

**BOARD OF TRUSTEES FOR ALABAMA STATE UNIVERSITY  
MINUTES OF THE REGULAR MEETING  
SEPTEMBER 27, 2004**

**Agenda Item I—Call to Order**

The meeting of the Alabama State University Board of Trustees was called to order by Trustee Toreatha M. Johnson, Chair, on Monday, September 27, 2004 at 9:10 a.m. in the Board Room of the Joe L. Reed Acadome.

**Agenda Item II--Invocation**

Invocation was led by Dr. Leon Frazier, Vice President for Administrative Services.

**Agenda Item III—Establishment of Quorum**

Trustees in attendance were James C. Cox, Elton Dean, Thomas H. Figures, Toreatha M. Johnson, Robert A. Jones, Jr., Patsy B. Parker, Joe L. Reed and Catherine W. Wright. Trustees absent were Buford Crutcher, Bobby M. Junkins, Lawrence J. Lemax and Lister H. Proctor. Chairlady Johnson declared a quorum present.

**Agenda Item IV—Adoption of Agenda**

On the call for additions or deletions to the Agenda, Trustee Wright asked that Agenda Item VII-B be changed to Approval of the Master of Science Degree in Occupational Therapy. President Joe A. Lee asked that a Resolution on VIVA Health Benefits be added under Agenda Item XIV—Other Business. Chairlady Johnson asked that the Executive Session be moved to follow adoption of the minutes to accommodate one of the attorneys who has to leave the meeting to attend a hearing. Trustee Parker moved the adoption, Trustee Reed seconded and the Agenda was amended unanimously by voice vote.

**Agenda Item V—Adoption of Minutes of February 6, 2004 and May 7, 2004**

On call for adoption of the February 6, 2004 Minutes, Trustee Parker moved the adoption, Trustee Reed seconded and the motion to adopt the minutes was carried by majority vote. Voting to adopt the minutes were Trustees Cox, Dean, Figures, Johnson, Jones, Parker and Reed. Trustee Wright abstained.

Chairlady Johnson called for adoption of the May 7, 2004 Minutes. Trustee Reed moved that the minutes be received and adopted at the next meeting. Trustee Jones seconded, and the motion was unanimously approved by voice vote.

**Agenda Item VIII—Executive Session**

Chairlady Johnson declared the meeting closed for the Executive Session for discussion of

any legal matters that may be brought before the Board, at 9:30 a.m.

The Board of Trustees reconvened in open session at 12:00 noon.

#### **Agenda Item VI—President's Report**

Chairlady Johnson informed the Trustees that President Lee will provide a written report to the Board.

#### **Agenda Item VII-A—Report of the Finance and Property Committee**

Trustee Reed, Chair of the Committee, reported that the budget is \$100,137,000.38. He gave some details regarding the budget preparation, and moved approval of the budget. Trustee Figures seconded, and the motion to adopt the budget was carried by majority vote. Voting to approve the budget were Trustees Cox, Figures, Johnson, Jones, Reed and Wright. Trustee Dean voted no and Trustee Parker abstained.

Trustee Reed explained the need for establishing a temporary procurement manager position. He noted that the individual will work for the University procuring materials for the construction projects and that a job description will be prepared. He moved for authorization to establish a temporary procurement manager position. The motion carried by majority vote. Voting for authorization were Trustees Cox, Figures, Johnson, Parker, Reed and Wright. Voting against authorization was Trustee Dean. Trustee Jones abstained.

Trustee Reed informed the Board of the recommendation from President Lee to increase the fees for the ACT from \$30.00 to \$35.00 and MAT from \$40.00 to \$55.00 due to the increase in fees by the testing company. Trustee Reed moved for approval. The motion carried by majority vote. Voting for approval were Trustees Cox, Dean, Figures, Johnson, Jones, Reed and Wright. Trustee Parker abstained.

Trustee Reed stated that President Lee recommended that there be an increase in the price of single basketball tickets. After considerable discussion, it was recommended that single tickets be raised from \$7.00 to \$10.00 and season basketball tickets from \$120.00 to \$135.00. Trustee Reed moved approval. The motion carried by majority vote. Voting approval were Trustees Cox, Figures, Johnson, Jones, Parker, Reed and Wright. Trustee Dean abstained.

Trustee Reed gave information regarding the recommendation of the Finance and Property Committee that the Board send a resolution to the Southwestern Athletic Conference (SWAC) recommending changes in the football schedule to allow each school to play seven SWAC games and four non-conference games. He informed the Board that this arrangement would enable the schools to make more money. Trustee Reed moved the recommendation and the motion was unanimously carried by voice vote. The resolution will be corrected to carry the name and title of the Board Chair. Resolution attached. **(Attachment 1)**

It was noted that the Finance Committee will continue its review of funding for the Early Childhood Center (ECC) to prepare for accreditation review by the Southern Association of Colleges and Schools.

#### **Agenda Item VII-B—Academic Affairs Committee Report**

Trustee Wright, Chair of the Committee, reported that the matter of getting the Early Childhood Center (ECC) ready for Southern Association of Colleges and Schools accreditation review will be taken up at a later date. Dr. Denise Chapman-Winn was called on to give information regarding the request being put before the Board for approval to transition the undergraduate Occupation Therapy Program to the graduate level to meet the requirements of the Occupational Therapy accreditation agency. Trustee Wright moved the approval of the change from the baccalaureate degree to Master of Science in Occupational Therapy. The motion was unanimously carried by voice vote.

#### **Agenda Item VII-C—Executive Committee Report**

Trustee Johnson, Chair of the Committee, read the proposed amendment to the Non-Academic Staff Handbook. (**Attachment 2**) She reported that the Committee is recommending approval of an Amendment to Section 2.3 of the *Non-Academic Staff Handbook*. The motion was carried by majority vote. Voting approval of the motion were Trustees Cox, Dean, Figures, Johnson, Jones, Parker and Reed. Trustee Wright voted no.

Chairlady Johnson informed the Board that Amendments to the Board of Trustees Bylaws will be deferred until the next meeting.

Chairlady Johnson gave information about the Institute for Effective Governance, the benefits the University can receive by subscribing to their services and the cost for doing so. She recommended approval for the subscription at a cost of \$1,900.00. Trustee Parker seconded and the motion was carried by majority. Voting approval of the motion were Trustees Cox, Dean, Figures, Johnson, Parker, Reed and Wright. Trustee Jones voted no.

#### **Agenda Item VII-D—Student Affairs Committee Report**

Trustee Parker, Chair of the Committee, reported on the status of the dormitories repairs. She informed the Board that bound information regarding the dormitories will be sent to them by the Division of Student Affairs.

#### **Agenda Item IX—Report from Executive Session**

Chairlady Johnson asked President Lee to give the report from the Executive Session. President Lee reported that Attorney David Long-Daniels recommended that the Board accept the

amended 2004 Consent Decree in the *Allen v. State* case. Following much discussion, a motion was put before the Board to accept the recommendation, Trustee Dean seconded. Voting to accept the recommendation were Trustees Cox, Dean and Wright. Voting against the recommendation were Trustees Figures, Johnson, Parker and Reed. Trustee Jones abstained. Chairlady Johnson stated that if ever there is a chance to vote on the matter again, the Board will do so.

#### **Agenda Item X—Personnel Actions**

Chairlady Johnson called for the Personnel Actions. Trustee Wright moved the approval of the Personnel Actions, including Charles Coe's contract. Trustee Jones seconded and the motion was unanimously carried by voice vote.

#### **Agenda Item XI—Report from Faculty Senate**

Chairlady Johnson stated that the Board had been advised by University Counsel that it could not recognize Dr. Derryn Moten as Chair of the Faculty Senate and could not accept a report from the Senate by him; that an opinion will be given regarding the legality of Dr. Moten serving as Chair of the Senate at a later date. It was noted by Dr. Moten that there was no one else who could make the report. After discussion, the Chairlady ruled that she would allow only the report to be made. Dr. Moten made the report.

#### **Agenda Item XII—Report from Non-Academic Staff Council**

The report was made by Mrs. Jessyca Darrington, Chair of the Non-Academic Staff Council.

#### **Agenda Item XIII—Report from Student Government Association**

The report was made by Mr. Derrick Miles, President of the Student Government Association. In response to his inquiries, Chairlady Johnson informed him that State Statute determined the composition of the Board of Trustees and the Board cannot make additions to the composition. She also stated that the Board Bylaws are being worked on.

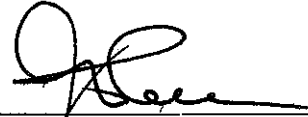
#### **Agenda Item XIV—Other Business**

Resolution on Adding VIVA as Insurance Option—President Lee gave information about VIVA Health Benefits as an option health care plan. Additional information was given by Mr. Harris, a representative of VIVA. President Lee recommended that the University employees be given the option of a choice between Blue Cross-Blue Shield and VIVA as their individual insurance carrier. Trustee Dean moved approval of the recommendation. Trustee Jones seconded and the motion was carried by majority vote. Voting approval were Trustees Cox, Dean, Figures, Johnson, Jones, Parker and Wright. Trustee Reed voted against the recommendation. **(Attachment 3)**

Trustee Parker made comments regarding Mr. Oscar Crawley, who had served on the Board, being elected Mayor of Lanett and requested that commendations be extended to him. Trustee Jones

moved that a resolution be prepared in recognition of his accomplishment. Trustee Parker seconded and the motion was unanimously carried by voice vote.

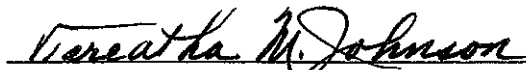
Chairlady Johnson recessed the meeting on call of the Chair at 1:50 p.m.



---

Joe A. Lee, President of the University  
and Secretary to the Board of Trustees

**APPROVED**



---

Toreatha M. Johnson, Chairlady  
Board of Trustees for Alabama State University

**BOARD OF TRUSTEES FOR ALABAMA STATE UNIVERSITY  
REGULAR MEETING  
BOARD ROOM—JOE L. REED ACADOME  
SEPTEMBER 27, 2004  
9:00 A. M.**

**A G E N D A**

- I. Call to Order
- II. Invocation
- III. Establishment of Quorum
- IV. Adoption of Agenda
- V. Adoption of Minutes of February 6, 2004 and May 7, 2004
- VI. President's Report
- VII. Committee Reports
  - A. Finance and Property Committee
    - 1. Approval of FY 2004-2005 Operating Budget
    - 2. Authorization for Establishment of Temporary Procurement Manager
    - 3. Approval of Increase in Fees for Tests: "ACT" from \$30.00 to \$35.00  
"MAT" from \$40.00 to \$55.00
    - 4. Approval of Increase Price of Single Admission Basketball Ticket  
from \$7.00 to \$10.00 and Season Basketball Ticket from \$120.00 to  
\$135.00
    - 5. Resolution to SWAC Reference Changes in Football Schedule
  - B. Academic Affairs Committee
    - 1. Approval of New Occupational Therapy Program
  - C. Executive Committee
    - 1. Approval of Amendment of Section 2.3 of the  
Non-Academic Staff Handbook
    - 2. Approval of Amendments to By-Laws of the Board of Trustees
    - 3. Approval of Subscription to Institute for Effective Governance
  - D. Student Affairs Committee
- VIII. Executive Session

- IX. Report from Executive Session
  - A. Action on Proposed Consent Decree *Allen v. State*
- X. Personnel Actions
  - A. New Academic Hires
  - B. New Non-Academic Hires
  - C. Academic Separations
  - D. Non-Academic Separations
  - E. Deceased Employees
  - F. Retired Employees
  - G. Temporary and Part-time Contracts
  - H. Other Personnel Actions
- XI. Report from Faculty Senate
- XII. Report from Non-Academic Staff Council
- XIII. Report from Student Government Association
- XIV. Other Business
- XV. Adjournment

Alabama State University

**RESOLUTION**

Health Insurance Premium Rate

**WHEREAS**, in an effort to contain cost and provide affordable health insurance to our employees, Alabama State University hereby resolves to pay health insurance premiums at a ratio of employer/employee (75/25 percent) for all single health insurance premiums.

**THEREFORE BE IT RESOLVED:** That effective October 1, 2004, The Board of Trustees establishes that Alabama State University will pay health insurance premiums at a ratio of employer/employee (75/25 percent) for all single health insurance premiums.



**ALABAMA STATE UNIVERSITY**  
**Personnel and Human Relations**  
**Board Report**  
**April 27, 2004 through September 22, 2004**

<b>ACADEMIC NEW HIRES</b>
---------------------------

<u>Name</u>	<u>Position</u>	<u>Highest Degree</u>	<u>Education Experience</u> <u>(Last three positions)</u>
Kimberly R. Baker	Instructor of Speech Communications	M. S. Auburn University	1. Marketing Consultant, Hines Horticulture 2. Public Speaking, Auburn University 3. Sales, Johnny's Plant Farm
Karen A. Chachere	Assistant Professor of English	Ph.D. Illinois State University	1. Graduate Teaching Assistant, Illinois State University 2. Instructor, Alabama State University 3. Customer Services, MCI
Madhuri V. Chilakapati	Post Doctoral Research Associate	Ph.D. University of Alabama	1. Post Doctoral Fellow, Oklahoma University 2. Post Doctoral Fellow, Oklahoma University 3. Student, Andhra Medical College
Samuel R. Coleman	Laboratory Instructor (Mathematics)	B.A. Alabama State University	1. Math Tutor, Alabama State University 2. Security Officer, Wai-Mart 3. 20-Hour Student, Alabama State University
Cynthia Davis	Instructor/Field Coordinator-Social Work	M.S.W. Clark Atlanta University	1. Adjunct Faculty, Alabama State University 2. Field Placement Supervisor/Instructor of Social Work, Alabama State University 3. Medicaid Outreach Program Representative, Huntsville Hospital
Kenderick L. Hardy	Instructor of Orientation	M.F.A. The Ohio State University	1. Director of Theatre, Lee High School 2. Directed Teaching, Suzuki, The Ohio State University 3. Acting Instructor, The Ohio State University
Vera M. Harrell	Instructor of Early Childhood/2 <sup>nd</sup> & 3 <sup>rd</sup> Grades	B. S. Alabama State University	1. Teacher Assistant, Americorps 2. Cashier, Cracker Barrel 3. Personnel Administration Supervisor, U. S. Army
Jennifer A. Heshell	Instructor of Management	M.B.A. Auburn University	1. Mortgage Representative, Walter Mortgage Company 2. Branch Support, SouthTrust Bank 3. Internship, Reinhardt Motors
Debra F. Lett	Instructor of Health Information Management	Doctoral Program Auburn University	1. Adjunct Instructor, Alabama State University 2. Instructor, Auburn University 3. Clinical Instructor
Brian K. Martin	Assistant Professor of Theatre	M.F.A. University of Louisville	1. Part-Time Faculty, University of Louisville 2. Graduate Teaching Assistant, University of Louisville 3. Acting Instructor, Bellingrath Jr. High

AGENDA ITEM X

			<b>School</b>
<b>Phyllis A. Reile</b>	<b>Assistant Professor of Psychology</b>	<b>A.B.D Auburn University</b>	<ol style="list-style-type: none"> <li><b>1. Research Associate II, Auburn University</b></li> <li><b>2. Research Assistant, Rockefeller University</b></li> <li><b>3. Case Manager/Counselor, Transitional Services</b></li> </ol>
<b>Howard O Robinson</b>	<b>Archivist/Assistant Professor of American History</b>	<b>Ph.D University of Akron</b>	<ol style="list-style-type: none"> <li><b>1. Assistant Professor, Armstrong Atlantic State University</b></li> <li><b>2. Curator, Ralph Mark Gilbert Civil Rights Museum</b></li> <li><b>3. Exhibit Consultant, Ralph Mark Gilbert Civil Rights Museum</b></li> </ol>
<b>Roger B. Saphore</b>	<b>Assistant Professor of Library Media</b>	<b>Ph.D. The University of Alabama</b>	<ol style="list-style-type: none"> <li><b>1. Educational Technologist, Maxwell AFB Elementary School</b></li> <li><b>2. Educational Consultant, Anglo American School of Sophia</b></li> <li><b>3. Adjunct Instructor, Auburn University</b></li> </ol>
<b>Robert J. Walker</b>	<b>Assistant Professor of Early Childhood/Elementary Education</b>	<b>Ed.D Jackson State University</b>	<ol style="list-style-type: none"> <li><b>1. Curriculum Specialist, Trenholm State Technical College</b></li> <li><b>2. Adjunct Instructor, Alabama State University</b></li> <li><b>3. Instructor, Trenholm State Technical College</b></li> </ol>

## ACADEMIC SEPARATIONS

<u>NAME</u>	<u>POSITION</u>	<u>DEPARTMENT</u>
<b>Beverly J. Alleu</b>	<b>Acting Chair/Professor of HPER</b>	<b>College of Education/HPER</b>
<b>Shalena Coleman</b>	<b>2<sup>nd</sup> &amp; 3<sup>rd</sup> Grade Instructor/ECC</b>	<b>Early Childhood Center</b>
<b>Sandria K. Cotton</b>	<b>Assistant Professor of HIM</b>	<b>College of Health Sciences</b>
<b>Jennifer A. Fremlin</b>	<b>Associate Professor of English and Humanities</b>	<b>University College</b>
<b>Ronald A. Jenkie</b>	<b>Instructor</b>	<b>College of Health Science</b>
<b>Cindy LaPorte</b>	<b>Assistant Professor of Physical Therapy</b>	<b>College of Physical Therapy</b>
<b>Kenneth E. Leager</b>	<b>Assistant Professor of Theatre</b>	<b>College of Arts &amp; Sciences</b>
<b>Anntouia Owens</b>	<b>Instructor of Orientation</b>	<b>University College</b>
<b>Pamela Ramos</b>	<b>Instructor</b>	<b>COBA</b>
<b>Ronald J. Scott</b>	<b>Instructor of Speech</b>	<b>COA&amp;S/Communications Media</b>
<b>Turenza J. Smith</b>	<b>Instructor of Social Work</b>	<b>COA&amp;S/Social Work</b>
<b>Becky J. Starnes</b>	<b>Instructor of Management</b>	<b>COBA</b>

## ACADEMIC PROMOTIONS

<u>Name</u>	<u>Promoted to</u>	<u>College</u>
Huey-Ling Lin	Associate Professor	College of Education
Peter Macchia	Professor	College of Education
Frank E. Moorer	Professor	University College
B. K. Robertson	Associate Professor	College of Arts & Sciences
Margaret S. Stephens	Associate Professor	University College
Douglas L. Strout	Associate Professor	College of Arts & Sciences
Sontachai Suwanakul	Professor	College of Business Administration
Karl Westhauser	Professor	University College
Kennedy Wekesa	Associate Professor	College of Arts & Sciences

## ACADEMIC PROMOTIONS DENIED

<u>Name</u>	<u>College</u>
Dorothy Autrey	College of Arts & Sciences
David S. Bowman	School of Music
Janet Pugh	College of Education

## GRANTED ACADEMIC TENURE

<u>Name</u>	<u>College</u>
Huey-Ling Lin	College of Education
Gladys Lyles	College of Arts & Sciences
Margaret S. Stephens	University College
Oswald Tekyi-Mensah	College of Arts & Sciences
Kennedy Wekesa	College of Arts & Sciences

<b>ACADEMIC TENURE DENIED</b>
-------------------------------

Name

College

Lisa James

University College

Janet Pugh

College of Education

<b>NON-ACADEMIC NEW HIRES</b>
-------------------------------

<u>Name</u>	<u>Position</u>	<u>Education</u>	<u>Experience (Last three positions)</u>
Addison F. Anderson	Groundskeeper	H. S. Diploma Jeff Davis High School	<ol style="list-style-type: none"> <li>1. Salesman, Beeper's Express</li> <li>2. Food Service, Alabama State University</li> <li>3. Weapons, U. S. Army</li> </ol>
Robert A. Avery	Custodian	H. S. Diploma Sidney Lanier High School	<ol style="list-style-type: none"> <li>1. Driver, Morrison Health Care</li> <li>2. Buffer, Baptist Health Care</li> <li>3. Buffer, Montgomery County</li> </ol>
LaZarus B. Bryant	Groundskeeper	G.E.D.	<ol style="list-style-type: none"> <li>1. Cook, UP The Creek</li> <li>2. Cook, Temporary Services</li> <li>3. Grass Cutter, Green Thumb Nursery</li> </ol>
Larry F. Cobb	Network Support Manager	B. S. Alabama State University	<ol style="list-style-type: none"> <li>1. IT Support, CRG Online</li> <li>2. IT/Management, Alabama State University</li> <li>3. IT Support, Alabama State University</li> </ol>
Jay C. Coleman	Assistant Technical Operations Manager	B. S. Alabama State University	<ol style="list-style-type: none"> <li>1. Mornings, WKXN/WkXK Radio</li> <li>2. Program Director/Mornings, WBFZ</li> <li>3. President and CEO, O.T.D. and Promotions Inc.</li> </ol>
Ron L. Dickerson, Sr.	Special Assistant to the President for Development, Federal and State Relations	Working on Accelerated Doctorate degree U. S. Sports Academy BS. Kansas State University	<ol style="list-style-type: none"> <li>1. Chair, Sports Coaching, U. S. Sports Academy</li> <li>2. Dean, Student Services, U. S. Sports Academy</li> <li>3. Head Football Coach, Alabama State University</li> </ol>
Evans Dillard, Jr.	Custodian	9 <sup>th</sup> Grade Edu. Loveless Jr High School	<ol style="list-style-type: none"> <li>1. Dishwasher, O'Charley's</li> <li>2. Operator Sylvest Farm</li> <li>3. Gardner Supervisor, U.S.Air Force</li> </ol>
Ricardo J. Hall	Station Manager-WVAS-FM	J.D. Jones School of Law	<ol style="list-style-type: none"> <li>1. General Manager, WXVI-AM 1600</li> <li>2. Adjunct Professor, Trenholm State Technical College</li> <li>3. Radio Operations Technician/Producer, WVAS-FM, Alabama State University</li> </ol>

<b>Ed H. Holley, Jr.</b>	<b>Residence Hall Night Coordinator</b>	<b>Certificate John M. Patterson Technical School</b>	<ol style="list-style-type: none"> <li><b>1. Pastor, Peace Baptist Church</b></li> <li><b>2. General Office Manager, Lee's Funeral Home</b></li> <li><b>3. Certified Technician, Colonial Properties</b></li> </ol>
<b>Oscar Judkins, Jr.</b>	<b>Groundskeeper</b>	<b>H. S. Diploma Carver High School</b>	<ol style="list-style-type: none"> <li><b>1. Courier, Life South</b></li> <li><b>2. Courier, Mac's Courier Service</b></li> <li><b>3. Bellman/Service man, Holiday Inn Airport</b></li> </ol>
<b>Akhilesh Kumar</b>	<b>Research Assistant (RIMI)</b>	<b>Ph.D Banaras Hindu University</b>	<ol style="list-style-type: none"> <li><b>1. Post Doctoral Research, Banaras Hindu</b></li> <li><b>2. Post Doctoral Fellow, Illinois State University</b></li> <li><b>3. Post Doctoral Research, Banaras Hindu University</b></li> </ol>
<b>W. Myles Mayberry, III</b>	<b>Manager, Demographic Research Services</b>	<b>MBA University of Alabama</b>	<ol style="list-style-type: none"> <li><b>1. Consultant, Self-employed</b></li> <li><b>2. Manager, New Century Polling &amp; Research</b></li> <li><b>3. Chairman, Montgomery County Brd of Education</b></li> </ol>
<b>Bernard McKenzie</b>	<b>Residence Hall Night Coordinator</b>	<b>B. S. Alabama State University</b>	<ol style="list-style-type: none"> <li><b>1. Band Director, Central High School</b></li> <li><b>2. Band Director, McIntyre Middle School</b></li> <li><b>3. Band Director, J. F. Shields High School</b></li> </ol>
<b>Tracy L. McQueen</b>	<b>Groundskeeper</b>	<b>G.E.D.</b>	<ol style="list-style-type: none"> <li><b>1. Dishwasher, G. S.I</b></li> <li><b>2. Painter, Culr Painting</b></li> <li><b>3. Laborer, Sylvest Poultry</b></li> </ol>
<b>Kevin Phillips</b>	<b>Head Women's Soccer Coach</b>	<b>B. S. AUM</b>	<ol style="list-style-type: none"> <li><b>1. Assistant to Intranatural Coordinator, AUM</b></li> <li><b>2. Assistant Coach, Douglas College</b></li> <li><b>3. Middle Management, Payless Shoes</b></li> </ol>
<b>Natasha T. Platt</b>	<b>Assistant Athletic Trainer</b>	<b>M. S. University of Southern MS</b>	<ol style="list-style-type: none"> <li><b>1. Graduate Assistant, University of Southern MS</b></li> <li><b>2. Personal Trainer, Stephen Kaufman</b></li> <li><b>3. Physical Therapy, Physiotherapy</b></li> </ol>
<b>Yulanda J. Tyre</b>	<b>Counselor/Coordinator for Group Counseling</b>	<b>M.Ed Auburn University at Montgomery</b>	<ol style="list-style-type: none"> <li><b>1. ED.S Intern Counselor, Child Protect</b></li> <li><b>2. Project Field Manager, O.R.C. Macro, International</b></li> <li><b>3. Graduate Intern Counselor, Family Sunshine Center</b></li> </ol>
<b>Shatika L. Wages</b>	<b>Senior Secretary</b>	<b>B. S. Alabama State University</b>	<ol style="list-style-type: none"> <li><b>1. Data Entry Clerk, Alabama State University</b></li> <li><b>2. Field Supervisor, New Century Polling and Research</b></li> <li><b>3. Lab Assistant, Alabama State University</b></li> </ol>

<b>Angelika White</b>	<b>Program Assistant</b>	<b>B. S. Alabama State University</b>	<b>1. Customer Service Manager, WalMart 2. Layaway Associate/Cashier, WaiMart 3. Program Assistant, ASU Business &amp; Technology Center</b>
<b>Thelma D. Woolfolk</b>	<b>Residence Hall Night Coordiantor</b>	<b>Certificate Continental Beauty School</b>	<b>1. Owner/Operator, Thelma Beauty Services, Inc 2. Fashion Consultant, Thelma's Fashions 3. Wedding Consultant, Thelma Wedding Services</b>
<b>Cornelius R. Wright</b>	<b>Custodian</b>	<b>G.E.D O.I.C.</b>	<b>1. Painter, Owens Construction 2. Order Selector, Winn Dixie 3. Bay Boy, Winn Dixie</b>
<b>Shenetria Y. Whche</b>	<b>Head Women's Bowling Coach</b>	<b>B. S. Alabama State University</b>	<b>1. Youth Advisor, YMCA 2. Customer Services and Sales Consultant, Cingular Wireless 3. Accounts Representative, Atlanta Casualty</b>
<b>Frannie D. Yates</b>	<b>Welfare to Work Counselor</b>	<b>MED Auburn University at Montgomery</b>	<b>1. Clerical Aide, AL Dept of Rehabilitation Services 2. Residential Aide, Montgomery ARC 3. Intern, AL Department of Rehabilitation Services</b>

<b>NON-ACADEMIC SEPARATIONS</b>
---------------------------------

<u><b>NAME</b></u>	<u><b>POSITION</b></u>	<u><b>DEPARTMENT</b></u>
<b>Dennis B. Bennett</b>	<b>Residence Hall Night Coordinator</b>	<b>Student Affairs/Student Housing &amp; Residential Life</b>
<b>Stephanie M. Boykin</b>	<b>Line Server</b>	<b>Food Services</b>
<b>China Cambridge</b>	<b>Biology Laboratory Instructor</b>	<b>University College/Biology</b>
<b>David Covington</b>	<b>Counselor/Coordinator of Upward Bound</b>	<b>Academic Affairs/Trio Programs</b>
<b>Lakeshia R. Dotson</b>	<b>Program Coordinator</b>	<b>Intercollegiate Program</b>
<b>Darrius L. Freeman</b>	<b>Microcomputer Applications Programmer</b>	<b>MIS &amp; Academic Computing</b>
<b>Barbara Hightower</b>	<b>Information Literacy Librarian</b>	<b>University Library</b>
<b>Ronald Holland</b>	<b>Police Officer</b>	<b>Police &amp; Campus Security</b>
<b>Nlange S. Hudson</b>	<b>Counselor, Student Support Programs</b>	<b>Academic Affairs/University College-Trio Programs</b>
<b>Landon A. Jones</b>	<b>Senior Laboratory Instructor</b>	<b>University College/Math</b>
<b>Meryl Jones</b>	<b>Interim Workforce to Work Counselor</b>	<b>Center for Leadership &amp; Public Policy</b>
<b>Shirley Jones</b>	<b>Academic Advisor</b>	<b>Academic Advisement Center</b>
<b>Akblesh Kumar</b>	<b>Research Assistant (RIMI)</b>	<b>Biological Sciences(COA&amp;S)</b>
<b>Mikal C. Manning</b>	<b>Payroll Assistant</b>	<b>Fiscal Affairs/Payroll</b>
<b>Talalu Miller</b>	<b>Secretary</b>	<b>College of Arts &amp; Sciences/Biology</b>
<b>April E. Neese</b>	<b>Senior Secretary</b>	<b>Admissions &amp; Recruitment</b>
<b>Tansia J. Shealey</b>	<b>News Director</b>	<b>WVAS-FM</b>
<b>Roslyn Williams</b>	<b>Secretary</b>	<b>School of Music/Band</b>

Wilma Wilson

Line Server

Food Services

**DECEASED EMPLOYEES**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Arthur L. Everage	Administrative Services/Building Services	8/8/04
Gregory Nix	Administrative Services/Graphics Services	5/4/04

**RETIRED OR RETIRING EMPLOYEES**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Lucille G. Banks	Adjunct Instructor	6/1/04
Fannie Bean	Physical Plant	8/1/04
Helen P. Haigler	Physical Plant	7/1/04
Bernadette Lester	Social Work	9/1/04
Chester Mallory	Foundations & Psychology	9/1/04
Anthony Norman	Police & Campus Security	9/1/04
Emmandene T. Winston	Social Work	6/1/04

**DROP (Deferred Retirement Option Plan) PARTICIPANTS**

<u>NAME</u>	<u>DEPARTMENT</u>	<u>DATE</u>
Edmond Hood	Physical Plant	6/1/04

**NEW POSITIONS ESTABLISHED AFTER FISCAL YEAR OCTOBER 1, 2003**

<u>POSITION</u>	<u>DIVISION</u>	<u>FUND SOURCE</u>
Special Assistant to the President for Development, Federal and State Relations	President's Office	General



FROM :

FAX NO. : 334 269 1565

Sep. 22 2004 04:23PM P1

Nov-17-03 03:04P

P.01

NOV 17 2003 11:56A

Nov-17-03 11:56A

P.01

INFORMATION SYSTEMS  
ALABAMA STATE UNIVERSITY

**RECEIVED**

NOV 17 2003

Alabama State University  
Office of the President

**TO:** Dr. Joe A. Lee  
President

**FROM:** Scott Price *S.P.*  
Acting Director of Athletics

**RE:** 2003-04 BASKETBALL SEASON TICKET PRICES

**DATE:** October 22, 2003

I am requesting approval of the recommended ticket pricing and season ticket package for the 2003-04 basketball seasons. The recommended ticket prices are as follows:

Single ticket-general admission	\$7.00 per ticket
Single ticket-reserved admission	\$8.00 per ticket
Season tickets	\$90.00 season ticket pass for reserved seating
Season ticket package	\$115.00 season ticket pass for reserved seating and admission to the half-time hospitality suite

ALABAMA  
STATE  
UNIVERSITY  
617 868 2411  
MONTGOMERY  
ALABAMA  
36101-0221  
334 379 4900  
334 379 4907 FAX  
WWW.ASUNIVERSITY

*Joe A. Lee*  
11/17/03

FROM :

Nov-17-03 03:04P  
NOV 17 2003 11:56A

P.02

P.02

Dr. Joe A. Lee  
Page 2  
October 22, 2003

Single ticket prices are the same as last year. The season ticket price of \$90.00 covers 13 men and women home games. Admission to the hospitality suite will cost an additional \$25.00, which will be used to offset the cost for food.

Reserved seating will be in the same sections, 3A and 4A, as last year. These sections are located directly behind the team benches. The lower seating area across court in front of the team benches will be student seating sections 9A and 10A, as was last year.

For clarity and informational purposes, please indicate the approval by checking the area below so that I may inform Mr. Jerry Bartley, Director of Auxiliary Enterprises to proceed with preparing for season ticket sales.

B.P.



Approved: \_\_\_\_\_

Not Approved: \_\_\_\_\_

## ALABAMA STATE UNIVERSITY

### Employment Agreement

The employment of Charles Coe as Head Football Coach is offered subject to policies and regulations of Alabama State University and its Board of Trustees, available funds, and the following terms and conditions:

#### Type and Terms of Employment

The Board of Trustees for Alabama State University, (hereinafter for convenience referred to as the "Board"), by and through the President of the University, by execution of this Agreement, employs Charles Coe on a Special Athletic Appointment as Head football Coach for Alabama State University ("ASU"), for a period of four (4) years, beginning (February 6, 2004 ) to and through (February 6, 2008). It is understood by the parties that this contract may be renegotiated after each year, based upon the mutual consent of both parties.

The Special Athletics Appointment is subject to and governed by relevant Constitution, By-laws, Rules and Regulations of the National Collegiate Athletic Association (NCAA) and the Constitution, By-laws, Rules and Regulations of the Southwestern Athletic Conference (SWAC).

It is stipulated and agreed by and between the parties that Charles Coe may be terminated based upon the following grounds:

- a. Material violation of NCAA Legislation by Coach or a failure to report a violation of NCAA Legislation;
- b. Material violation of NCAA Legislation relating to the Football Program by an assistant coach, coordinator or Football Program student-athlete, and either (i) the violation occurs or continues to occur after Coach knew or should have known that it was about to occur or was occurring, or (ii) the Coach failed to establish and maintain reasonable policies and procedures for the Program to prevent violations of NCAA Legislation;
- c. A major violation of NCAA legislation by any coach or student-athlete under the Coach's direct supervision that, in the sole judgment of the President of the University, reflects adversely upon the Institution;
- d. Engaging in conduct which is unlawful, results in Coach's conviction of a crime, or displays a continual or serious disrespect or disregard for the character of the University, or causes notorious and public scandal;

- e. Refusing or failing to perform any duties reasonably related to Coach's position, or failing to perform the same to the best of Coach's ability, after notice to the Coach of the University's expectation;
- f. Committing material or repeated violations of any provision of this Contract or any policy of the University;
- g. Engaging in conduct that constitutes moral turpitude or breaches the high moral and ethical standards applicable to the Head Football Coach as a visible representative of the University; or
- h. Prolonged absence from the University without its consent.

In addition to the grounds specified in the relevant by-laws of the NCAA Manual, this Special Athletics Appointment as Head Football Coach may be terminated by the "Board" pursuant to and in accordance with the appropriate provisions of the Non-Academic Staff Handbook of the University.

### **Compensation**

**(a) Salary:**

The "Board" agrees to pay Charles Coe a base salary of \$125,000 annually for the period beginning February 6, 2004 through February 6, 2008. In subsequent years during the period of the contract, Charles Coe may be awarded salary adjustments at the recommendation of the President, and approval by the Board of Trustees.

**(b)** Charles Coe will be entitled to all normal customary fringe benefits extended to ASU's Staff and Faculty, including group health and dental insurance, disability insurance, educational assistance for fulltime employees, retirement plan, life insurance, sick leave, annual leave and holidays.

**(c)** Charles Coe may establish and promote a weekly playback television show involving highlights of ASU football after each game during the period of his employment contract.

(d) Charles Coe shall be responsible for the revenue and expenses for this television show. Additionally, all net profits from the playback show shall belong to Charles Coe. Net profit shall be defined as the funds remaining from total revenue after all expenses have been paid for production, talent fees, air time and other cost incidental to producing and disseminating the show.

(e) Charles Coe may establish a pre-game/post-game and/or call-in radio/television show or shows and receive remuneration for this activity. Any contracts or financial arrangements for radio/television shows will be constructed in accordance with NCAA guidelines and regulations.

(f) All revenue from commercials and personal appearances, including fees derived from speaking engagements, shall belong to Charles Coe. However, all contracts for such personal endorsements, personal appearances and/or other advertising contracts must be submitted and pre-approved by the President through the Athletic Director.

(g) Charles Coe is encouraged to organize and establish summer football camps. The net profit from the football camps will be income to Charles Coe. Charles Coe is responsible for all reasonable expenses of the camp. The specific list of expenses are to be agreed upon in writing, in advance between Charles Coe and the Athletic Director.

#### **Incentives:**

As additional Monetary incentives, the Board agrees:

1) In any year in which the ASU Football team wins, or shares, the Southwestern Athletic Conference ("SWAC") Eastern Division title, the Board will pay Charles Coe (\$5,000). The Board will pay the coaching staff an amount not to exceed \$12,000 collectively. Specific payment amounts to coaching staff will be determined by Charles Coe.

2) In any year in which the ASU Football team wins the Southwestern Athletic Conference ("SWAC") title, the Board will pay Charles Coe (\$7,500). The Board will pay the coaching staff an amount not to exceed \$20,000 collectively. Specific payment amounts to coaching staff will be determined by Charles Coe.

3) The head coach will receive 20 tickets for each home game and the assistant coaches will receive 10 tickets for each home game. To the extent that the tickets are available, 20 tickets for other games will be provided to the head coach and 10 tickets will be provided to assistant coaches.

4) Alabama State University further agrees that all incentive payment(s) shall be made on or before December 31st, of the calendar year in which the incentive was earned.

**Severability Clause:** In case any one or more of the provisions of this agreement shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provision of this agreement. The contract shall be constructed and enforced as if such illegal or invalid provision had not been contained herein.

**Outside Income**

Charles Coe is required to receive annually from the President of ASU, prior written approval for all athletically related income and benefits from sources outside the University. He is also required to submit to the President of the University on or before the \_\_\_ day of \_\_\_\_\_ annually, a written verification of all athletically related income and benefits from sources outside the University.

**Rules and Regulations**

All provisions of this contract are subject to the rules of the National Collegiate Athletic Association (NCAA) and the Southwestern Athletics Conference (SWAC).

Dated this \_\_\_\_\_ day of \_\_\_\_\_

By: \_\_\_\_\_  
Joe A. Lee  
President, Alabama State University

Accepted: \_\_\_\_\_  
Charles Coe  
Head Football Coach