Yungbluth, Professor of Biology, Emeritus; Mr. Doral Glen Conner, Associate Professor of Geography and Geology, Emeritus; Dr. Joseph Stokes, Professor of Mathematics, Emeritus; Dr. Camilla Collins, Associate Professor of Folk Studies and Anthropology, Emerita; and Ms. Beverly Veenker, Associate Professor of Theatre and Dance, Emerita.

*APPROVED:* Academic Affairs Committee, October 1, 2004

Motion for approval of Faculty Emeritus/a status for retired faculty members as listed was made by Ms. Gray, seconded by Dr. Dietle, and carried unanimously.

### **6.2.2 Approval of December 2004 Honorary Doctorate Degree to Mr. Ed Hamilton**

**FACTS:** The University Honorary Doctorate Degree Committee reviewed the credentials of several outstanding candidates for the honorary degree and has recommended that this individual be awarded a degree at the next appropriate Commencement.

Mr. Ed Hamilton is a native of Louisville, Kentucky. A graduate of the Art Center School in Louisville, Mr. Hamilton also attended the University of Louisville and Spalding University. After attending college, well-known sculptor Barney Bright invited the twenty-six year old Hamilton to work with him. Hamilton began his career as a sculptor and realized he could earn his living through his art. In 1978, with assistance from local supporters, Hamilton purchased a building and established his first studio. In 1983, a pivotal breakthrough occurred when he landed a commission from Hampton University to create a statue of famous Black educator, Booker T. Washington. His next major commission was from the City of Detroit to sculpt a monument honoring heavyweight-boxing champion Joe Louis. Since then, he has worked continuously as a sculptor. Famous for his large, outdoor piece, Mr. Hamilton is probably best known as the creator of *The Spirit of Freedom*, the African-American Civil War Memorial unveiled in Washington, DC, in 1998. His other well known works include the Amistad Memorial for the City of New Haven, Connecticut. Several of Mr. Hamilton's pieces are on display in Kentucky, including the Whitney Young Memorial on the Kentucky State University Campus. Over the last eighteen years, Hamilton has been commissioned to sculpt nine major projects and has won numerous awards including the 1997 Kentucky Governor's Award, the 1990 Black Achiever's Award, Who's Who Among African Americans Award, and the Outstanding Young Men in America Award. Currently, Hamilton is working on a life size bust honoring former civil rights leader Medger Evers.

**RECOMMENDATION:** President Ransdell recommends that honorary doctoral degree be awarded to Mr. Ed Hamilton.

*APPROVED:* Academic Affairs Committee, October 1, 2004

Motion for approval of Mr. Ed Hamilton as the recipient of the honorary degree to be awarded at the next appropriate commencement was made by Ms. Gray, seconded by Dr. Dietle, and carried unanimously.

### **6.3 Executive Committee, Mr. Cornelius A. Martin, Chair**

- 6.3.1 Approval of and authorization to purchase approximately 2.94 acres of undeveloped land behind the Colonial Manor Nursing Home located at 2365 Nashville Road, Bowling Green, Warren County, Kentucky.

**RECOMMENDATION:** The President requests authorization and approval to purchase property adjacent to the South Campus on Nashville Road for the sum of \$60,000.

**FACTS:** The property is located behind the Colonial Manor Nursing Home, adjacent to the South Campus on Nashville Road and the Campbell Lane Parking Lot. The purchase price is well below the appraisal fair market value, \$90,000, which will allow the University to provide the seller, Warren County Health Care Services, Inc., with an acknowledgment of a tax deductible charitable gift of \$30,000 as a result of this sale. Acquisition of the property is consistent with the plans for this area to connect two existing parcels of University land that are presently not connected. This purchase will allow an interval access road between these two areas to be constructed and a shuttle maintenance facility to be added to this area as part of the long-range transportation improvement plan. A Phase I Environmental Site Assessment was performed in September 2004 that revealed no evidence of recognized environmental conditions in connection with the property. A site feasibility engineering study was performed to determine the suitability of the property for development, which found no issues with this property that would prevent or adversely affect the plans for the proposed development.

The purchase price of \$60,000 will be from the Parking and Transportation budget and this amount will be acknowledged as credit towards the Federal Transportation 80/20 Matching Grant for improvement of the University's shuttle program.

Motion to approve and authorize the purchase of approximately 2.94 acres of undeveloped land adjacent to the South Campus for the sum of \$60,000 was made by Mr. Zielke, seconded by Ms. Bale, and carried unanimously.

#### **Informational:**

### **6.3.2 Investing in the Spirit**

An update on Investing in the Spirit as found on pages of 12-16 of the agenda packet was reviewed by Mr. Tom Hiles, Vice President for Institutional Advancement and Alumni Relations.

### **6.3.3 Media Report**

Mr. Bob Edwards, Assistant Vice President for University Relations, reviewed the quarterly media report found on page 17 of the agenda packet.

### **6.4 Student Affairs Committee, Ms. LaDonna G. Rogers, Chair**

#### **6.4.1 Approval of a Department for Parking and Transportation**

**RECOMMENDATION:** President Ransdell recommends approval to create a department for Parking and Transportation Services.

**FACTS:** Presently, the campus parking and transportation related activities are performed by two separate departments, and coordinated by a committee of appointed volunteers, The Parking and Transportation Committee. Parking services are provided by WKU Police and transportation/shuttle bus services are performed by personnel within the Department of Facilities Management. Overall integration and coordination of the combined services is the responsibility of the Parking and Transportation Committee that consists of faculty, staff, and students who were appointed by President Ransdell.

The proposal is to create one new single department that will consolidate the existing personnel and financial resources into a new department within the Division of Student Affairs and Campus Services that reports to the Associate Vice President for Campus Services. The department will be organized financially as an Auxiliary Services department that will be self supported by existing parking and transportation revenues. The department will be managed by a full-time Director who will be responsible for the fiscal and operational management and overall coordination and integration of the University's parking and transportation system. The existing P & T Committee's role will continue to represent all parts of the University and serve as an important source of campus input and guidance, project analysis, and recommended action. It will remain a vital component for input in the development of a long-range comprehensive parking and transportation plan. During the upcoming academic year, the department, assisted by the P & T Committee will conduct a parking and transportation study to complete a long-range plan that is consistent with the campus Master Plan and designed to achieve cost effective and service oriented objectives established by the University. The goal of the department will be to promote safe and reasonable access to all areas of the campus for University employees, students, and guests.

**APPROVED:** Student Affairs Committee, October 1, 2004

Motion for approval to create a department for Parking and Transportation Services was made by Ms. Rogers, seconded by Ms Hughes, and carried unanimously.

**AGENDA ITEM 7 - Recommendation for approval of personnel recommendations since July 30, 2004**

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the personnel actions (contained in the next twelve pages) that have transpired since the July 30, 2004, Board meeting.

**PERSONNEL CHANGES – FACULTY**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Accounting	Philip Hanley	Instructor	08/11/2004	06/30/2005		50,004.00	Initial Appointment
Communication	Gayle Allison	Instructor	08/11/2004	06/30/2005		33,000.00	Initial Appointment
Community College	Charles Conrick	Chair	08/25/2004			55,008.00	Initial Appointment
Community College	Adam Jolly	Instructor	08/11/2004	12/31/2004		15,000.00	Initial Appointment
Computer Science	Peng Li	Visiting Assistant Professor	08/11/2004	06/30/2005		55,008.00	Initial Appointment
Computer Science	Zhonghang Xia	Visiting Assistant Professor	08/11/2004	06/30/2005		59,004.00	Initial Appointment
Computer Science	Yingbing Yu	Visiting Assistant Professor	08/19/2004	06/30/2005		55,008.00	Initial Appointment
Journalism & Broadcasting	Ami Carter	Professional-in-Residence	08/11/2004	06/30/2005		37,008.00	Initial Appointment
Modern Languages	Eder Maestre	Instructor	08/11/2004			32,004.00	Initial Appointment
Music/Athletics	Eric Smedley	Instructor	08/11/2004	06/30/2005		36,408.00	Initial Appointment
Physical Education & Recreation	Thomas Lyons	Assistant Professor	08/11/2004			44,052.00	Initial Appointment
Public Health	Christine Nagy	Visiting Assistant Professor	08/11/2004	06/30/2005		45,000.00	Initial Appointment
Social Work/DELO	Sharon Simmons	Visiting Assistant Professor	08/02/2004	06/30/2005		45,000.00	Initial Appointment
Special Instructional Programs	Martha Boman	Assistant Professor	08/11/2004			47,904.00	Initial Appointment
Biology	Rebecca Bartow	Instructor	08/11/2004	06/30/2005		32,652.00	Rehire
Chemistry	Jennifer Thomas	Instructor	08/11/2004	06/30/2005		33,000.00	Rehire
Community College	Jean Bobbett	Instructor	08/11/2004	12/31/2004		16,002.00	Rehire
Community College	Yvonne Greenwalt	Instructor	08/11/2004	12/31/2004		16,002.00	Rehire
English	Melanie Bates	Instructor	08/11/2004	06/30/2005		32,964.00	Rehire
Marketing	Dennis Smith	Instructor	08/11/2004	12/31/2004		20,004.00	Rehire
Nursing	Lorena Steenberg	Instructor	08/11/2004	06/30/2005		37,500.00	Rehire
Nursing	Sherry Lovan	Instructor	08/11/2004	06/30/2005		37,500.00	Rehire
Political Science	Sue Skipworth	Instructor	08/11/2004	12/31/2004		16,002.00	Rehire
Special Instructional Programs	Janet Applin	Assistant Professor	08/11/2004			45,696.00	Rehire
Special Instructional Programs	Jane Bowman	Instructor	08/16/2004	05/15/2005		13,380.00	Rehire
Special Instructional Programs	Marcus Pedigo	Instructor	08/16/2004	05/15/2005		13,380.00	Rehire
Mathematics	Jean-Claude Evard	Part-Time Faculty	08/11/2004	12/31/2004		5,004.00	Rehire
Computer Information Systems	John Atkinson	Visiting Assistant Professor	07/01/2004	06/30/2005		62,088.00	Reappointment
Ed. Admin., Leadership & Research	Paige Tompkins	Visiting Associate Professor	07/01/2004	06/30/2005		55,020.00	Reappointment
Management	Jerry Bennett	Visiting Assistant Professor	07/01/2004	06/30/2005		50,004.00	Reappointment
Management	Raja Bhattacharya	Instructor	07/01/2004	12/31/2004		21,228.00	Reappointment
Management	Randall Capps	Vstg Executive-in-Residence	07/01/2004	06/30/2005		30,000.00	Reappointment
Management/Marketing	Donald Mellon	Instructor	07/01/2004	06/30/2005		43,812.00	Reappointment
Marketing	Melinda Hill	Instructor	07/01/2004	06/30/2005		38,628.00	Reappointment
Music	Sarah Mitchell	Professional-in-Residence	07/01/2004	06/30/2005		32,964.00	Reappointment
Nursing, AD	Melanie Blunk	Part-Time Faculty	08/11/2004	12/31/2004		10,008.00	Reappointment
Nursing, AD	Teresa Stidham	Part-Time Faculty	08/11/2004	12/31/2004		8,004.00	Reappointment
Public Health	Jae Kim	Instructor	07/01/2004	06/30/2005		36,336.00	Reappointment
Special Instructional Programs	Peter Hoechner	Part-Time Faculty	08/16/2004	05/15/2005		13,380.00	Reappointment
University College	Paula Trafton	Instructor	07/01/2004	06/30/2005		29,928.00	Reappointment
Women's Studies	Farah Ferriell	Instructor	07/01/2004	06/30/2005		31,944.00	Reappointment



**PERSONNEL CHANGES – FACULTY  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Accounting	Richard Aldridge	Chair	07/01/2004		116,664.00	132,168.00	Status Change
Community College	Daltrey Price	Instructor	07/01/2004		32,496.00	33,480.00	Status Change
Computer Information Systems	Jeff Butterfield	Chair	07/01/2004		94,860.00	107,952.00	Status Change
Computer Science	Mostafa Mostafa	Assistant Professor	07/01/2004		50,004.00	62,004.00	Status Change
Finance	Indudeep Chhachhi	Chair	07/01/2004		102,804.00	116,976.00	Status Change
Journalism & Broadcasting	Jeanine Cherry	Visiting Professional/Residence	08/01/2004	06/30/2005	36,012.00	37,008.00	Status Change
Management	Zubair Mohamed	Chair	07/01/2004		100,116.00	113,868.00	Status Change
Nursing, AD	Carol Stowe-Byrd	Instructor	07/01/2004		34,740.00	35,784.00	Status Change
Public Health	Tracey Young	Part-Time Faculty	08/11/2004	06/30/2005	45,432.00	23,628.00	Status Change
University College	Molly Kerby	Instructor	07/01/2004		26,988.00	28,992.00	Status Change
Agriculture	Charles Anderson	Associate Professor	07/01/2004		53,496.00	61,500.00	Salary Inc, FY
Architect & Manufacturing Sciences	Neal Downing	Assistant Professor	07/01/2004		55,356.00	55,860.00	Salary Inc, FY
Community College	Dana Emberton-Tinius	Instructor	07/01/2004		36,000.00	37,080.00	Salary Inc, FY
Engineering	Matthew Dettman	Associate Professor	07/01/2004		70,056.00	70,560.00	Salary Inc, FY
Nursing, AD	Angela Irvin	Instructor	07/01/2004		33,708.00	34,728.00	Salary Inc, FY
Physics & Astronomy	Charles McGruder	Professor/McCormack Professor	07/01/2004		103,656.00	106,776.00	Salary Inc, FY
Psychology	Joyce Wilder	Associate Professor	07/01/2004		54,444.00	55,500.00	Salary Inc, FY
Special Instructional Programs	Sherry Powers	Department Head	08/01/2004		53,256.00	71,016.00	Promotion
Accounting	Stacy Wade	Assistant Professor	07/01/2004		79,452.00	81,948.00	Degree
Economics	Alexander Lebedinsky	Assistant Professor	07/01/2004		59,472.00	60,672.00	Degree
Folk Studies & Anthropology	Erik Gooding	Assistant Professor	07/01/2004		40,776.00	41,976.00	Degree
Social Work	Wesley Gabbard	Assistant Professor	08/11/2004		45,012.00	46,020.00	Degree
Accounting	Janet Colbert	Professor, Meany Professor	07/01/2004	06/30/2005	15,000.00	16,000.00	Stipend
Accounting	Nace Magner	Professor, Holland Professor	07/01/2004	06/30/2005	15,000.00	16,000.00	Stipend
Agriculture	Jack Rudolph	Interim Head	07/01/2004	06/30/2005		500.00/mo	Stipend
College/Education & Behavioral Sciences	Antony Norman	Asst to the Dean for Assessment	07/01/2004	06/30/2005		417.00/mo	Stipend
Computer Science	Uta Ziegler	Interim Head	08/01/2004	05/30/2005		500.00/mo	Stipend
Distributed Learning	Robert Wyatt	Director	07/01/2004	06/30/2005		300.00/mo	Stipend
Economics	William Davis	Interim Chair	07/01/2004	06/30/2005		602.00/mo	Stipend
Mathematics	Bruce Kessler	Interim Assistant Dean	07/01/2004	06/30/2005		500.00/mo	Stipend
Nursing	Linda Coakley	Assistant Professor	07/01/2004	06/30/2005	41,976.00	20,988.00	Leave/Absence

**PERSONNEL CHANGES – FACULTY  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Accounting	Joel Philhours	Optional Retiree	07/01/2004	06/30/2005			Leave/Absence
Geography & Geology	Reza Ahsan	Optional Retiree	06/30/2004				Optional Ret End
Geography & Geology	Conrad Moore	Optional Retiree	07/01/2004	06/30/2005			Leave/Absence
Philosophy & Religion	Margaret Curtis-Howe	Optional Retiree	07/01/2004	12/31/2004	11,892.00	12,132.00	Salary Inc, FY
Philosophy & Religion	Margaret Curtis-Howe	Optional Retiree	12/31/2004				Optional Ret End
Psychology	Clinton Layne	Optional Retiree	07/01/2004	06/30/2005			Leave/Absence
Psychology	Lois Layne	Optional Retiree	07/01/2004	06/30/2005			Leave/Absence
Computer Science	Rafal Angryk	Assistant Professor					Declined Appt
Marketing	Louis Turley	Chair	07/11/2004				Death
Accounting	Steven White	Associate Professor	06/30/2005				Termination
Architect & Manufacturing Sciences	Tzu-Liang Tseng	Assistant Professor	07/31/2004				Termination
Computer Science	Blake Dobson	Instructor	06/30/2004				Termination
Modern Languages	Benedicte Bossut	Instructor	06/30/2005				Termination
Music/Athletics	Jeffrey Steiner	Instructor	07/31/2004				Termination
Physical Education & Recreation	Matthew Green	Assistant Professor	06/30/2004				Termination
Special Instructional Programs	Beverly Boulware	Associate Professor	06/30/2004				Termination

**PERSONNEL CHANGES – GRANTS**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Chemistry	Li Ren	FT Temp PNF	09/01/2004	07/31/2005		28,260.00	Appointment
Educational Telecommunications	Jack Hanes	Director	09/01/2004	08/31/2005		70,008.00	Appointment
Institute for Rural Health	Sandra Conroy	MP PT Temp PNF	10/01/2004	06/30/2005		45.00	Appointment
Psychology	Cindy Gaffney	Coordinator	08/02/2004	08/31/2005		30,000.00	Appointment
Psychology	Leah Tibbs	Coordinator	08/02/2004	08/31/2005		34,008.00	Appointment
Special Instructional Programs	Nan Slaughter	Evaluation Specialist	10/01/2004	06/30/2005		33,000.00	Appointment
Training/Technical Assistance Svcs	JaToyri Doolin	Nutrition Associate	07/26/2004	10/31/2004		15,072.00	Appointment
Training/Technical Assistance Svcs	Julia Johnson	Teacher	08/02/2004	10/31/2004		23,040.00	Appointment
Training/Technical Assistance Svcs	Debra Strait	Teacher	08/30/2004	10/31/2004		28,800.00	Appointment
Upward Bound	Tamika Dobbins	Counselor	09/01/2004	07/31/2005		28,008.00	Appointment
Equal Opportunity/504/ADA	Teresa Smith	BW PT Tech 00	08/01/2004	06/30/2005		20.00	Rehire
Equal Opportunity/504/ADA	Valerie Spence	BW PT Tech 00	08/01/2004	06/30/2005		25.00	Rehire
Equal Opportunity/504/ADA	Peggy Wallace	BW PT Tech 00	08/01/2004	06/30/2005		20.00	Rehire
Equal Opportunity/504/ADA	Debbie Ward	BW PT Tech 00	08/01/2004	06/30/2005		25.00	Rehire
Psychology	Patricia Roenker	BW PT Tech 00	10/01/2004	01/31/2005		18.00	Rehire
Combustion Lab Center Prof Services	Boshu He	BW PT Temp Tech 00	10/04/2004	04/03/2005	19.09	23.09	Reappointment
Combustion Lab Center Prof Services	Quentin Lineberry	BW PT Temp Tech 00	07/01/2004	06/30/2005	20.45	18.75	Reappointment
Combustion Lab Center Prof Services	Hongmin Yang	BW PT Temp Tech 00	08/26/2004	02/25/2005	30.00	30.00	Reappointment
Community College	Carla Hinton	MP PT PNF	07/01/2004	06/30/2005	9,265.00	9,474.00	Reappointment
Educational Television Services	Donald Noel	Associate Producer/Director	09/04/2004	11/03/2004	31,668.00	31,668.00	Reappointment
Materials Characterization - POD	Chien-Wei Chen	BW PT Temp Tech 00	09/01/2004	03/01/2005	20.00	24.04	Reappointment
AA - BGCC/RSRC	Julie Gee	BW PT Temp Tech 00	09/01/2004	09/30/2004	15.00	15.00	Reappt/No Sal Inc
Biodiversity Center - POD	Benjamin Hutchins	BW PT Temp Tech 00	08/23/2004	05/15/2005	8.50	8.50	Reappt/No Sal Inc
Center/Math, Science, Env Ed	Patricia Sowell	PT Temp Clerical	07/01/2004	12/17/2004	10.00	10.00	Reappt/No Sal Inc
College of Ed & Behavioral Science	Gaye Pearl	Office Assistant	10/01/2004	06/30/2005	27,336.00	27,336.00	Reappt/No Sal Inc
Educational Enhancement Programs	Jill Goodman	Counselor	09/01/2004	08/31/2005	27,960.00	27,960.00	Reappt/No Sal Inc
Educational Enhancement Programs	Melissa Hawks	BW PT Temp Tech 00	08/09/2004	08/31/2005	12.00	12.00	Reappt/No Sal Inc
Educational Enhancement Programs	Michele Schlinsog	Coordinator III	09/01/2004	08/31/2005	32,004.00	32,004.00	Reappt/No Sal Inc
Educational Enhancement Programs	Jessica Wood	BW PT Temp Tech 00	08/16/2004	08/31/2005	12.00	12.00	Reappt/No Sal Inc
Educational Enhancement Programs	Shirley Wood	BW PT Clerical 00	09/01/2004	11/30/2004	16.96	16.96	Reappt/No Sal Inc
Library Special Collections	Carol Pike	BW Temp Clerical	07/01/2004	12/17/2004	8.00	8.00	Reappt/No Sal Inc
Materials Characterization - POD	Gretchen Berryman	BW PT Temp Tech 00	07/12/2004	09/30/2004	8.00	8.00	Reappt/No Sal Inc
Materials Characterization - POD	Matthew King	BW PT Temp Tech 00	08/23/2004	02/23/2005	21.75	21.75	Reappt/No Sal Inc
Physics & Astronomy	Lindsay Hopper	Research Assistant	10/02/2004	12/31/2004	28,008.00	28,008.00	Reappt/No Sal Inc
Physics & Astronomy	Jonathan Paschal	Computer Specialist	10/02/2004	12/31/2004	35,004.00	35,004.00	Reappt/No Sal Inc
Psychology	Gayla Cissell	Coordinator III	08/01/2004	01/31/2005	42,876.00	42,876.00	Reappt/No Sal Inc
Psychology	Tracy Harkins	PT Temp Tech	08/01/2004	08/08/2004	18.00	18.00	Reappt/No Sal Inc
Public Radio Services	Marilyn Greer	Coordinator III	09/01/2004	08/31/2005	32,436.00	32,436.00	Reappt/No Sal Inc

**PERSONNEL CHANGES – GRANTS**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Training Projects	Jennifer Costellow	Office Coordinator	09/01/2004	11/30/2004	28,176.00	28,176.00	Reappt/No Sal Inc
Training Projects	Charlene Manco	Director	09/01/2004	11/30/2004	69,312.00	69,312.00	Reappt/No Sal Inc
Training Projects	Janie Ward	Office Assistant	09/01/2004	11/30/2004	22,632.00	22,632.00	Reappt/No Sal Inc
Training Projects	Jessica Watts	Training Associate	09/01/2004	11/30/2004	24,624.00	24,624.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Misela Bulut	BW PT Tech 00	10/01/2004	09/30/2005	9.00	9.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Gail Elleby	Management Specialist	07/01/2004	09/30/2004	61,548.00	61,548.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Michael Gramling	Training Specialist	07/01/2004	09/30/2004	54,900.00	54,900.00	Reappt/No Sal Inc
Training/Technical Assistance Svcs	Luis Hernandez	Training Specialist	07/01/2004	09/30/2004	63,732.00	63,732.00	Reappt/No Sal Inc
Upward Bound	Linda Gaines	Director	08/01/2004	07/31/2005	45,696.00	45,696.00	Reappt/No Sal Inc
Upward Bound	Michael Kenney	Assistant Director	08/01/2004	07/31/2005	35,532.00	35,532.00	Reappt/No Sal Inc
Upward Bound	Carol Lee	Office Associate	08/01/2004	07/31/2005	20,568.00	20,568.00	Reappt/No Sal Inc
Veterans Upward Bound	Patricia Ault	Office Associate	10/01/2004	06/30/2005	23,280.00	23,280.00	Reappt/No Sal Inc
Veterans Upward Bound	Marlys Garman	PT PNF	10/01/2004	06/30/2005	7,644.00	7,644.00	Reappt/No Sal Inc
Veterans Upward Bound	Martha Kenney	Coordinator	10/01/2004	06/30/2005	36,408.00	36,408.00	Reappt/No Sal Inc
Veterans Upward Bound	Howard Stone	Adult Ed Specialist	10/01/2004	06/30/2005	30,588.00	30,588.00	Reappt/No Sal Inc
Veterans Upward Bound	Randal Wilson	Director	10/01/2004	06/30/2005	43,524.00	43,524.00	Reappt/No Sal Inc
Veterans Upward Bound	Cassie Zippay	Adult Ed Specialist	10/01/2004	06/30/2005	30,624.00	30,624.00	Reappt/No Sal Inc
WATERS Lab	Richard Fowler	Laboratory Technician	07/01/2004	09/30/2005	36,000.00	36,000.00	Reappt/No Sal Inc
Extended Learning & Outreach (DELO)	Linda Jones	Office Assistant	08/16/2004	09/30/2005	11.00	22,104.00	Status Change
Gordon Ford College of Business	William Parsons	Director, Global Business	07/01/2004	12/31/2004	30,336.00	21,012.00	Status Change
Psychology	Tracy Harkins	PT PNF	08/09/2004	08/31/2005	18.00	21,000.00	Status Change
Biology	Nilesh Sharma	Research Scientist	04/01/2004	03/31/2005	30,744.00	33,504.00	Salary Increase
Combustion Lab Center Prof Services	Hongmin Yang	BW PT Temp Tech 00	07/12/2004	08/25/2004	20.00	30.00	Salary Increase
Training/Technical Assistance Svcs	Betty Robertson	BW PT Clerical 00	09/01/2004	06/30/2005	19.86	20.36	Salary Increase
Biology	Bryan Mason	MN Temp PNF 00	08/12/2004	03/31/2005	26,964.00	28,320.00	Grant FYSalaryInc
College of Ed & Behavioral Science	Inga Wolff	Coordinator III	09/15/2004	09/14/2005	33,612.00	34,620.00	Grant FYSalaryInc
Community College	Amy Thomas	SM Temp Clerical 00	10/01/2004	12/15/2004	23,700.00	25,008.00	Grant FYSalaryInc
Educational Enhancement Programs	Rita Meredith	Counselor	07/01/2004	07/01/2005	23,292.00	23,988.00	Grant FYSalaryInc
Educational Enhancement Programs	Shannon Ward	PT Clerical	07/01/2004	07/01/2005	11.00	11.33	Grant FYSalaryInc
Psychology	Cheryl Kirby-Stokes	Director	09/01/2004	08/31/2005	39,804.00	41,004.00	Grant FYSalaryInc
Special Instructional Programs	Dawn Miller	PT Tech	07/01/2004	06/30/2005	10.00	10.59	Grant FYSalaryInc
Special Instructional Programs	Betty Thurman	PT Clerical	07/01/2004	06/30/2005	9.25	10.00	Grant FYSalaryInc
Special Instructional Programs	Sandra Wilson	Program Consultant	07/01/2004	06/30/2005	40,308.00	41,316.00	Grant FYSalaryInc
Training Projects	Jennifer Costellow	Office Coordinator	07/01/2004	08/31/2004	27,348.00	28,176.00	Grant FYSalaryInc
Training Projects	Charlene Manco	Director	07/01/2004	08/31/2004	67,284.00	69,312.00	Grant FYSalaryInc
Training Projects	Janie Ward	Office Assistant	07/01/2004	08/31/2004	21,972.00	22,632.00	Grant FYSalaryInc
Training Projects	Jessica Watts	Training Associate	07/01/2004	08/31/2004	23,904.00	24,624.00	Grant FYSalaryInc
Training Projects	Shirley Wood	PT Clerical	07/01/2004	08/31/2004	16.47	16.96	Grant FYSalaryInc

**PERSONNEL CHANGES – GRANTS**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Training/Technical Assistance Svcs	Dennis Angle	Graphics Specialist	09/01/2004	06/30/2005	45,972.00	47,016.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Harry Bickel	Lead Staff Consultant	09/01/2004	06/30/2005	60,120.00	61,068.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Janet Buckley	Component Specialist	09/01/2004	06/30/2005	58,548.00	60,312.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Perry Davis	Management Specialist	09/01/2004	06/30/2005	57,924.00	59,088.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Eric Dupree	Management Specialist	09/01/2004	06/30/2005	58,368.00	60,120.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Gail Elleby	Management Specialist	09/01/2004	06/30/2005	61,548.00	63,012.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	09/01/2004	06/30/2005	58,512.00	60,276.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Michael Gramling	Training Specialist	09/01/2004	06/30/2005	54,900.00	56,556.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Michael Hartz	Staff Assistant	09/01/2004	06/30/2005	36,096.00	36,828.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Holly Hatcher	Administrative Coordinator	09/01/2004	06/30/2005	30,636.00	31,560.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Luis Hernandez	Training Specialist	09/01/2004	06/30/2005	63,732.00	64,692.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Amy Hood	Training Specialist	07/01/2004	06/30/2005	54,528.00	56,172.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Janine Keirnan	Project Financial Specialist	09/01/2004	10/31/2004	50,808.00	52,332.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Colleen Mendel	Executive Director	09/01/2004	10/31/2004	100,128.00	103,128.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Susan Marie Morris	Staff Assistant	09/01/2004	06/30/2005	35,928.00	36,648.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	James Pasley	Training Specialist	09/01/2004	06/30/2005	60,252.00	61,452.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Vera Pritchett	Computer Specialist	09/01/2004	06/30/2005	51,336.00	52,344.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Lejane Sailors	Health Specialist	09/01/2004	06/30/2005	57,084.00	58,740.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Connie Smith	Early Childhood Specialist	07/01/2004	06/30/2005	63,276.00	65,184.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Cynthia Sprouse	Administrative Coordinator	09/01/2004	06/30/2005	27,612.00	28,584.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Betsy Thigpen	Training Specialist	09/01/2004	06/30/2005	57,264.00	58,404.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Marcia Verzaro-O'Brien	Director, Southern Region	09/01/2004	06/30/2005	86,124.00	88,704.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	James Watkins	Program Manager	09/01/2004	06/30/2005	56,832.00	58,548.00	Grant FYSalaryInc
Training/Technical Assistance Svcs	Beth O'Brien	Information/Events Specialist	09/01/2004	06/30/2005	39,852.00	42,504.00	Reclassification
Applied Research & Technology	Ouida Meier	Project Specialist	07/01/2004	06/30/2005	42,552.00	42,972.00	Transfer
Public Radio Service	Kevin Willis	Assistant News Director	08/01/2004	08/01/2005	32,088.00	36,000.00	Transfer
Educational Telecommunications	Gerald Barnaby	Director	08/06/2004				Termination
Folk Studies & Anthropology	Dominica Murphy	PT Temp Tech	07/12/2004				Termination
Folk Studies & Anthropology	Jonathan Powell	PT Temp Tech	08/08/2004				Termination
Training/Technical Assistance Svcs	Sabrina Jones	PT Tech	07/02/2004				Termination
Training/Technical Assistance Svcs	Kristine Kie	Teacher	07/27/2004				Termination

**PERSONNEL CHANGES – STAFF**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Academic Advising & Retention	Adeirele Oderinde	MP PT PNF	08/23/2004	05/11/2005		10,000.00	Initial Appointment
Admissions Office	Catron Peterson	Admissions Associate	09/13/2004			19,992.00	Initial Appointment
Admissions Office	Derick Strode	Admissions Counselor	08/16/2004			21,552.00	Initial Appointment
Alumni Relations	Stephen Sisco	Office Assistant	07/19/2004			24,504.00	Initial Appointment
Biology	Erin Cummings	Office Assistant	08/11/2004			21,000.00	Initial Appointment
Bookstore	Ivan Gibson	Bookstore Associate	07/26/2004			9.85	Initial Appointment
Bookstore	Heather Tyree	Accounting Associate	07/12/2004			11.28	Initial Appointment
Cheerleader/Topperettes	Stephanie Pennington	MP PT PNF	07/15/2004			3,000.00	Initial Appointment
College of Health & Human Services	Sylvia Gaiko	Associate Dean	08/09/2004			84,000.00	Initial Appointment
Combustion Lab Center Prof Services	Zhongxian Cheng	BW PT Temp Tech 00	08/30/2004	06/30/2005		25.00	Initial Appointment
Distance Learning Program	Hannah Beal	BW PT Tech 00	08/23/2004			7.00	Initial Appointment
Distance Learning Program	Janie Corkran	BW PT Tech 00	08/30/2004			7.00	Initial Appointment
Equal Opportunity/504/ADA Comp	David Haynes	BW PT Temp Clerical 00	07/22/2004	07/21/2005		10.00	Initial Appointment
Extended Campus, Ft. Knox/Elizabethtown	Walter Graves	MP PT PNF	07/02/2004			7.00	Initial Appointment
Facilities Management	Larry Currington	Zone Maintenance Technician	08/09/2004			11.00	Initial Appointment
Faculty Ctr for Excellence in Teaching	Stephanie Randol	Office Associate	09/01/2004			23,016.00	Initial Appointment
Housing & Residence Life	Tracey Anderkin	Asst Residence Hall Director	07/12/2004			11,304.00	Initial Appointment
Housing & Residence Life	Jesse Atteberry	Residence Hall Director	07/12/2004			17,004.00	Initial Appointment
Housing & Residence Life	Jennifer Danylo	Coordinator	07/01/2004			28,008.00	Initial Appointment
Housing & Residence Life	Chavela Dean	Asst Residence Hall Director	07/12/2004			11,304.00	Initial Appointment
Housing & Residence Life	Shawnboda Johnson	Asst Residence Hall Director	07/12/2004			11,304.00	Initial Appointment
Housing & Residence Life	M. Sangaranarayanan	Coordinator	07/01/2004			26,508.00	Initial Appointment
Housing & Residence Life	Elizabeth Silliman	Asst Residence Hall Director	07/12/2004			11,304.00	Initial Appointment
Housing & Residence Life	Nicholas Wiard	Coordinator	07/01/2004			26,508.00	Initial Appointment
Institutional Advancement	Julie Denton-Childress	Research Assistant, Developmt	08/02/2004			25,860.00	Initial Appointment
Interactive Television	Amity Creech	BW PT Tech 00	08/23/2004			6.00	Initial Appointment
International Programs & Projects	Ryana Severance	International Student Advisor	09/27/2004	09/26/2005		26,868.00	Initial Appointment
Intramural/Recreational Sports	Brandon Basham	BW PT Temp Tech 00	08/16/2004	05/08/2005		7.89	Initial Appointment
Intramural/Recreational Sports	Michael Collins	BW PT Temp Tech 00	08/16/2004	05/08/2005		7.89	Initial Appointment
Intramural/Recreational Sports	Norman Gentry	BW PT Temp Tech 00	08/16/2004	05/08/2005		7.89	Initial Appointment
Intramural/Recreational Sports	Derek Hottell	BW PT Temp Tech 00	08/16/2004	05/08/2005		7.89	Initial Appointment
Libraries	Daniel Pawley	BW Lib PT Tech	08/23/2004			9.00	Initial Appointment
Marketing	Amy Ellis	BW PT Clerical 00	08/23/2004			8.50	Initial Appointment
Men's Basketball	Cypheus Bunton	Assistant Coach	08/20/2004			40,008.00	Initial Appointment
Nursing, AD	Lisa Proctor	Nursing Lab Coord/AcadTutor	08/11/2004			32,640.00	Initial Appointment
Physical Education & Recreation	Abby Wallace	BW PT Clerical 00	07/19/2004	07/30/2005		8.00	Initial Appointment
Sponsored Programs	Robertta Speck	Proposal Development Coord	08/30/2004			42,000.00	Initial Appointment
Student Technology	Michael Bruton	Computer Lab Consultant	07/19/2004			36,000.00	Initial Appointment
Theatre & Dance	Cattie Brownfield	BW PT Temp Sk Crft 00	08/16/2004	05/08/2005		7.44	Initial Appointment

**PERSONNEL CHANGES – STAFF  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Ticket Manager	Scott Brannan	Asst. Manager, Ticket Sales	09/27/2004			25,008.00	Initial Appointment
University Centers	Alison Brown	BW PT Maint 00	09/02/2004			8.00	Initial Appointment
University Centers	William Elliott	BW PT Temp Maint 00	08/15/2004	08/15/2005		5.90	Initial Appointment
University Centers	Magan McFadden	BW PT Maint 00	08/20/2004			8.00	Initial Appointment
Women's Softball	Rachel Lawson	Head Athletic Coach	07/19/2004			38,676.00	Initial Appointment
Athletic Facilities	Douglas Simpson	Coordinator II	07/19/2004			29,004.00	Rehire
College of Health & Human Services	Eva Whittle	Office Associate	07/19/2004			24,504.00	Rehire
Communication	Tammi Farrell	BW PT Temp Clerical	08/02/2004	08/01/2005		8.00	Rehire
Distance Learning Program	Bera Miller	BW PT Tech 00	08/23/2004			7.50	Rehire
Downing University Center	Peggy Haas	MP PT PNF	08/01/2004	05/31/2005		1,000.00/mo	Rehire
Extended Campus-Glasgow	Richard Fitzpatrick	Academic Advisor	09/27/2004			26,976.00	Rehire
Forensics - POD	Dawn Lowry	Assistant Coach	08/02/2004			26,604.00	Rehire
Human Resources	Cheryl Lewis-Smith	Manager, Employment/Traing	09/13/2004			45,000.00	Rehire
Institutional Research	Gina Huff	Research Associate	10/01/2004			34,368.00	Rehire
Library Public Services	Phillip Edwards	BW Library PT Clerical	08/01/2004			8.87	Rehire
Library Public Services	Carol Watwood	Health Sciences Librarian	08/01/2004			34,008.00	Rehire
Student Technology	Ricardo Ortolani	Computer Lab Consultant	08/23/2004			36,000.00	Rehire
Swimming	Robert Benson	PT Diving Coach	09/16/2004	03/15/2005		10,500.00	Rehire
Track & Field	Erik Jenkins	Assistant Coach	08/16/2004			20,004.00	Rehire
Academic Advising & Retention	Dianna Marshall	MP PT PNF	08/23/2004	05/06/2005		15,000.00	Reappointment
Athletic Marketing	Paula Davids	BW PT Temp Clerical 00	09/11/2004	09/10/2005		5.15	Reappointment
Biology	Kaneia Creek	Office Associate	07/15/2004	08/31/2004		23,064.00	Reappointment
Campus Services	Jeremy Bowling	BW PT Temp Maint 00	04/15/2004	10/07/2004		7.00	Reappointment
Combustion Lab Center Prof Services	I-Ting Chen	Research Assistant	07/01/2004	06/30/2005		33,000.00	Reappointment
Equal Opportunity/504/ADA	Mana Kariman	BW PT Temp Tech 00	09/01/2004	06/30/2005		12.00	Reappointment
F&A - Ogden College	Kirk Cantrell	BW PT Tech 00	07/01/2004	10/01/2004		17.86	Reappointment
Health & Fitness Lab	Matthew Thoma	BW PT Tech 00	08/16/2004	12/19/2004		7.89	Reappointment
Housing & Residence Life	John Laffin	BW Temp Clerical 00	08/30/2004	09/30/2004		6.00	Reappointment
Materials Characterization - POD	Stan Herren	BW PT Temp Tech 00	09/01/2004	03/01/2005		20.00	Reappointment
Physics & Astronomy	Michael Belbot	Senior Research Scientist	10/02/2004	10/31/2004		48,360.00	Reappointment
Telecommunications	Crystal Strautman	BW PT Temp Clerical 00	05/05/2004	08/20/2004		7.50	Reappointment
University Centers	Ricky Murphy	BW PT Temp Maint 00	09/01/2004	09/01/2005		8.00	Reappointment
Admissions	Muhammad Tiwana	FT Temp PNF	07/01/2004	06/30/2005	9.00	30,000.00	Status Change
Baseball	Michael McLaury	Assistant Coach	08/01/2004		26,664.00	26,664.00	Status Change
Biology	Kaneia Creek	Office Coordinator	08/11/2004		23,064.00	28,008.00	Status Change

**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Building Services	Paul Davidson	Building Services Attendant	08/09/2004		6.66	6.82	Status Change
Building Services	Bonnie Deitz	Building Services Attendant	09/06/2004		6.82	6.82	Status Change
Building Services	Betty Flora	Building Services Attendant	08/09/2004		8.75	8.75	Status Change
Building Services	Karen Hubbard	Building Services Attendant	08/09/2004		6.66	6.82	Status Change
Building Services	Lora Justice	Building Services Attendant	08/09/2004		6.66	6.82	Status Change
Building Services	Sheila Scarbrough	Building Services Attendant	09/06/2004		6.82	6.82	Status Change
Gordon Ford College of Business/Global	Laura Page	SM Clerical 00	06/01/2004	12/31/2004	9.50	10.00	Status Change
Health Services	Monisa Wright	Mgr, Medical Lab/Dispensary	08/16/2004		16.75	32,004.00	Status Change
Housing & Residence Life	John Laffin	BW PT Tech 00	09/20/2004		6.00	7.00	Status Change
Library Special Collections	Lynne Ferguson	Artist-in-Residence	08/01/2004		19.19	33,132.00	Status Change
Men's Basketball	David Houser	Strength/Conditioning Coach	08/02/2004		22,668.00	26,004.00	Status Change
Men's Basketball	Paul Sanderford	Assistant Coach	10/01/2004		61,800.00	61,800.00	Status Change
Nursing	Renee Kilgore	Coordinator	07/01/2004		29,304.00	33,552.00	Status Change
University Libraries	Jayne Pelaski	Coord, Univ Libr Outreach	07/01/2004		26,004.00	36,000.00	Status Change
University Relations	Joy Baum	Office Associate	09/13/2004		6.00	21,000.00	Status Change
Agriculture	Deborah Gabbard	Accounts Specialist	07/01/2004		32,640.00	33,672.00	Reclassification
Agriculture	Laura Kitchens	Office Associate	07/01/2004		21,624.00	22,008.00	Reclassification
Center for Training & Development	Marilyn Pardue	Program Director	10/01/2004		26,184.00	35,004.00	Reclassification
Extended Campus, Glasgow	Judy Parker	Office Coordinator	07/01/2004		26,568.00	28,416.00	Reclassification
Extended Campus, Glasgow	Cecil Wilson	Sr Zone Maintenance Tech	07/01/2004		12.17	14.57	Reclassification
Human Resources	Patricia Booth	Mgr,HR Info Systems Support	09/01/2004		34,020.00	37,020.00	Reclassification
Purchasing and Accounts Payable	Warren Whitfield	Chief Buyer					Reclassification
Building Services	Teresa Dunning	Group Leader, Building Svcs	07/01/2004				Reassignment
Academic Technology	Joshua Marble	Software/Media Library Spec	08/02/2004		24,504.00	26,016.00	Promotion
Bookstore	Teresa Burden	Supervisor, Bookstore Assoc	09/13/2004		21,648.00	26,325.00	Promotion
Bookstore	Alice Cannon	Manager, Bookstore Acctng	07/26/2004		26,268.00	32,487.00	Promotion
Bookstore	Jennifer Whipple	Supervisor, Book Department	07/26/2004		19,884.00	26,013.00	Promotion
Building Services	Stephanie Baker	Group Leader, Building Svcs	09/07/2004		7.17	9.25	Promotion
Building Services	Terezinha Jaworsky	Group Leader, Building Svcs	07/26/2004		7.92	9.50	Promotion
Career Services Center	Michael Hanner	Office Coordinator	08/30/2004		25,536.00	27,936.00	Promotion
Career Services Center	Tess McKinley	Career Counselor	08/16/2004		33,960.00	37,560.00	Promotion
Career Services Center	Cassandra Watts	Office Associate	09/20/2004		19,548.00	21,960.00	Promotion
Folk Studies & Anthropology	Drucilla Belcher	Office Associate	08/09/2004		21,264.00	23,400.00	Promotion



**PERSONNEL CHANGES – STAFF  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Housing & Residence Life	Sarah Barnes	Residence Hall Director	07/01/2004		11,004.00	15,000.00	Promotion
Housing & Residence Life	Christina Johnson	Residence Hall Director	07/01/2004		11,004.00	15,000.00	Promotion
Housing & Residence Life	Aubrey Livingston	Coordinator, HRL	08/01/2004	07/30/2005	15,552.00	26,508.00	Promotion
Housing & Residence Life	Jeremy Ynclan	Residence Hall Director	07/01/2004		11,004.00	15,000.00	Promotion
Microcomputing	Christopher Roberts	Microcomputing Consultant	08/25/2004		33,948.00	37,008.00	Promotion
Public Radio Services	Joseph Corcoran	Producer/Announcer	10/01/2004		28,848.00	32,088.00	Promotion
Advancement Services	Martha Basham	Office Assistant	08/24/2004		20,112.00	21,000.00	Transfer
Building Services	Martina Smith	Building Services Attendant	07/26/2004		7.00	7.00	Transfer
College of Health & Human Services	Bethany Smith	Coordinator	09/03/2004		26,040.00	28,044.00	Transfer
Forensics - POD	Jace Lux	Coordinator/Coach	08/01/2004		25,980.00	30,192.00	Transfer
Housing & Residence Life	Adrien DeLoach	Residence Hall Director	08/21/2004	08/19/2005	32,868.00	21,000.00	Transfer
Police	Lisa Brown	Assistant Shift Commander	07/19/2004		32,856.00	34,344.00	Transfer
Police	Rafael Casas	Assistant Shift Commander	08/02/2004		32,040.00	33,480.00	Transfer
Police	Edward Rich	Assistant Shift Commander	07/26/2004		33,144.00	34,656.00	Transfer
Academic Affairs/University Senate	Lou Stahl	Office Associate	07/01/2004	06/30/2005	27,288.00	28,656.00	Temporary Rate Inc
Facilities Management	Stacy Dunning	Building Services Attendant	07/01/2004		7.15	7.37	Salary Increase, FY
Library Public Services	Rosemary Meszaros	Coordinator, Govt Info & Law	07/01/2004		48,192.00	49,632.00	Salary Increase, FY
Volleyball	Natalie Furry	Assistant Coach	07/01/2004		20,136.00	22,140.00	Salary Increase, FY
Biology	Mohd Israr	FT Temp PNF	10/01/2004	06/13/2005	15,000.00	21,000.00	Salary Increase
Building Services	Judith Pitman	Building Services Attendant	09/20/2004		6.66	6.82	Salary Increase
HVAC Services	Michael Scott	Boiler Operator	06/01/2004		12.53	13.31	Salary Increase
Health Services	Lesia Hartley	BW PT Tech 00	08/16/2004		14.50	15.50	Salary Increase
Human Resources	Mary McBride	Mgr/Emp Benefits & Retirement	09/01/2004		51,600.00	52,800.00	Salary Increase
Physical Education & Recreation	Abby Wallace	BW PT Clerical 00	07/19/2004	07/30/2005	8.00	8.30	Salary Increase
Extended Campus, Glasgow	Judy Parker	Office Coordinator	07/01/2004		28,416.00	28,920.00	Degree/Certification
Extended Learning & Outreach (DELO)	Sharon Woodward	Program Director, Cont Ed	09/01/2004			300.00/lump sum	Degree/Certification
Facilities Management	Sonya Heard	Office Coordinator	09/01/2004		26,352.00	26,856.00	Degree/Certification
HVAC Services	Daniel Jolly	Water Treatment Tech	08/01/2004			300.00/lump sum	Degree/Certification
Health Services	Elizabeth Greaney	Director	10/01/2004			300.00/lump sum	Degree/Certification
Maintenance Services	Joe Keith	Assistant Supv, Plumbing	10/01/2004			300.00/lump sum	Degree/Certification
Risk Management	Barry Woosley	Manager	10/01/2004			300.00/lump sum	Degree/Certification
Purchasing & Accounts Payable	Kenneth Baushke	Director	07/16/2004				Title Change
Student Financial Assistance	Nancy Smith	Financial Aid Assistant	07/01/2004				Title Change

**PERSONNEL CHANGES – STAFF**  
(continued)

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Administrative Computing Services	Charles Wimpee	Stipend	07/01/2004	06/30/2005		300.00/mo	Stipend
Athletics/HAF	C. Wood Selig	Stipend	10/01/2004	06/30/2005		731.56/mo	Stipend
Downing University Center/Niteclass	David Emerson	Stipend	08/01/2004	04/30/2005		280.00/mo	Stipend
Extended Learning & Outreach (DELO)	Donald Swoboda	Stipend	07/01/2004			80.00/mo	Stipend
Housing & Residence Life	Ben Ellis	Stipend	07/01/2004	05/31/2005		620.00/mo	Stipend
Housing & Residence Life	Lynne Holland	Stipend	07/01/2004	05/31/2005		463.00/mo	Stipend
Housing & Residence Life	Lana Riney	Stipend	07/01/2004	05/31/2005		1,117.00/mo	Stipend
Network Computing & Communications	Lori Douglas	Stipend	07/01/2004	06/30/2005		300.00/mo	Stipend
Network Computing & Communications	Jeptha Sumpter	Stipend	07/01/2004	06/30/2005		300.00/mo	Stipend
Public Radio Services	Peter Bryant	Stipend	08/01/2004	08/31/2004		500.00/mo	Stipend
Student Financial Assistance	Cynthia Burnette	Stipend	06/01/2004			500.00/mo	Stipend
Student Technology	Justin Rexing	Stipend	07/01/2004	06/30/2005		300.00/mo	Stipend
Facilities Management	James Dar	Zone Maintenance Technician	08/31/2004				Retirement
Football	Larissa Priddy	Office Associate	07/31/2004				Retirement
Human Resources	Ivy Roberson	Manager, Employment	07/31/2004				Retirement
Registrar's Office	Linda Davis	Student Records Associate	08/31/2004				Retirement
Telecommunications	Linda Vincent	Office Coordinator	07/31/2004				Retirement
Admissions Office	Miranda Nerland	Admissions Associate	07/15/2004				Termination
Advancement Services	Ashley Turner	Office Assistant	07/31/2004				Termination
Athletic Media Relations	Joseph Angolia	Coordinator I	06/30/2004				Termination
Bookstore	Annette Kogut	Supv, Accts Payable	09/21/2004				Termination
Building Services	Dena Beckner	Building Services Attendant	08/03/2004				Termination
Building Services	Barbara Crump	Building Services Attendant	09/24/2004				Termination
Building Services	Sheila Davis	Building Services Attendant	07/19/2004				Termination
Building Services	Christopher Freas	Building Services Attendant	08/16/2004				Termination
Building Services	Margaret Lillard	Building Services Attendant	08/12/2004				Termination
Building Services	Burdetta Lindsey	Group Leader, Building Svcs	09/26/2004				Termination
Building Services	Wanda Verney	Building Services Attendant	07/08/2004				Termination
Campus Services	Garth Lorenz	Groundskeeper	07/16/2004				Termination
Career Services Center	Philip Parker	Career Counselor	08/13/2004				Termination
Equal Opportunity/504/ADA Comp	David Haynes	BW PT Temp Clerical 00	08/31/2004				Termination
Extended Campus, Glasgow	Natassia Peyton	BW PT Clerical	08/08/2004				Termination
Facilities Management	Brian Ausbrooks	Building Services Attendant	07/28/2004				Termination
Facilities Management	Bonnie Billingsley	Coord, Facility Services	08/17/2004				Termination
Facilities Management	Kevin Cowles	Building Services Attendant	07/29/2004				Termination
FM Radio Network	Samuel Stinson	BW PT Tech 00	08/23/2004				Termination

**PERSONNEL CHANGES – STAFF  
(continued)**

<b>Organization</b>	<b>Employee</b>	<b>Title</b>	<b>Effective Date</b>	<b>End Date</b>	<b>Salary</b>	<b>Proposed Salary</b>	<b>Type Action</b>
Gordon Ford College of Business	Tammy Liscomb	Office Associate	09/13/2004				Termination
Gordon Ford College of Business/Global	Laura Page	SM Clerical 00	09/17/2004				Termination
Health & Fitness Lab	Christie Miller	BW PT Tech 00	08/26/2004				Termination
Health Services	Joyce Dunn	BW PT Clerical	07/23/2004				Termination
HVAC Services	Joseph Martin	Supv, Heating Plant	09/02/2004				Termination
Information Technology	Holly Trowbridge	Office Assistant	08/31/2004				Termination
Institutional Advancement	Margaret Haydon	Research Assistant	07/23/2004				Termination
International Programs	Lorraine Baushke	International Student Advisor	08/31/204				Termination
Library Public Services	Debra Stofer	BW Lib PT Clerical	09/07/2004				Termination
Marketing	Fabiola Sims	BW PT Clerical 00	07/23/2004				Termination
Men's Basketball	David Houser	Strength/Conditioning Coach	08/05/2004				Termination
Men's Basketball	Ryan Miller	Assistant Coach	08/05/2004				Termination
Network Computing & Communications	Robbie Grizzle	Microcomputing Consultant	09/17/2004				Termination
Physical Education & Recreation	Samantha Jones	BW PT Clerical 00	06/30/2004				Termination
Police	Tammy Britt	Police Officer	09/30/2004				Termination
Purchasing and Accounts Payable	Holly Milam	Buyer	09/24/2004				Termination
Ticket Manager	Reed Patterson	Asst. Manager, Ticket Sales	08/18/2004				Termination
University Relations	Rebecca Miles	Office Associate	08/10/2004				Termination

Motion for approval of the personnel actions since July 30, 2004, as recommended was made by Mr. Zielke, seconded by Ms. Bale, and carried unanimously.

**AGENDA ITEM 8 - Approval of a quarterly meeting schedule for 2005 and a 2005 schedule for Board committee meetings.**

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

**1) adoption of the quarterly meeting schedule for 2005:**

- *First Quarterly Meeting*            *January 26, 2005*
- *Second Quarterly Meeting*        *April 29, 2005*
- *Third Quarterly Meeting*           *July 29, 2005*
- *Fourth Quarterly Meeting*         *October 28, 2005*

**2) adoption of the Board Committee meeting schedule for 2005:**

- *April 8, 2005*
- *July 8, 2005*
- *October 7, 2005*

Motion to approve the 2005 meeting schedule as amended above was made by Mr. Fischer, seconded by Ms. Rogers, and carried unanimously.

**AGENDA ITEM 9 - President's Report**

**9.1 Owensboro Campus Update** - Dr. Ransdell updated the Board on the relocation of the Owensboro Campus to the Owensboro Community and Technical College Campus. Work is under way and the intention is to move in over the holidays and begin all of the classes that were previously in the Longfellow Building on the OCTC campus in shared facilities with the Community College in the new semester.

The Technical Center in Owensboro is a \$24 million total project; half of which will be funded in the State Budget when it is funded; the modular units will probably be maintained until the second phase of the project is funded, which is another four-to-six years until the building is built.

**9.2 Long-term Tuition Policy** - This proposed policy was discussed in the Executive Committee meeting October 1 and can be found on pages 33-34 of the agenda packet. This policy would allow a student to receive a calculated tuition schedule showing a 5% tuition increase for the purposes of any given student that would project four or five years out, the student could pay in advance for two or more years, and lock in a 5% increase by doing so. That is not the actual tuition schedule; it is a projected tuition schedule showing a 5% increase. The Board will approve the actual tuition schedule in any given year for the following year. This policy allows the student to lock in a 5% rate increase regardless of the actual schedule approved by the Board for any given year. The payment would go into a tuition reserve fund; that reserve fund would then pay that student's second, third, or fourth year's tuition.

This item will come back to the Board as a recommendation for the January meeting. **The Board will be provided a report on the students utilizing the long-term**

**tuition plan at the fall meeting each year.**

- 9.3 **Construction Update** - Associate Vice President for Campus Services John Osborne reviewed the status of main campus projects found on pages 35-36 of the agenda packet. A similar report will be given at each future Board meeting.
- 9.4 **NCAA Certification** - General Counsel Deborah Wilkins reviewed the process followed and informed the Board that the University has been recertified for a ten-year period.
- 9.5 **SACS Report** - President Ransdell gave each Board member a CD that contained the report delivered to SACS for their review. Dr. Ransdell will be in Atlanta December 6 for a meeting with SACS, and the SACS team will be on campus in April 2005.

With no further business on the agenda, motion to adjourn was made by Mr. Zielke, seconded by Ms. Gray, and carried.