

At the Crossroads

Prospects for Kentucky's Educational Future from Preschool to Postsecondary

Speakers' Biographies



Marcia Kuegel Carpenter is a Guidance Counselor at Daviess County High School and the Chair of the Kentucky Higher Education Assistance Authority and the Kentucky Higher Education Student Loan Corporation. Ms. Carpenter was previously employed by the TRIO program at Owensboro Community College. She is the mother of three college students.



Senator Lindy Casebier has represented the 7th Senate District (Anderson, Fayette, Franklin, and Woodford Counties) since 1993. Prior to that he served in the House of Representatives from 1987-1993. Senator Casebier serves as an Administrator in the Oldham County Public Schools. He received his Bachelor's and Masters degrees in Education from the University of Louisville. Senator Casebier is a member of the University of Louisville Board of Overseers and Alumni Association. He is also a member of the Education Commission of the States and the University of Kentucky Martin School - Board of Visitors and the Appalachian Educational Laboratory. Senator Casebier was named Outstanding Young Man of America. He also serves as a member of the Kentucky Long-Term Policy Research Center Board of Directors.



Michael Cheek is the Director of the Division of Child Care, Department for Community Based Services, Cabinet for Families and Children. Mr. Cheek has served the Commonwealth for the past 25 years in various positions within the Cabinet for Family and Children. In addition, his service includes Division of Child Support, Department of Social Services, Division of Program Management, and Staff Assistant to the Commissioner of the Department for Community Based Services. Mr. Cheek's undergraduate degree is in History and Political Science, and he has completed graduate work in the MSW program. He is currently completing a law degree at the University of Louisville.



Dr. Roger Cleveland is a native of Middlesboro, Kentucky. He received his B.A. degree at Morehead State University in communications. He completed his Masters Degree at Union College in Social Sciences of Education. He received his Doctorate Degree at the University of Cincinnati; his area of study is Social and Cultural Foundations of Education. His research interests include the academic performance of African American students, African Americans in rural Appalachian schools, urban Appalachians and teacher expectations. Dr. Cleveland has worked as a social and academic intervention counselor in the Cincinnati Public Schools (Cincinnati Youth Collaborative) for six years, he has taught at Northern Kentucky University in the Sociology Department and at Middle Tennessee State University in the Educational Leadership Department. He is the Director of the Division of Education Equity in the Kentucky Department of Education. Prior to this promotion he was the Branch Manager in the Division. He has also taught part-time in the Educational Psychology and African American Studies Departments at the University of Kentucky. Dr. Cleveland has conducted workshops in urban areas for students, parents, and grassroots community activists, covering such topics as social skills, parent/school relationships, conflict resolution, peer pressure, self-efficacy, student diversity, equity pedagogy, and cultural sensitivity training. He was appointed by the Governor to the Kentucky Commission on Community Volunteerism and Service. He has presented at research-based conferences in the areas of equity in the classroom, African American student achievement, gender equity, diversity, Appalachian culture, and teacher expectations.



Dr. Paul B. Cook is a retired Executive Vice President for Administration and Technology at Western Kentucky University. He served as the Interim President of WKU in 1985. Since retiring from Western, Dr. Cook has worked with community groups and engaged in consulting activities. He received both his BA and MA from Western Kentucky University and his Ph.D. from the University of Kentucky. Dr. Cook serves as Chairman of the Board of Directors of the Medical Center at Bowling Green. He is a member of boards of the American National Bank, the Commonwealth Health Corporation, the Kentucky World Trade Center, and the Tourism and Economic Development Council, Inc. Dr. Cook serves as a member, past Chair, and current Vice Chair of the Kentucky Long-Term Policy Research Center Board of Directors. He and his wife, Rose, have two children and two grandchildren.



Dr. Gary Cox stepped down as Acting President of the Kentucky Council on Postsecondary Education (formerly the Council on Higher Education) in 1997 to take over the leadership position of the Association of Independent Kentucky Colleges and Universities. He worked at the Council on Higher Education from 1977-1997, serving as Executive Director from 1986-1997. Prior to his work with the Council, he served as Dean of the School of Public Affairs at Kentucky State University and a professor of public policy at Morehead State University. Dr. Cox has served on the Kentucky Board of Education, currently serves as chair of the Governor's Scholars Program, has chaired the State Higher Education Executive Officers Organization, and has served on the Education Commission of the States and the Southern Regional Education Board. Dr. Cox received his bachelor's degree from Morehead State University and his master's and doctorate in political science from the University of Kentucky.



Dr. William Crouch began his era of leadership-by-example the day he became president of Georgetown College in 1991. Often described as a visionary in not only corporate and academic worlds, but also in the community of Christian faith, Crouch's initiatives at the college include: the establishment of the Foundation Board; the achievement of numerous record-setting fundraising goals; the founding of two often-emulated programs, the President's Ambassadors and the Presidential Mentorship Program; the facilitation of the construction of a new Fine Arts Building, a nationally acclaimed Learning Resource Center, and a high profile Athletic and Conference Center Complex, the latter to which he immediately recruited the NFL Cincinnati Bengals football team's annual summer camp. Concurrently, Dr. Crouch has been instrumental in increasing Georgetown's enrollment and vastly expanding the geographical base from which the student body comes, as well as leading the college to a Carnegie Foundation Baccalaureate College-Liberal Arts ranking. Working with former Governor Martha Layne Collins, Dr. Crouch has created a unique Center for Commerce, Language, and Culture for the campus. Dr. Crouch represents Georgetown College on a variety of community boards, including the Lexington Area Sports Authority and Bluegrass Tomorrow. He also serves on the National Board of Directors of the Council of Independent Colleges, is a member of the National Board of Trustees, PGA Tour: The First Tee, and is a member of the Advisory Board for the National Flight Academy affiliated with the Naval Aviation Museum Foundation in Pensacola, Florida. Additionally, Dr. Crouch serves on the Review Board of the Catholic Diocese of Lexington. The son of a Baptist minister who was also a well respected educator, Dr. Crouch is a Louisville, KY, native. He earned his bachelor's degree from Wake Forest University and his master's and doctorate degrees from the Southeastern Baptist Theological Seminary. In 1998, he was selected a Distinguished Fellow at Regent's Park College, University of Oxford. In 2003, he was elected a member of The Honor Society of Phi Kappa Phi. Prior to coming to Georgetown College, he served as vice-president of development at Carson-Newman College. Dr. Crouch and his wife, Jan, have four daughters and a son.



John E. Dean is managing partner of Dean Blakey & Moskowitz. Mr. Dean, specializes in government relations law and is an acknowledged expert on federal legislation and regulation of student loan and assistance programs. Mr. Dean counsels clients regarding compliance with federal statutes and regulations. In addition, he assists clients in developing a government relations strategy that includes building relationships with Congress and federal agencies. He advises colleges and universities on various program developments and how to position themselves to qualify for federal funding opportunities. Because of his expertise in higher education issues, Mr. Dean is frequently called upon to provide legal analysis of current issues for lawmakers and their staffs. Mr. Dean has been the featured speaker at conferences of many national organizations on the subject of federal support for postsecondary education. He has appeared on several public policy news shows including the MacNeil/Lehrer Newshour and "It's Your Business." Mr. Dean serves on the Board of Directors of the KnowledgeWorks Foundation and ITT Educational Services. He also serves as the publisher of Student Lending and Information Technology in Postsecondary Education, two newsletters published by Higher Education Washington, Inc. Dean is a member of the American Bar Association, Administrative Law Section, and the Virginia and District of Columbia bar associations. He is the author of articles in scholarly publications and is a frequent contributor to trade association and other publications read by the financial services industry. Mr. Dean received a B.A. from Georgetown University in 1973, and his J.D. from Georgetown University Law Center in 1982.



Virginia B. Edwards was named Editor of Education Week in August 1989. She oversees a staff of nearly 60 editors, reporters, and graphic artists engaged in the weekly production of Education Week. The newspaper, which covers policy developments in precollegiate education and is published 43 times a year, has a paid circulation of about 55,000, and it is read by approximately 200,000 others. In April of 1997, Ms. Edwards was named president of Editorial Projects in Education, Inc. (EPE). In that role, she oversees the more than 90-person nonprofit corporation that publishes Education Week and Teacher Magazine, raises funding for both new and ongoing projects, and develops new ventures. Before joining EPE, Ms. Edwards worked nearly two years for the Carnegie Foundation for the Advancement of Teaching and, for the nearly 10 years before that, was an editor and reporter for The Courier Journal in Louisville, KY.

Dr. Brian K. Fitzgerald has served as staff director of the Advisory Committee on Student Financial Assistance since March 1988. The Committee advises Congress and the Secretary of Education on higher education and student aid policy. He also serves as associate professor of public policy (adjunct) at American University in Washington, D.C., where he teaches courses in the politics of public policy and education. He has been involved in policy development, research and redesign of student aid programs for many years, serving as senior research analyst with Pelavin Associates, Inc. and as project manager and principal investigator for a variety of national student aid policy and program redesign studies at Advanced Technology, Inc. He also served as a research assistant at Harvard Graduate School of Education, an assistant dean and lecturer in education at Bates College, a special assistant to the executive deputy commissioner at the Massachusetts Department of Education, and as a member of the Massachusetts State College Board of Trustees. He received his Ed.D (1990), in policy research and his Ed.M (1976), with a concentration in higher education policy and administration from the Harvard Graduate School of Education. He received his A.B. in literature from the Massachusetts College of Liberal Arts (1975). Dr. Fitzgerald is the author of numerous publications involving a range of issues related to public policy, higher education financing, and student financial assistance. He has served as speaker and faculty at numerous policy seminars and meetings for college and university presidents, organizational boards of directors and education leaders. He was selected by his alma mater as the Distinguished Alumnus of 2000. He is married and a native of New York City, New York.



Jana Beth Slibeck Francis is the Director of Assessment, Research and Curriculum Development for the Daviess County Public Schools. She oversees the testing of approximately 10,400 students working closely with administrators to analyze the data. Additionally, she is the chief researcher for the district and works to further develop quality curriculum. Prior to serving as Director of Assessment, Research and Curriculum Development, Mrs. Francis was the staff developer for two elementary schools responsible for providing on-going job embedded professional development to the staff. A National Board Certified Teacher in Middle Grades, Mrs. Francis started her teaching career nine years ago in Atlanta, GA, where she received a Master's in Administration and Supervision from the Principal's Academy at the Principals' Center at Georgia State University. Prior to living in Atlanta, she received a Bachelor of Arts degree in pure mathematics from Wellesley College in Boston, MA. Having been raised in Eastern Kentucky, Mrs. Francis and her husband, Matt, enjoy being back in the Commonwealth.



Bill Goodman began hosting Kentucky Tonight on the Kentucky Education Network (KET) in September of 1996. Prior to joining KET, Mr. Goodman ran a business in Glasgow, Kentucky. Before that he was news director at KPRC-TV in Houston and worked in various capacities at WTVF-TV in Nashville. Mr. Goodman is a graduate of Western Kentucky University.



Dr. Betty Griffin is a former Director of the Kentucky Beginning Teacher Internship Program. Honored as Who's Who Among Black Americans, Outstanding Young Woman of America, Danford Fellow, and African-American Adult Achiever of the year by the Lexington YMCA, Dr. Griffin is a former President of the National Forum Black Public Administrators, Bluegrass Chapter. She is a former Member of the Governor's Commission of Vocational Education and Governor's Commission on Black Affairs, State of Oregon. Her volunteer service includes the Governor Scholars Program; Urban League, Lexington; Girl Scouts Program, Louisville; and the National Council on Negro Women. Dr. Griffin completed the following postgraduate training: Executive Leadership Training, Harvard University, The Wharton School at Penn, and The University of Texas at Austin and Stanford University. She received her BS from Fisk University, and both her MS and Ph.D. from Oregon State University. Dr. Griffin serves as a member, and the immediate Past Chair, of the Kentucky Long-Term Policy Research Center Board of Directors.



Judge Reid Haire graduated from Louisville's Bellarmine College in 1970 with a degree in Political Science. Over the next 27 years, he worked for the Department of the Treasury and the Internal Revenue Service, and acted as Regional Manager for Western Kentucky before retiring in 1997. In 1998, Judge Haire was elected to his first term as Daviess County Judge/Executive, and began a second term in 2002 after his re-election. During the course of his career, Judge Haire has served on the Boards for the City-County Merger Commission and the Ethics Task Force, and has been the Director of the Owensboro Federal Credit Union, the Green River Board of Health, the Owensboro Mercy Health System, the Green River Area Development District, and Industry, Inc. A member of St. Mary Magdalene Catholic Church in Sorgho, Kentucky, Judge Haire and his wife, the former Nancy Knott, have three daughters, Christy, Shannon, and Lori.



Billy Harper is the successful owner of Harper Industries, Inc. and a professional drag racer. Throughout his 30 years in business and 10 years in racing he has recognized the need for more qualified and highly trained individuals. He knows the best work force is an educated work force, therefore, he has chosen to improve education. He has made a personal effort by bringing his love of cars to classrooms in Western Kentucky. By starting a program known as “Race for Education,” he has been able to influence students to stay in school. At the beginning of every school year, Billy takes his car to area middle schools and challenges the students to achieve perfect attendance.

As the school year comes to a close, he returns to each school and gives away prizes to those students who achieved perfect attendance. Billy has shown his dedication to improving life in Kentucky and the United States through his involvement in organizations that make a difference. A partial listing of his past and present affiliations with educational and professional organizations includes Chairman for the Paducah Area Chamber of Commerce’s Education Committee; Paducah Chamber of Commerce Board of Directors; Kentucky Chamber of Commerce Board of Directors; Leadership Kentucky Board of Directors; Four Rivers Council/Boy Scouts of America Council Member and past Council President, Chairman of the New Office Project, and Advance Gift Chairman; Boy Scouts of America Southeast Region Advisory Board; Kentucky Education Foundation, Inc. Board of Directors; Kentucky Center for Public Issues Board of Directors; Paducah Public School Foundation Board President; National Council on Economic Education Board of Directors; Kentucky Council on Economic Education Board of Directors; Paducah-McCracken County Joint Sewer Agency Chairman of the Board of Directors; Greater Paducah Economic Development Council Board of Directors; Kentucky Association of Highway Contractors Board of Directors; KY Forward Board of Directors; Prichard Committee Paducah Representative; University of Kentucky Engineering External Advisory Board; Broadway United Methodist Church Administrative Board Member; National AGC Board of Directors; Western Kentucky AGC Board of Directors and past Chairman; World Presidents Organization/Young Presidents Organization; Paducah Junior College Development Council; and Paducah Airport Corporation Board of Directors.



Blake Haselton currently serves as Vice President of the Council for Better Education (CBE). He is beginning his 31st year in public education in Kentucky, and his 12th as Superintendent of the Oldham County Schools. The CBE was the plaintiff in the historic *Rose v. Council for Better Education* litigation that resulted in the enactment of the Kentucky Education Reform Act of 1990. Haselton holds a bachelor’s degree in Agriculture, a master’s degree in secondary education (counseling), and an education specialist degree (school administration), all from Western Kentucky University (WKU). He is also a Ph.D candidate (education administration) at the University of

Louisville. A native of Philadelphia, has spent his entire career in education with the Oldham County Schools. He began as a high school biology teacher and subsequently served as high school athletic director, guidance counselor, director of guidance, district director of pupil personnel and, immediately prior to being selected as superintendent, as high school principal. Haselton has been recognized as Kentucky’s High School Principal of the Year (KASSP), Superintendent of the Year (KASS) and as a Kentucky Distinguished Educator (KDE). Leadership recognitions have also included the F.L. Dupree Award (KSBA), William T. Nallia Award (KASA) and as Kentucky’s Outstanding Community Volunteer (United Way).



Dr. Marlene M. Helm was appointed in March 1999 by Governor Paul Patton to head the Education, Arts & Humanities Cabinet. Prior to her appointment, Secretary Helm was a member of the graduate faculty at Georgetown College. During her education career, she served in administrative positions with both the Fayette and Scott County Public School systems beginning her career as a teacher in Lexington upon graduation from Kentucky State University. A native of Buffalo, New York, she received her Masters as a Reading Specialist and Doctorate in Educational Administration and Instruction from the University of Kentucky. The Education Arts & Humanities

Cabinet’s 16 agencies focused on education, arts and the humanities, include the Governor’s School for the Arts, Kentucky Center for the Arts, Kentucky Heritage Council, Kentucky African-American Heritage Commission, Kentucky Native-American Heritage Commission, Kentucky Educational Television, Kentucky Arts Council, Kentucky Department of Education, Kentucky Historical Society, Kentucky Department for Libraries and Archives, Governor’s Scholars Program, Kentucky Commission on the Deaf and Hard of Hearing, Kentucky Environmental Education Council, and the Martin Luther King, Jr. State Commission. Secretary Helm chairs the Kentucky Literacy Partnership and is a Board member of Leadership Kentucky, Kentucky Center for African American Heritage, Kentucky Early Childhood Development Authority, the National Conference of Community and Justice (NCCJ), Kentucky State University Board of Regents, Southern Growth Policies Board’s Council on the Southern Community, the Task Force on the Economic Status of Kentucky Women, the Council on Postsecondary Education Council on Equal Opportunity, and SCOPE (Strategic Committee on Postsecondary Education). Previously she has served on the Boards of the Council on Postsecondary Education, United Way of Kentucky, American Cancer Society, Lexington-Fayette County Urban League, and the Y.M.C.A. Black Achievers, and the Kentucky Association of School Administrators. She believes as Ghandi does that “we must be the change that we wish for the world.”



Dennis Jones is President of the National Center for Higher Education Management Systems (NCHEMS), a research and development center founded to improve the management effectiveness of colleges and universities. A member of the staff since 1969, Mr. Jones is widely recognized for his work in such areas as: state and institutional approaches to budgeting and resource allocation, strategic planning, educational needs assessment, faculty workload and productivity, and information for strategic decisionmaking and the development of educational indicators.

Mr. Jones has written many monographs and articles on these topics, has presented his work at many regional, national, and international conferences, and has consulted with hundreds of institutions and state higher education agencies on management issues of all kinds. Prior to joining NCHEMS, Mr. Jones served as an administrator (in business and in institutional planning) at Rensselaer Polytechnic Institute. He received his graduate and undergraduate degree from that institution in the field of engineering management.



Dr. Cheryl King is the Vice President of Adult Education, Council on Postsecondary Education. Dr. King assumed this position with the passage of Senate Bill 1, the Adult Education Act of 2000, which created a bold new vision for adult education in Kentucky. Senate Bill 1 forged a partnership between Kentucky's postsecondary system and its system of adult education. This has resulted in innovative approaches in delivering adult education services, particularly in workplace education and distance education, and an increased emphasis on encouraging GED recipients to continue their education by going to college. Prior to joining the council, King served as Deputy Secretary and Chief Information Officer with the Kentucky Cabinet for Workforce Development; Associate Commissioner, Office of Assessment and Accountability, Kentucky Department of Education; and as an administrator, principal, and teacher with the Owensboro Independent School District, Owensboro, Kentucky. She holds a doctorate in General Administrative Leadership from Vanderbilt University.



Dr. Thomas D. Layzell is the President of the Kentucky Council on Postsecondary Education. Dr. Layzell served as Mississippi's Commissioner of Higher Education from 1995 to 2003. He is an Illinois native. Dr. Layzell served as Chancellor of the Illinois Board of Governors of State Colleges and Universities from 1985 to 1995. From 1976-1984, Dr. Layzell served as Deputy Executive Director and Treasurer of the Board of Governors, and from 1984-1985 as Executive Director of the Board. Dr. Layzell worked at Governors State University in University Park, Illinois from 1969 to 1976, advancing to the position of Vice President for Administration. He also served

as a staff member at the Illinois Board of Higher Education from 1966-1969. Dr. Layzell earned a bachelor of arts at Millikin University in Decatur, Illinois and both a juris doctorate in law and a masters of arts in public administration from the University of Illinois in Urbana. He and his wife, Joan, are the parents of one son and three daughters. Dr. Layzell is a former President of the National Association of System Heads and is a member of the Council of Presidents of the Association of Governing Boards.



Anna L. Leasure, director of the Educational Talent Search TRIO program at Madisonville Community College, has worked with 900 middle, high school, and adult students in the ETS program for the last 14 years. She received a bachelor's degree in Education from the University of Kentucky, a MA from Western Kentucky University, and completed course work toward an Ed.D. at the University of Kentucky. Her area of interest very closely paralleled Talking Back: Kentucky High School Students and Their Future Education Plans published in 2001 by the Kentucky Long-Term Policy Research Center. She began her career teaching middle school math and

science. Committee and leadership responsibilities have included Madisonville Community College's Scholarships and Awards, Student Affairs, Retention, American Association of Women in Community Colleges (AAWCC) president, and professional staff representative to the Madisonville Community College faculty council. A highlight for Ms. Leasure was when she was selected from a nationwide search to visit the University of Liverpool in the first European Staff Exchange for TRIO Professionals sponsored by the Council for Opportunity in Education. Through these collaborative efforts of TRIO members, Northern Britain, and Netherlands international representation, there was heightened global awareness of the barriers to higher education and issues of class, race, and gender in regard to educational access for ethnic minority students. Statewide, Ms. Leasure has served as Kentucky Association of Education Opportunity Program Personnel (KAEOPP) secretary, and is presently the Kentucky legislative committee representative for the Southeastern Association of Education Opportunity Program Personnel, the regional association. Under her directorship the present Educational Talent Search program was granted an additional 5th year of funding by scoring in the top 10% nationally. Since 2001 she has co-facilitated Madisonville Community College's Gaining Early Awareness and Readiness for Undergraduate Programs Kentucky, GEAR UP KY, and middle and high school activities. This past summer a very successful pilot summer enrichment program for the GEAR UP KY middle school students uniquely involved collaboration with Madisonville Community College's Community Education Coordinator and Murray State University's Site Coordinator with some of the 2002 MSU education graduates as instructors.



Melvin E. Letteer taught undergraduate and graduate courses in Political Science and Public Policy for 12 years while working on various research projects involving different aspects of urban policing, crime, and the provision of police services. Subsequently, he accepted a challenge to turn his research skills toward the medical insurance arena with Equifax, Inc. For seven years, his continuous analysis and identification of clusters of utilization patterns for large, self-insured corporate and state medical benefit plans enabled the identification, development, and implementation of many cost-effective strategies which helped to contain costs while simultaneously maximizing participants' healthcare and satisfaction with their chosen plans. Returning to the field of education, in 2002, with the Kentucky Higher Education Assistance Authority, Mr. Letteer currently provides research on the Commonwealth of Kentucky's postsecondary education student financial aid programs, participants, and institutions.



Dr. David Longanecker became executive director of the Western Interstate Commission for Higher Education in July 1999. WICHE and its 15 member states work collaboratively to expand access to excellent higher education for all citizens of the West. The organization accomplishes this by promoting innovation, cooperation, resource sharing, and sound public policy. Dr. Longanecker serves or has served on numerous national, state, and institutional commissions and boards, and has written extensively on a broad range of higher education issues. His primary interests are educational access and opportunity, higher education finance, preparing future teachers and faculty, the efficient and effective use of educational technologies, and international collaboration in higher education. Prior to joining WICHE, Dr. Longanecker served for six years as the assistant secretary for postsecondary education at the U.S. Department of Education, where he was responsible for developing, implementing, and managing national policy and programs providing more than \$40 billion annually in student aid and \$1 billion to institutions. Included within his purview were the federal Title III Developing Institutions program, TRIO programs, international education programs, the Fund for the Improvement of Postsecondary Education (FIPSE), and the new GEAR-UP and teacher education initiatives. Prior to serving as assistant secretary, Dr. Longanecker served as executive director of both the Colorado Commission on Higher Education and the Minnesota Higher Education Coordinating Board. He began his public policy career as the principal analyst for higher education for the Congressional Budget Office. Dr. Longanecker holds a doctorate of education in administration and policy analysis from Stanford University, an M.A. in student personnel work from the George Washington University, and a B.A. in sociology from Washington State University. He began his career in higher education working in student affairs at the George Washington University.



Vickie Russell Maley has served the Paducah Public School System since 1976. She currently is the Director of Educational Programs. Prior to that appointment, she was the Principal at McNabb Elementary School and a teacher at Morgan Elementary School. Ms. Maley received her B.S. in Education; M.A. in Education, Reading; Principal, Supervisor of Instruction; and Rank 1 Certification Ed. Adm. from Murray State University and her Superintendent Certification from the University of Kentucky. She was named "A Woman of Influence in McCracken County" in 2002, Duchess of Paducah in 1994, a Kentucky Colonel in 1990, and Murray State University's "Outstanding Reading Professional in the Community" in 1988. She is the author of an article for Kentucky Reading Journal and serves as a workshop consultant for numerous workshops including writing, reading, strategic planning, SBDM, etc. Ms. Maley has been or currently is a member of the West Kentucky Association of Educational Supervisors (Secretary/Treasurer 1999-2001); International Reading Association, local and state chapters (President of local chapter 1987-1988, 1991-1992, State Secretary 1988-1991); Paducah Education Association, state and local affiliates (Treasurer or PEA, local, 1982); and the Kentucky Association of School Administrators. She has also served as the Strategic Planning Facilitator for the National Strategic Planning Center for Education (1992).



Dr. Dallas Martin is President of the National Association of Student Financial Aid Administrators (NASFAA). As President of NASFAA, Dr. Martin serves as the primary liaison between NASFAA and its membership, and the United States Congress, the Executive Branch, and the U.S. Department of Education, as well as other governmental agencies. Prior to joining the staff of NASFAA, Dr. Martin served as Director of Program Planning and Administration for the Division of Student Assistance Programs with the American College Testing (ACT) Program. He joined ACT after serving for a number of years as a college and university administrator and educator.

Dr. Martin was Associate Dean of Student Services at the University of Northern Colorado from 1972 to 1974, after having served as Associate Director of Student Financial Aid and as an Assistant Professor of College Student Personnel. Dr. Martin received a Ph.D. in College Student Personnel Administration in 1971 from the University of Northern Colorado.



Representative Mary Lou Marzian has served Kentucky's 34th House District (Jefferson County) since 1994. She is a Registered Nurse and Transplant Coordinator. Representative Marzian received her BS from the University of Louisville. She is a member of Jefferson County NOW and has served as a past President. Representative Marzian is also a member of the Metropolitan Louisville Women's Political Caucus, the Kentucky Nurses Association, and the Older Women's League.



Maryln McAdam is the founder of McA Enterprises, with over 20 years of experience in Washington. She specializes in education issues, including student financial aid. Ms. McAdam has authored and co-authored several reports, including Expanding Federal Work-Study and Community Service Opportunities, published by the U.S. Department of Education. For the past 15 years she has served as an advisor to numerous educational associations and negotiated regulatory issues with federal agencies. Prior to becoming a consultant, Ms. McAdam was a legislative assistant for former Senator Paul Simon (D-IL), when he was a Member of the House of Representatives, and for former Representative William D. Ford (D-MI), while he was Chairman of the House Postsecondary Education Subcommittee. Ms. McAdam also served as an analyst for House Budget Committee Members. Before moving to Washington in 1980, she worked for the State of Illinois.



Jonathan Miller, a native of Lexington and a graduate of Henry Clay High School and Harvard College and Law School, was elected Kentucky State Treasurer in November 1999. With Treasurer Miller as its Chair, Kentucky's Affordable Prepaid Tuition, or KAPT, was launched on October 15, 2001, and has become one of the most successful state government programs. Under Treasurer Miller's leadership, the Treasury has made great strides in streamlining its internal accounting procedures, modernizing office technology, and improving customer service. Its unclaimed property program, for example, has broken all records in terms of claims processed and money returned to rightful owners across the Commonwealth. Treasurer Miller has devoted great attention to his membership on several significant state boards, challenging the Lottery to return more money to the KEES scholarship program and urging state investment commissions and pension funds to be more accountable to the public. Treasurer Miller's Commission on Personal Savings and Investment has launched educational initiatives to promote better financial health among Kentucky citizens and spurred legislation to crack down on predatory lending and aggressive marketing of credit cards on college campuses. During the summer of 2000, Treasurer Miller was featured on the cover of The New Democrat, named as one of the nation's rising political stars, and had a prominent speaking role at the Democratic National Convention. In May 2001, Treasurer Miller was appointed to the Executive Monitoring Committee of state and local financial officers which monitors the return of assets seized during the Holocaust to their rightful owners. In March 2002, Miller was one of 200 distinguished delegates appointed by President Bush and Congressional leaders to the 2002 National Summit on Retirement Savings, charged with the responsibility of developing strategies to ensure a secure and dignified retirement for all Americans. When not performing his official duties, Miller is devoted to his community, and most importantly, his family: his wife, Lisa, and their daughters, Emily (9) and Abigail (7). Treasurer Miller serves on the Board of Directors of the Lexington Urban League and his children's school. He is a Sunday School teacher, a T-ball coach, and he loves to play guitar and sing country music, with a voice only his daughters could love.



Dr. Penny Miller is an Associate Professor and Director of Undergraduate Studies in Political Science, University of Kentucky. She received her BA, MA and Ph.D. from the University of Kentucky. Dr. Miller is a member of the White House Commission on Presidential Scholars, the Kentucky Center for Public Issues Board of Directors, and the Kentucky Women's Leadership Network. She has served as Chair of the Kentucky Commission on Women and a member of the Kentucky Supreme Court Gender Fairness in the Courts Monitoring Committee. Dr. Miller is also a TV, radio, and newspaper election analyst for Kentucky and national stations and publications. She is the co-author of two books, The Kentucky Legislature: Two Decades of Change and Political Parties and Primaries in Kentucky and author of Kentucky Politics and Government: Do We Stand United?. She was a member of the National Women's Advisory Committee for Clinton and Gore. Dr. Miller serves as a member and past Chair of the Kentucky Long-Term Policy Research Center Board of Directors. She has two adult children and two granddaughters.



Representative Harry Moberly, Jr. is an attorney. He represents Kentucky's 81st House District. He attended Eastern Kentucky University, where he received a BA with High Distinction. He earned a Juris Doctorate from the University of Louisville. He is a member of the Naval Reserve, the Kentucky and American Bar Associations, the Elks, Greater Richmond Area Chamber of Commerce, Pi Sigma Alpha, National Political Science Honor Society, and the Governor's Commission on Full Equality. Representative Moberly was named one of the Outstanding Young Men of America in 1981 and earned the Kentucky Education Association Central District Friend of Education Award in 1982. He currently serves as Co-Chair of the Subcommittee on Tax Policy for the Kentucky General Assembly.



Kevin M. Noland is Deputy Commissioner and has been General Counsel with the Kentucky Department of Education since 1991. In this role, he serves as chief attorney for the Commissioner of Education, Department of Education, and the Kentucky Board of Education, as well as overseeing the internal operational function of the agency. Kevin has served as Legislative Coordinator for the Kentucky Board of Education and the Department of Education, and for transition periods in 1995 and 2000, he served as acting Commissioner of Education. His prior education law experience includes drafting education law opinions for the Attorney General's Office, private practice with an emphasis in education and employment law, and helping to draft the Kentucky Education Reform Act in 1990 while with the Legislative Research Commission. Kevin received his BA (1974) and JD (1978) degrees from the University of Kentucky. He is Past-Chairperson of the Kentucky Bar Association's Education Law Section and is currently serving as chairperson of the National Council of State Education Attorneys.



Robyn K. Oatley, principal of Millcreek Elementary School in Lexington, Kentucky, has worked as an educator for 27 years. With degrees in music education, a standard teaching certificate with an emphasis on middle school curriculum, a Rank I in educational administration, and a superintendent's certificate, Mrs. Oatley has taught K - 12, been an elementary principal, and, before going to the Kentucky Department of Education, was the Associate Director of Assessment for Fayette County Public Schools in Lexington, Kentucky. During her tenure at KDE,

she worked as Division Director for Community Relations, communicating CATS assessment and accountability issues to school staffs, parents, citizens, and stakeholders, with a commitment to developing two-way communication between school staffs and KDE. Under her watch as principal, Millcreek's test scores have increased for math, writing, and social studies, and exiting primary scores have consistently been above the national average. In addition to her duties as principal, Mrs. Oatley works as a trainer at the state and national levels for Comprehensive School Improvement Planning, teaching educators to analyze student work for curricular change, curriculum alignment, and using data for decisionmaking purposes. She remains active as a Board Member of the Kentucky Association for Assessment Coordinators, as a member of the legislative panel and nominating committee of the Kentucky Association for School, and as Vice President of the Kentucky Association for Elementary School Principals' Fayette County affiliate. In the fall of 2003, Mrs. Oatley will become President of the Fayette County School Administrators Association.



Germaine T. O'Connell, LSW has held various positions in the Cabinet for Health Services for the past 20 years. For the last 10 years, Ms. O'Connell worked in the area of Early Childhood Care and Education, first in the IDEA Part C program, First Steps, and presently in the Maternal and Child Health Branch (MCH). She oversees the Child Development Section within MCH. This section is responsible for administering the HANDS program, Early Childhood Mental Health Initiative, Healthy Start in ChildCare, and Lead Program.



Dr. James Ramsey became president of the University of Louisville on Nov. 14, 2002, after serving as acting president since Sept. 2, 2002. Prior to becoming president, he had served as senior policy advisor and state budget director for the Commonwealth of Kentucky as well as senior professor of economics and public policy at U of L since 1999. Dr. Ramsey has held numerous academic positions, including serving as vice chancellor for finance and administration at both the University of North Carolina at Chapel Hill and Western Kentucky University.

He has been associate dean, assistant dean and director of public administration in the College of Business Administration at Loyola University and a research associate for the University of Kentucky's Center for Public Affairs. He has served on the faculties of the University of North Carolina at Chapel Hill, Western Kentucky University, the University of Kentucky, Loyola University and Middle Tennessee State University in addition to U of L. Ramsey also has held a number of positions in state government, including interim commissioner of the Office of the New Economy and special advisor to the chairman of the Kentucky Council on Postsecondary Education. A frequent national speaker and writer on economic issues in the public sector, he received the Outstanding Public Service Award from the National Governor's Association in 2001 and was named Kentucky's Distinguished Economist of the Year in 1999. A Kentucky native, he holds a bachelor's degree in business administration from Western Kentucky University and master's and doctoral degrees in economics from the University of Kentucky.



Representative Frank Rasche has represented Kentucky's House District 3 (McCracken County) since 1993. He is the principal owner of Rasche Cycle Company. Representative Rasche received his BA from Vanderbilt University and his MA from Murray State University. He currently chairs the House Education Committee.



Representative Jody Richards has represented Kentucky's House District 20 (Warren County) since 1976 and currently serves as the Speaker of the House. He is the owner of Superior Books. Speaker Richards received his AB from Kentucky Wesleyan College and his MA from the University of Missouri. He also attended Indiana University. Speaker Richards served with the US Army Reserve. He is a member of the Bowling Green/Warren County Jaycees, and has been a past President. He is a past National Director of the Kentucky Jaycees and has served as State Secretary. He is a past President and Vice President of Kentucky Young Democrats and a past President of the Southern Kentucky Fair Board. Speaker Richards has been a Girls Club of Bowling Green Jaycees Representative and served on the United Way Board in 1983. He was named one of the Outstanding Young Men of America in 1972. He served in the JCI Senate and on the Steering Committee of the Governor's Task Force on Education. He is the Chair-elect of the Southern Legislative Conference and has served on the Executive Committee of NCSL. He serves on the Southern Region Education Board and was the Democratic Caucus Chair 1987-1994.



Dr. Phillip W. Roeder has Florida State University, 1973, is Professor of Political Science at the University of Kentucky. He has served as Director of the Martin School of Public Administration (1982-1991) and Director of the UK Survey Research Center (1982-1986). His primary research areas are policy analysis and state and local government and politics. Articles and monographs have appeared in such journals as American Journal of Political Science, Social Science Quarterly, American Politics Quarterly, Political Methodology, American Political Science Review, Administration and Society, Journal of Aging and Health, and Health Matrix. His 1994 book - Public

Opinion and Policy Leadership in the American States won the Brownlow Award from the National Academy of Public Administration. He has been principal investigator of grants from the U.S. Department of Health and Human Services, the National Science Foundation, General Telephone of the South, South Central Bell, and the Kentucky Department of Medicaid Services and Department for Local Governments. His e-book on Kentucky's innovative education reform initiated in 1990 (KERA), titled Education Reform and Equitable Excellence: The Kentucky Experiment, and subsequent book updates and research papers are available in Adobe Acrobat (pdf) format online at <http://www.uky.edu/%7Eproeder/vitabrweb.html>.



Julie Scoskie began her career teaching at the high school and college levels after attaining her Bachelor of Science in Business Education at ECU in 1978, before receiving her MBA at the University of Louisville in 1981. She spent the next five years working as an analyst/trainer at Humana, Inc. and as a consultant for Tymshare, Inc.

Ms. Scoskie returned to the education fold in 1986, working for the Jefferson County Public Schools (JCPS) Adult and Continuing Education program. Since being named JCPS's Director in 1998, she has parlayed her business experience, educational expertise, and passion for adult and continuing education into a highly successful program. Under her watch, from 1998 to 2002, the number of students served by Jefferson County's GED/ABE program has more than doubled, and the number of ESL students has more than tripled. JCPS Adult and Continuing Education met or exceeded 100% of its state performance goals in both 2001 and 2002, and the GED graduating class included more than twice as many people in 2002 than in 2001. Julie Scoskie was one of only two Kentuckians selected to participate in 2001's National Literacy Summit, and recently was one of fifteen in the state asked to take part in the Leadership and Learning Institute, headed up by Morehead State University's Adult Education Academy. Over the past year, Ms. Scoskie has been working with a group of community and business leaders to develop the Workforce Education Initiative, a plan to forge partnerships between educational entities and the business community. The initiative seeks to devise strategies to help meet the educational needs of Louisville's growing population, strengthening the city's workforce, economy, and community. Her efforts have garnered numerous awards in recent history, including this year's Commission on Adult Basic Education (COABE) National Administrator of the Year Award and LERN's International Award for Excellence in Marketing. In Ms. Scoskie's own words, "For our local, state, and national economies to thrive, we need to prepare the individuals who live in our community, through increased levels of educational attainment, to succeed in meeting the increasing demands of the 21st century workforce."



Dr. Robert Sexton has been the Executive Director of the Prichard Committee for Academic Excellence since 1983. He is a former Deputy Director of the Council on Higher Education, administrator at the University of Kentucky, and teacher. Dr. Sexton received his BA from Yale University, his Ph.D. from the University of Washington, an honorary Doctorate of Humane Letters from Berea College, and was a Visiting Scholar in the Graduate School of Education at Harvard University. He was a founder of Kentucky's Governor's Scholars Program and the Commonwealth Institute for Teachers. Dr. Sexton has served as President of the Kentucky Center for Public Issues, publisher of the Kentucky Journal, and as co-chair of the Carnegie Literacy Center in

Lexington. He has been president and board member of the American Association for Higher Education and the Coalition for Alternatives in Postsecondary Education. Dr. Sexton was appointed to the Governor's Task Force on Health Care Access and Affordability by Governor Jones. He serves as a member of the Kentucky Long-Term Policy Research Center Board of Directors. He and his wife, Pam, live in Lexington. He has two children and three stepchildren.



Dr. Kim Townley is the Acting Division Director of the Division of Early Childhood Development in the Kentucky Department of Education. Dr. Townley has been involved in the field of early childhood development and education for almost three decades. Her work began in South Carolina as a public school kindergarten teacher. Dr. Townley has served as a Child Development Associate instructor for Head Start staff, is a validator for the National Academy of Early Childhood Programs, and has directed early childhood laboratory schools in Nebraska and Kentucky. In

her tenure as a Laboratory Director, she implemented full-day programming for infant/toddlers, evening child care, and the blending of a public Pre-K program. Under Dr. Townley's coordination, the Governor's Early Childhood Development Task Force crafted a 20-year comprehensive plan for Kentucky's young children and families, which was delivered to Governor Patton in 1999. In 2000, the General Assembly unanimously passed the historic legislation, which is known as KIDS NOW (Kentucky Invests In Developing Success). The KIDS NOW early childhood initiative strives to support families within communities so each child reaches their fullest potential. Component parts of the KIDS NOW initiative include assuring maternal and child health, supporting families, enhancing early care and education, and building the support structure. Throughout her career, Dr. Townley's research has encompassed the broad domain of environmental influences on the development of

young children. As part of this research program she has investigated burnout of teachers, the effectiveness of the Kentucky Preschool Program, and peace education. Dr. Townley has served as President of the Kentucky Association for Early Childhood Education, is a charter board member of the Kentucky School-Age Care Coalition, has served on the Early Childhood Advisory Council, the Child Care Policy Council, and the Child Care Council of Kentucky. Currently she serves as Chair of the Early Childhood Development Authority which coordinates the KIDS NOW programs with other early childhood efforts in the Commonwealth.



Dr. Barbara Veazey is President of the newly consolidated West Kentucky Community and Technical College. Dr. Veazey was appointed President/CEO of Paducah Community College and West Kentucky Technical College in July 2002. Also she served as Interim President of Paducah Community College. Dr. Veazey has a bachelor's and master's degree from Murray State University, a master's degree in nursing from the University of Evansville and a doctorate in educational administration from Southern Illinois University. She began her college career as a nursing instructor, became chair of the program and later the Dean of Academic Affairs. Dr. Veazey developed new programs in occupational therapy assistance, physical therapist assistant, paramedicine and health physics. She developed the first Technical Studies Program in the state, where technical courses of study could lead to an associate degree. Dr. Veazey has chaired the technology and internet staffing team for KCTCS, resulting in KCTCS being the primary provider for the Kentucky Virtual University. Dr. Veazey is a national consultant on educational issues and speaks at various functions during the year supporting education. Dr. Veazey was named the Chamber of Commerce Volunteer of the Year 2000, received the 2002 Outstanding Alumni Award and the 2002 Paducah Chamber of Commerce Craig Guess Leadership Award.



Susan Perkins Weston has served since 1992 as Executive Director of the Kentucky Association of School Councils, a nonprofit organization working to implementation of Kentucky education reform. Each Kentucky school is now governed by a six-member panel consisting of the principal, two elected parents, and three elected teachers, with responsibility for establishing curriculum, instructional practices, and other policies to meet Kentucky's high standards for all students. Councils also control the school's funding for instructional materials, professional development, and staffing, hire the principal, and participate in other hiring decisions. The Association provides a full range of services to help councils ensure that their students succeed. From 1987 to 1989, Ms. Weston served as an Associate with the U.S. Department of Education's Office of Educational Research and Improvement, and from 1985 to 1989 she worked in the Pennsylvania Attorney General's office opposing utility rate increases. Ms. Weston received her B.A. with highest honors from Swarthmore College and her J.D. from the Yale Law School. She is a member of Phi Beta Kappa. Ms. Weston belongs to the Danville Presbyterian Church. She is the wife of Dr. William J. Weston and the mother of Margaret, Eleanor, and Josiah Weston.



Senator John D. "Jack" Westwood has served Kentucky's 23rd Senate District (Kenton County) since 1997. He is a retired private school teacher. Senator Westwood received his BA in English from the University of Kentucky and his MA in Education from Northern Kentucky University. He is a former member of the Erlanger-Elsmere Board of Education. He currently is a member of the Northern KY/ KY Retired Teachers Association, Northern KY/KY Right To Life, Future Governance Task Force, American Legislative Exchange Council (ALEC), and KY Literacy Partnership.



Commissioner Gene Wilhoit was selected Kentucky's third Education Commissioner in September 2000. Wilhoit oversees the Kentucky Department of Education, which operates under an annual budget of \$3.1 billion, almost all of which is passed through to local schools. The department provides assistance and resources to the state's 176 school districts and nearly 1,300 schools. He supervises approximately 800 employees in Frankfort and across the state. Wilhoit, a native of Tennessee, began his education career at Northmont Junior High School in Englewood, Ohio, where he was a social studies teacher. After his stint there and in other public schools, he moved on to the Indiana Department of Public Instruction as a program director. Wilhoit also has served as executive director of the National Association of State Boards of Education and Special Assistant in the United States Department of Education. He was chief state school officer for the Arkansas Department of Education before coming to the Kentucky Department of Education in 1997 as deputy commissioner for the Bureau of Learning Support Services. Wilhoit holds a master's degree in teaching, political science and economics from Indiana University in Bloomington and a bachelor's degree in history and economics from Georgetown College. He also has studied educational administration at West Virginia College of Graduate Studies in Charleston. Wilhoit is a member of the American Association of School Administrators, the Council of Chief State School Officers and the board of directors for the Agency for Instructional Technology. He was chair of the Education Commission of the States Advisory Commission from 1989 to 1991. A resident of Lawrenceburg in Anderson County, Wilhoit and his wife, Rebecca Campbell Wilhoit, have three children—Christopher, Kara, and Jason.



Senator David L. Williams has served Kentucky’s 16th Senate District (Clinton, Cumberland, McCreary, Monroe, Wayne, and Whitley Counties) since 1987 and the Senate as its President since 2000. Prior to his Senate terms, he served as a member of the Kentucky House of Representatives from 1985-1986. Senator Williams received his BGA from the University of Kentucky and JD from the University of Louisville. He is a member of the Alumni Associations of the University of Kentucky and the University of Louisville, the Kentucky Bar Association, the Lindsey Wilson College Commonwealth Advisory Committee, and serves as the Chair of the Corporations Subcommittee. He served on the Constitutional Review Commission in 1987. Senator Williams’ awards have included the Kentucky League of Cities “Big Hitter Award” in 2002, Friend of Tobacco in 2000, and the Republican Legislator of the Year in 2000. He served as the Republican Caucus Chair in 1990 and Majority Floor Leader in 1999.



Kate Williams has been working in TRIO programs for 21 years, mostly with the Eastern Kentucky University Student Support Services (SSS) project—the NOVA Program. TRIO is a series of programs to help low-income, first-generation Americans enter college, graduate and move on to participate more fully in America’s economic and social life. These programs are funded under Title IV of the Higher Education Act of 1965 and are referred to as the TRIO Programs (initially just three programs). While student financial aid programs help students overcome financial barriers to higher education, TRIO programs help students overcome class, social, and cultural barriers to higher education. The NOVA program is a retention program particularly focused on first-year retention and has been serving ECU for over 25 years, successfully retaining and graduating student-participants at a statistically significant rate. Ms. Williams has consulted and worked extensively with ECU over the last three years on retention initiatives at the university-wide level. She is a successful grant writer and consultant especially related to college retention.



Dr. Thomas Wolanin has served as Senior Associate at the Institute for Higher Education Policy since October 1996. Dr. Wolanin focuses on issues concerning postsecondary education financing, higher education governance, student access and equity, and international education. His recent publications include *Rhetoric and Reality: Effects and Consequences of the Hope Scholarship*. He also is spearheading several international initiatives of the Institute including the Global Higher Education Exchange and the study of higher education financing in Mozambique. Prior to joining the Institute, he served as Deputy Assistant Secretary for Legislation and Congressional Affairs at the U.S. Department of Education under Secretary of Education Richard W. Riley. In that position, he worked on the enactment of the President’s education program, including the Federal Direct Loan Program, GOALS 2000: Educate America Act, the Improving America’s Schools Act and the School-to-Work Opportunities Act. Dr. Wolanin’s career includes service as Staff Director of the Subcommittee on Postsecondary Education in the U.S. House of Representatives. In that capacity, he managed the reauthorizations of the Higher Education Act in 1980, 1986, and 1992 under the leadership of Chairman William D. Ford. He also served in a variety of other legislative positions in the Congress and did staff work on the reauthorizations of the Higher Education Act in 1972 and 1976 and the Middle Income Student Assistance Act in 1978. He played a major staff role in the enactment of the Tech-Prep Education Act in 1990. Dr. Wolanin’s academic career includes teaching positions at George Washington University, the University of Wisconsin-Madison and Oberlin College. He also served as Executive Assistant to the President at New York University. He has published widely, including works on education policy, international education, and American politics. He has received a number of awards, including election to Phi Beta Kappa and a Woodrow Wilson Fellowship. He is currently a member of the Advisory Committee on Student Financial Assistance. Dr. Wolanin, a native of Detroit, received his B.A. magna cum laude from Oberlin College and an M.A. and Ph.D. in Government from Harvard University.



Dr. Lucian Yates, III currently serves as chair of the Division of Education and Human Services at Kentucky State University. He attended Morehead State University where he earned a BA in History, a BS in Political Science, and a MA in History/Education. Dr. Yates’ first professional position was in the Chillicothe (Ohio) public schools where he taught history and English at Mr. Logan Middle School. Dr. Yates served on the Board of Directors of the Ohio Council for the Social Studies, Ohio University/ Chillicothe, and the Deacon Board of the Zion Baptist Church. He received many honors and accolades including the prestigious Social Studies Teacher of the Year. Dr. Yates received his principalship certification at Ohio State University and his Ph.D. in curriculum and supervision at Ohio University. In 1988, Dr. Yates was appointed Assistant Principal at Ballard High School. In 1989, Dr. Yates was appointed principal at Western High School. In 1993, he was invited by the St. Petersburg City Council in Russia to work with principals and teachers as they pursued democracy. Additionally, in the same year he was featured on a call-in talk show with Secretary of Education Richard Riley, Secretary of Labor Robert Reich, and President Bill Clinton. Dr. Yates received the call in the summer of 1998 to become the superintendent of the Harrisburg (PA) city schools. There he instituted the L.I.N.K. program, all-day kindergarten, and explored all-day four-year-old program. He supervised a \$120 million building and renovation program. He designed and implemented the “Tomorrow’s Principals Program,” a cohort group established as a partnership with Shippensburg University. He was featured in the November 1999 edition of U.S. News and World Report and the January 2000 edition of Atlantic Monthly. Dr. Yates was selected to become the Director of Educator Recruitment and Retention for the

Kentucky Department of Education. His primary responsibilities included the recruitment and retention of paraprofessionals, teachers, principals, and superintendents to the State of Kentucky. To that end he increased the number of minorities for the teacher scholarship, developed relationships with KHEAA and other educational groups, designed and implemented the Dual Credit program for high school students, designed and implemented the Minority Superintendent Intern Program, increased the number of FEA clubs (more than any other state in the union, and oversaw Teacher Quality issues for the State of Kentucky. Dr. Yates is married to the former Vietta Bolden of May's Lick, Kentucky, and they are the proud parents of one daughter, Leslie, a graduate of Tennessee State University and a second year pharmacy degree student at the University of Kentucky.