REGULAR MEETING

April 27, 2001, 9:30 a.m. CDT

Mrs. Liz Esters, Secretary

AGENDA

WESTERN KENTUCKY UNIVERSITY

BOARD OF REGENTS

April 27, 2001, 9:30 a.m. CDT

Agreed Doon Procedures (MCA & Correlance), 19 271

- 1. Call to order
- 2. Invocation
- Roll call
- 4. Disposition of minutes of the regular meeting of January 26, 2001
- Committee reports:
- 5.1 Academic Affairs Committee, Ms. Peggy W. Loafman, Chair
 - 5.1.1 Recommendation for the establishment of a School of Health and Human Services at Western Kentucky University, effective July 1, 2001, and the renaming of the Ogden College of Science, Technology and Health as the Ogden College of Science and Engineering, effective July 1, 2001 [pp. 5-6]
 - 5.1.2 Recommendation to change the wording of the University's Tenure Policy to accommodate multi-year contracts for faculty members [pp. 7-8]
 - 5.1.3 Recommendation for approval to change the Western Kentucky University Research Foundation (WKURF) to non-affiliated status [p. 9]
 - 5.1.4 Recommendation to change the name of the Department of Engineering Technology to the *Department of Engineering*, effective July 1, 2001 [p.10]
- 5.2 Executive Committee, Ms. Kristen T. Bale, Chair
 - 5.2.1 Proposal to purchase property at 1700 Chestnut Street [pp. 11-12]
 - 5.2.2 Fund Raising and Campaign Update [pp. 13-23]
 - 5.2.3 Media Report, January 1 March 31, 2001 [pp. 24-26]

5.3 Finance and Budget, Mr. Cornelius A. Martin, Chair

- 5.3.1 Recommendation for acceptance of the Accountant's Report on Application of Agreed-Upon Procedures (NCAA Compliance) [p.27]
- 5.3.2 Recommendation for acceptance of the Accountant's Report on Application of Agreed-Upon Procedures (Kentucky Auditor of Public Accounts) [p. 28]
- 5.3.3 Recommendation for acceptance of the Second Quarterly Financial Report [pp. 29-30]
- 5.3.4 Recommendation for approval of the revisions to the 2000-01 Operating Budget [p. 31]
- 5.3.5 Recommendation for approval of the 2001-2002 Combined Budgets and Salaries [pp. 32-38]
- 5.3.6 Recommendation for approval of the Six-Year Capital Plan
- 5.4 Student Affairs Committee, Mr. James B. Tennill, Chair
- 5.4 Special Committee on Diversity and Internationalism, Professor Mary Ellen Miller, Chair
- 6. Presentation of personnel actions since January 26, 2001
- 7. Report by the President
- Other business
 - 8.1 Executive session for deliberations and discussions related to the future acquisition or sale of real property by the University, as provided under KRS 61.8209 (1) (b). The reason for the closed session is that public discussion and publicity of proposed real property acquisitions or sales would likely affect the value of the specific property to be acquired or sold.
- 9. Adjournment

June 28, 2001 - Retreat
June 29, 2001 - Special Meeting
July 27, 2001 - Third Quarterly Meeting
October 26, 2001 - Fourth Quarterly Meeting

WESTERN KENTUCKY UNIVERSITY BOARD OF REGENTS

COMMITTEE MEMBERSHIP
-Revised2000-2001

EXECUTIVE COMMITTEE

Ms. Kristen T. Bale, Chair Ms. Lois W. Gray, Vice Chair Ms. Peggy W. Loafman Mr. Cornelius A. Martin Mr. James B. Tennill, Jr.

ACADEMIC AFFAIRS COMMITTEE

Ms. Peggy W. Loafman, Chair
Ms. Lois W. Gray
Mr. Cornelius A. Martin
Professor Mary Ellen Miller
Ms. Cassie F. Martin

FINANCE AND BUDGET COMMITTEE

Mr. Cornelius A. Martin, Chair Mr. Robert E. Fischer Professor Mary Ellen Miller Mr. James B. Tennill, Jr.

STUDENT AFFAIRS COMMITTEE

Mr. James B. Tennill, Jr., Chair Mr. Howard A. Bailey Ms. Cassie F. Martin Mr. Ronald G. Sheffer Ms. Beverly H. Wathen

SPECIAL COMMITTEE ON DIVERSITY AND INTERNATIONALISM

Professor Mary Ellen Miller, Chair Mr. Howard A. Bailey Ms. Cassie F. Martin Ms. Beverly H. Wathen REQUEST: Establishment of a School of Health and Human Services at Western Kentucky University effective and the renaming of the Ogden College of Science, Technology and Health as the Ogden College of Science and Engineering effective July 1, 2001.

FACTS: Western Kentucky University has for many years offered academic programs for students interested in health and health-related careers and professions, including public health, health care administration, nursing, dental hygiene, social work, and industrial hygiene. The demand for graduates of these programs is strong. It is vitally important that Western be able to offer these programs effectively and efficiently (along with others that may be needed in the future) to meet the health needs of the citizens of the state and to offer valuable career alternatives to students. Health and health-related careers have been and are projected to continue to be among the fastest growing among all fields here in Kentucky and across the country. There is no sign that this will change in the foreseeable future.

Currently these health and health-related programs are administered through the Ogden College of Science, Technology and Health. This arrangement has some advantages, but it has become increasingly clear that it has the major disadvantage of not giving the level of focus and visibility to health programs that is now needed. In the early 1980's these programs were housed in a separate College of Applied Arts and Health. However, that college was later eliminated by the university and the programs were assigned to other units. Although Ogden College has been supportive of these programs, they are not positioned to achieve the visibility required to allow them to grow in response to the needs. This has become even more evident since the Program of Distinction in Applied Research and Technology was established in the college, a development that has appropriately focused attention on the basic and applied science programs of the college. Two recent accreditation teams have expressed concern over the identity and visibility of health and health-related programs at the university. It now seems clear that the further development and strengthening of health and health-related programs will benefit from having a distinct faculty and administrative leadership within a designated administrative unit devoted explicitly to these programs.

Renaming Ogden College as the Ogden College of Science and Engineering will more accurately describe the college's mission and recognize the establishment of the new engineering programs at the university.

This restructuring will respond to several goals found in Western's Strategic Plan, Challenging the Spirit, including Strategic Goal 1: Increasing Student Learning, Strategic Goal 4: Enhancing Responsiveness to Constituents, and Strategic Goal 5: Improving Institutional Effectiveness.

COST IMPLICATIONS: The initial costs of this planned restructuring will be minimized through a reliance on reallocation of existing resources to establish the School of Health and Human Services. As the school develops and gains additional enrollments and revenues over the next two to three years, we expect it to incorporate additional health-related and human service programs and to evolve into a college of health and human services with a permanent dean.

APPROVED: Academic Affairs Committee March, 30, 2001

RECOMMENDATION: President Ransdell recommends the establishment of a separate School of Health and Human Services and renaming Ogden College as the Ogden College of Science and Engineering.

MOTION: Approval to establish a separate School of Health and Human Services and rename Ogden College as Ogden College of Science and Engineering effective July 1, 2001.

REQUEST: Modify the wording in the University's Tenure Policy to accommodate the offering of multi-year contracts to faculty members as non-tenure track instructors.

FACTS: In order to improve the recruitment and retention of qualified faculty, Western has, in certain cases, been offering multi-year contracts to faculty members in non-tenure track instructor positions or in special visiting or in-residence statuses. Offering these contracts requires a slight modification in the wording of the University's Tenure Policy. Specifically, the last sentence of the first paragraph under Section II, B. Policies and Procedures for Evaluation of Non-Tenured Faculty and for Tenure Recommendations (page 19, Faculty Handbook, 15th Edition), which now reads "Faculty members appointed to the rank of instructor are employed on an annual contract and are not eligible for tenure should be changed to "Faculty members appointed to the rank of instructor are employed on an annual or multi-year contract and are not eligible for tenure." The use of multi-year faculty contracts has become increasingly common in higher education as one means of providing a more attractive and stable basis for the employment of faculty members needed to teach in certain high-demand or highly competitive fields.

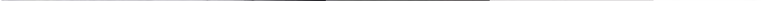
This change will clarify the University's Tenure Policy and make the language in the policy consistent with the use of multi-year faculty contracts. The change will support Strategic Goal 3: Assuring High Quality Faculty and Staff, from the Western Kentucky University Strategic Plan, Challenging the Spirit.

COST IMPLICATIONS: No additional costs are anticipated from this change.

APPROVED: Academic Affairs Committee March 30, 2001

RECOMMENDATION: President Ransdell recommends a change in the wording of the University's Tenure Policy to accommodate multi-year contracts for faculty members.

MOTION: Approve a change of wording of the University's Tenure policy in the last sentence of the first paragraph under section II, B. Policies and Procedures for Evaluation of Non-Tenured Faculty and for Tenure Recommendations (page 19, Faculty Handbook, 15th Edition). The wording would be changed from "Faculty members appointed to the rank of instructor are employed on an annual contract and are not eligible for tenure" to "Faculty members appointed to the rank of



REQUEST: Approval to change the Western Kentucky University Research Foundation (WKURF) to non-affiliated status.

FACTS: The Board of Regents approved Western's Research Foundation as an affiliated foundation on September 1, 1999. To provide maximum support to the university and the faculty, we now request that the foundation become non-affiliated. Western has been significantly increasing its extramural funding. Awards from external sponsors have grown from approximately \$10 million to \$21 million over the past five years. Most institutions with serious aspirations in sponsored programs tend to operate with research foundations. A non-affiliated research foundation will enable Western to add value to these efforts for enhancing research, student learning, faculty development, institutional effectiveness, and community service. The non-affiliated research foundation will create additional flexibility for enlarging Western's extramural funding base.

Under the proposed joint agreement between the WKURF and Western Kentucky University, WKURF will provide optimum flexibility to Western faculty within standardized universally accepted audit standards while allowing optimum efficiency and expenditures. The WKURF is self-supporting and no funds are requested. The WKURF is governed by a board of directors consisting of Western administrators, faculty and community representatives. The WKURF Board of Directors has studied this change with an external consultant and is supportive.

Adoption of this program will address, among other things, four of the University's Strategic Goals: Strategic Goal 1: Enhancing Student Learning; Strategic Goal 3: Attract, Retain and Support High Quality Faculty and Staff; Strategic Goal 4: Enhance Responsiveness to Constituents through Service; and Strategic Goal 5: Improve Institutional Effectiveness in All Programs and Services.

COST IMPLICATIONS: None anticipated.

APPROVED: Academic Affairs Committee March 30, 2001.

RECOMMENDATION: President Ransdell recommends this change to non-affiliated status to be effective upon approval by the WKU Board of Regents.

MOTION: Approval to change the Western Kentucky University Research Foundation to non-affiliated status.

REQUEST: Change the name of the Department of Engineering Technology to the Department of Engineering effective July 1, 2001.

FACTS: Western will begin offering baccalaureate degrees in electrical, mechanical, and civil engineering during the 2001-2002 academic year in collaboration with the University of Louisville and the University of Kentucky. The recommended change in departmental name will more accurately reflect the new educational mission of the department.

The establishment at Western of baccalaureate degree programs in engineering will contribute to the achievement of several goals identified in The university's strategic plan, Challenging the Spirit, including Strategic Goal 1: Increasing Student Learning, Strategic Goal 2: Developing the Student Body, and Strategic Goal 4: Enhancing Responsiveness to Constituents. The change in department name is part of the process of developing and administering these new degree programs.

COST IMPLICATIONS: No significant costs are anticipated to implement this change.

RECOMMENDATION: President Ransdell recommends that the name of the Department of Engineering Technology be changed to the Department of Engineering effective July 1, 2001.

MOTION: Approval to change the name of the Department of Engineering Technology to the Department of Engineering effective July 1, 2001.

REQUEST: Approval to enter into a *Contract or Agreement* between the University and the College Heights Foundation for the purchase of the property at 1700 Chestnut Street by the University for the sum of \$260,394.54. (Note: Recent appraised value \$400,000.)

- Upon receipt of the first of ten payments (July 1, 2001) to be made annually, the deed for the property would be transferred to the University. There are obvious benefits in the ownership of the property by the University, including the cost of insurance (covered by State); enhancement of the value of the adjacent property recently acquired by Western; and the freedom to make desired changes, alterations, or additions.
 - As another tangible means of service to the University, the College Heights Foundation would forego the interest on the remaining annual balance after each of the ten payments. (Note: In doing so, the annual payments by the University of approximately \$26,000 would be more than \$9,000 less than would be the cost of buying a home on the open market with a home mortgage of ten years for \$260,000 at 6 ½ percent.)

FACTS: Following an updated appraisal of this property located at 1700 Chestnut Street which is owned by the College Heights Foundation, the Board of Directors of the College Heights Foundation voted on May 4, 2000, to request an increase in the annual rental rate based on the appraised market value of the property. The current rental rate of \$12,000 per year has been in effect since the original purchase of this property in 1979.

The University began to explore the possibility of a Purchase Agreement, and the Board of Directors of the College Heights Foundation approved the proposal as outlined in the request that is outlined at its meeting on Thursday, March 22, 2001.

The initial Purchase Agreement called for the College Heights Foundation to purchase the property at 1700 Chestnut Street with three basic tenets or conditions that were to prevail.:

- The College Heights Foundation was to serve as the holding agent for a period not to exceed one year.
- 2) Pending the purchase from the College Heights Foundation by the University, a rental payment would be made at a rate which would be equal to the annual income if the funds were invested in the total program of investments.
- The purchase price of the property, the cost of improvements and repairs, and the cost for insurance were termed out-of-pocket expenses. The University gave assurance

that, upon their acquisition of the property, the College Heights Foundation would be fully reimbursed for the funds expended.

For various reasons, primarily the desire and the willingness of the College Heights Foundation Board of Directors to be of service to the University, the first two of these tenets have not been met. The purchase of the property by the University has extended well beyond the one year as originally agreed. Also, the annual income from the funds expended has failed to meet the level of other investments. This being the case there is added reason and, in the opinion of some, it places added importance upon preserving the integrity of the process by seeking a plan of action that will be mutually acceptable. It is to this end and in this spirit that this proposal has been submitted by the College heights Foundation Board of Directions for consideration.

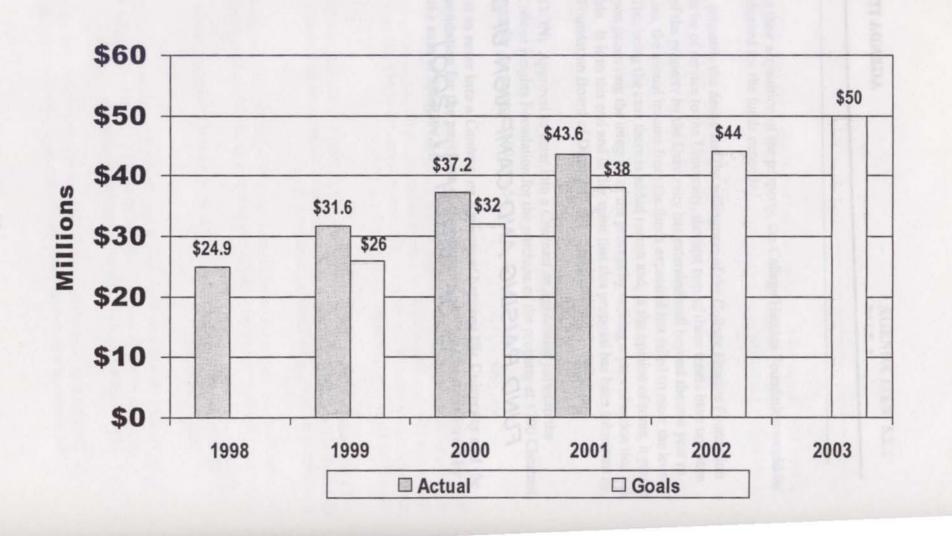
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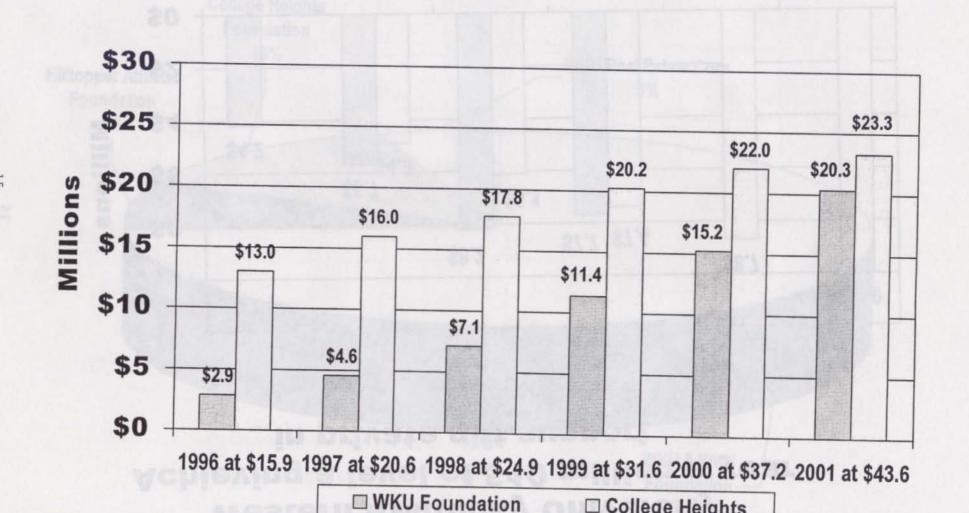
FUND RAISING AND CAMPAIGN UPDATE

AS OF MARCH 31, 2001

Western Kentucky University Increasing University's combined endowment assets to \$50 million

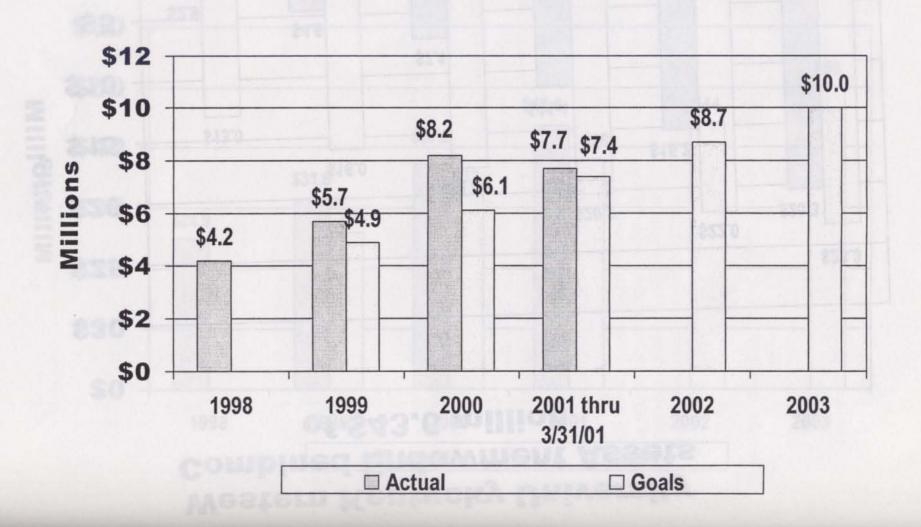


Western Kentucky University Combined Endowment Assets of \$43.6 million

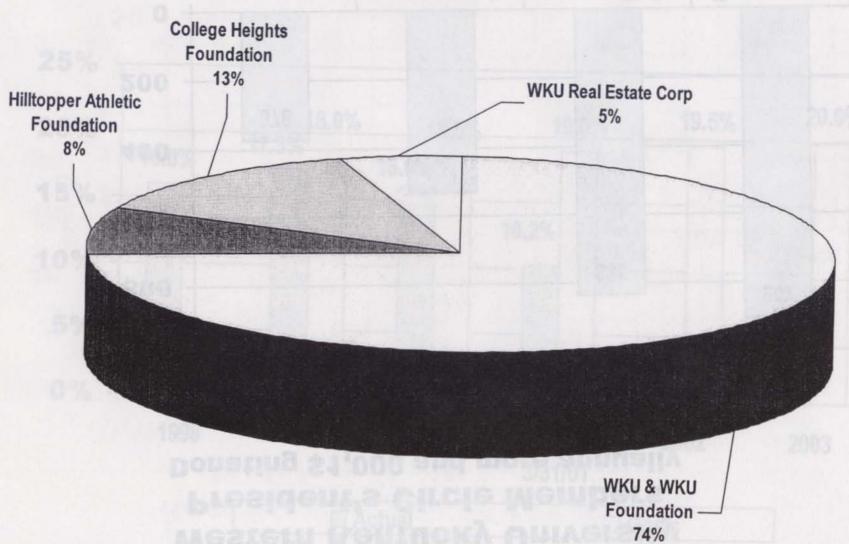


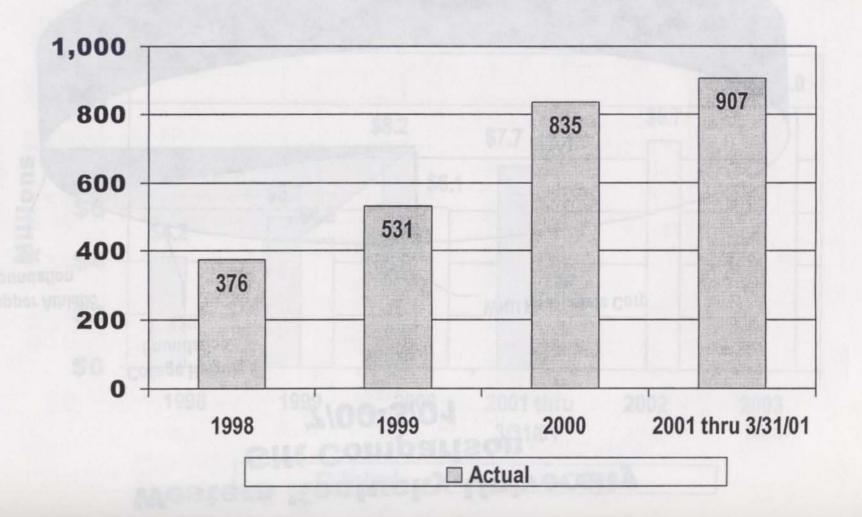
□ College Heights

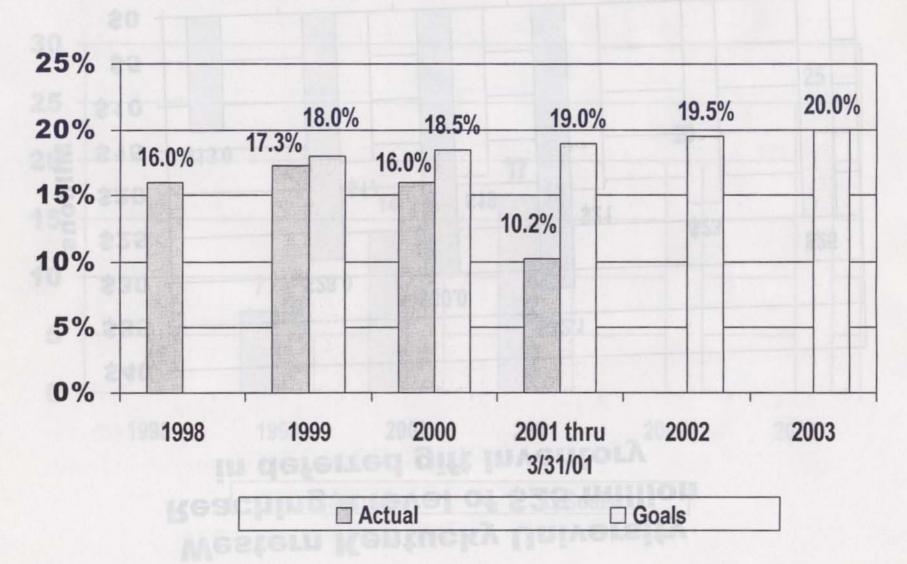
Western Kentucky University Achieving a level of \$10 million a year in private gift support



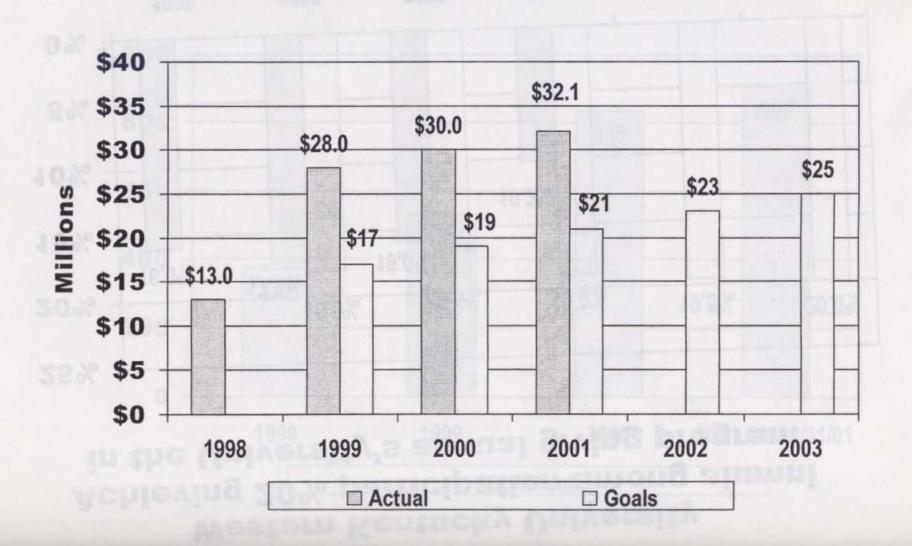
Western Kentucky University Gift Comparison 7/00-3/01



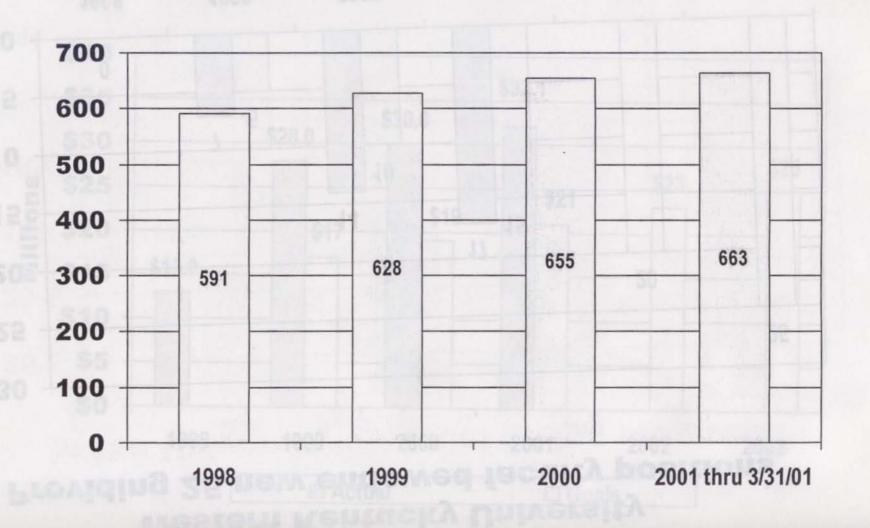




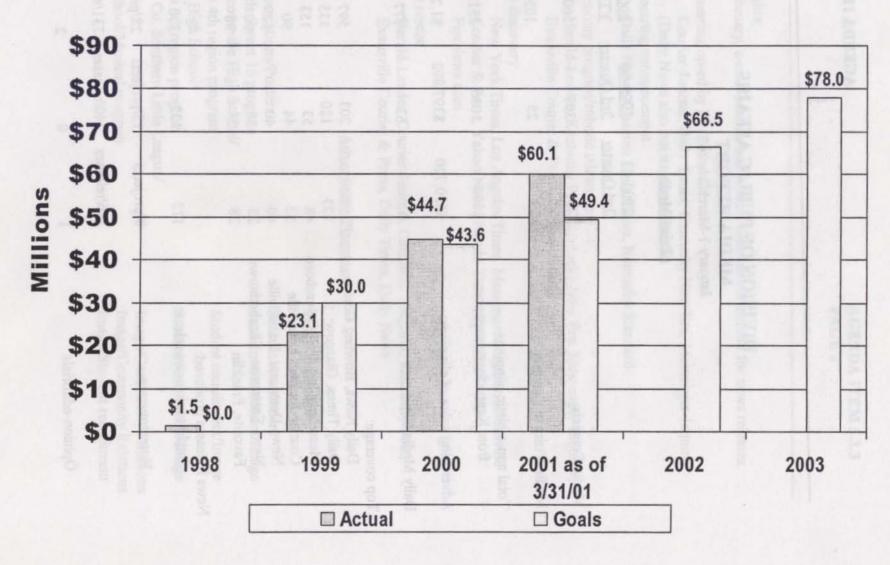
Western Kentucky University Reaching a level of \$25 million in deferred gift inventory







Western Kentucky University Investing in the Spirit The Campaign for Western



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DIVISION OF PUBLIC AFFAIRS MEDIA REPORT

January 1-March 31, 2001

Print Media

	2000-01	1999-00	2000-01
	3rd Quarter	3rd Quarter	YTD
Media Contacts:	229	307	560
Media Visits to Campus:	29	25	105
Total non-athletic clippings			
from Kentucky newspapers:	1196	1036	3512
Advertising value of clippings:	\$630,720	\$397,892	\$1,214,830
Daily Media Clipsheet:	61	63	177
Top coverage:			
Daily News, Bowling Green	199	203	597
Daily Times, Glasgow	123	120	335
Messenger-Inquirer, Owensboro	48	53	153
Courier-Journal, Louisville	52	44	90
News-Democrat, Russellville	40	40	129
News-Enterprise, Elizabethtown	25	38	90
Favorite, Franklin	28	28	98
News Releases produced:			
Single-topic news release	112	132	300
Hometowners	8/projects	15/projects	28/projects
	346/releases	240/releases	731/releases
Opinion-editorials	i w	0	2

Other highlights:

In February, e-mail became our primary distribution method for news releases.

Engineering op-ed by Dr. Ransdell

Courier-Journal, Daily Times, Kentucky New Era, Messenger-Inquirer (Daily News also ran its own editorial)

Engineering announcement

Daily News, Glasgow Daily Times, Kentucky Standard

Astronomy program/robotic telescope

Herald-Leader, Kentucky Post, Kentucky New Era, Messenger-Inquirer, Evansville Courier & Press, Courier-Journal

Cave discovery

New York Times, Los Angeles Times, Messenger-Inquirer, Evansville Courier & Press, Yahoo News, Nando Times, Picayune Item, FoxNews.com

Cave rescue

Publication

Herald-Leader, Courier-Journal, Cincinnati Enquirer, Kentucky Post, Evansville Courier & Press, Daily Times, Daily News

Advertising Placement

Publication	Target Audience
CGI Communications/Posters	Student recruitment
KHSAA/Girls Sweet 16 program	Student recruitment/Image
Allen CoScottsville High School/	
Girls 4th region program	Student recruitment/Image
Greenwood High School/	
Boys 4th region program	Student recruitment/Image
BG/Warren Co. Southern Little League/	
Sign	Image/Community Relations
BG High School/Musical program	Image/Community Relations
KY Monthly	Image/Student recruitment

Electronic Media

	2000-01 3rd Quarter	1999-00 3rd Quarter	2000-01 YTD
At-Western Electonic Newsletters:	57	53	172
Football Halftime Shows:	0	0	13
Basketball Halftime Shows:	22	22	35
Radio Network Drop-Ins:	14	29	29
WKU Information Line for Radio:	8	13	31

WKYU-FM

WKU news stories: 164
Interview segments: 22

REQUEST: Acceptance of the Accountant's Report on Application of Agreed-Upon Procedures (NCAA Compliance)

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

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

APPROVED: Finance & Budget Committee March 30, 2001

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents accept the "Independent Accountants' Report on Application of Agreed-Upon Procedures," as required by NCAA Bylaw 6.2.3.1 for the year ended June 30, 2000.

MOTION: Accept the Accountant's Report on Application off Agreed-Upon Procedures (NCAA Compliance).

REQUEST: Acceptance of the Accountant's Report on Application of Agreed-Upon Procedures (Kentucky Auditor of Public Accounts)

FACTS: Western Kentucky University's audit of its financial statements and system of internal controls was completed September 1, 2000. This audit was accepted by the Board of Regents at the Board's October 27, 2000 meeting. The Commonwealth of Kentucky's Annual Financial Statement was completed February, 2001. Since Western's financial statements are incorporated into the financial statements of the Commonwealth, the Auditor of Public Accounts required a subsequent events letter from Western indicating from the time that Western's audit was completed until the time that the State's annual financial report is completed, that there were no significant changes in the financial condition of Western Kentucky University.

The "Independent Accountants' Report on the Application of Agreed-Upon Procedures" indicates that no adjustments or additional disclosures are required for Western's audited financial statements.

APPROVED: Finance and Budget Committee March 30, 2001

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents accept the "Independent Accountants' Report on Application of Agreed-Upon Procedures," as required by the Kentucky Auditor of Public Accounts.

MOTION: Accept the Accountants' Report on Application of Agreed-Upon Procedures (Kentucky Auditor of Public Accounts).

REQUEST: Acceptance of the Second Quarterly Financial Report

FACTS: Western Kentucky University moved from the cash basis of accounting to a full accrual basis of accounting as of June 30, 2000 for the recognition of tuition and fees. During the prior year, accrual entries were made only at year-end to bring the University to an accrual basis of accounting. On the accrual method of accounting, revenue is recognized upon billing the student versus when the cash is received. Spring semester bills were sent before December 31, 2000. Therefore, most Spring semester tuition and fees revenue is now included in the University's 2nd quarter. This accounts for the significant variance in tuition and fees in comparison to the same quarter last fiscal year.

The items recorded in Restricted Other, that affect the change in percentage, are workstudy and private scholarships. The private scholarship's budget base was increased by \$39,000 for 2000-2001. As of December 31, 2001, the results for private scholarships have been positive. However, we have received approximately \$73,000 less in Federal Work Study funds, as of December 31, 2000.

With the above variances noted, all other revenue and expenditure patterns are consistent with the previous year's financial patterns.

APPROVED: Finance and Budget Committee March 30, 2001

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

MOTION: Accept the Second Quarterly Financial Report

WESTERN KENTUCKY UNIVERSITY Quarterly Financial Report/Revised Budget Quarter Ending December 31, 2000

	Original Budget	Revised Budget 2nd Quarter	Actual 2000-01 Year-to-Date	Percent of 2000-01 Actual/Revised	Percent of 1999-2000 Actual/Revised
REVENUE					Conductorised
Educational and General					
Unrestricted					
Tuition and Fees	\$38,917,000	\$38,917,000	\$37,521,478	96.41%	67.52%
State Appropriation	64,328,400	64,328,400	35,380,600	55.00%	55.00%
Other	9,657,600	9,639,600	5,195,069	53.89%	54.23%
Subtotal	112,903,000	112,885,000	78,097,147	69.18%	59.42%
Fund Balance Allocation		4,042,742			-
Total Unrestricted	112,903,000	116,927,742	78,097,147		
Restricted					
Grants and Contracts	32,154,000	32,154,000	17,965,986	44.41%	45.29%
Prior Year Carry Forward		8,302,011			70.20
Grants/Contracts	0		0		
Other	1,203,000	1,203,000	767,827	63.83%	66.73%
Total Restricted	33,357,000	41,659,011	18,733,814	44.97%	45.90%
Auxiliary Enterprises					40.00%
Current Year Operating	12,561,000	12,561,000	6.875.526		
Fund Balance Allocation	0	43,952	0		
Total Auxiliary Enterprises	12,561,000	12,604,952	6,875,526	54.55%	53.78%
Total Revenue	\$158,821,000	\$171,191,705	\$103,706,486		
EXPENDITURES					
Educational and General					
Unrestricted	\$112,903,000	\$116,842,526	\$60,443,817	51.73%	53.04%
Restricted					
Grants and Contracts	32,154,000	40,456,011	17,965,986	44.41%	45.29%
Other	1,203,000	1,203,000	767,827	63.83%	67.65%
Total Restricted	33,357,000	41,659,011	18,733,814	44.97%	45.93%
Auxiliary Enterprises	12,561,000	12,604,952	5,778,963	45.85%	47.19%
Total Expenditures	\$158,821,000	\$171,106,489	\$84,956,595		

REQUEST: Approval of the revisions to the 2000-01 Operating Budget.

FACTS: The proposed revisions to the Western Kentucky University 2000-01 Combined Budget are as follows: The \$1,606,000 is anticipated volume of grant awards to be received by June 20, 2001. These funds will not be expended if grants are not awarded. The \$1,394,000 is the Council on Postsecondary Education's Instructional Equipment Trust Fund allocation. The endowment income is from the Layne Professorship which is housed in the WKU Foundation and earnings are returned to the University for expenditure. Advertising revenue from the faculty/staff telephone book will be returned to the Division of Public Affairs to use with publications and additional marketing needs. The University entered into an agreement with Powertel for rental space on the roof of Cravens for an antenna. The \$16,000 will be split with Department of Facilities Management and Vice President for Information Technology. The Miscellaneous revenue, in the amount of \$8,000, is reimbursement from the Kentucky Institute for International Studies (KIIS) program and will be used to reimburse the History Department for a part-time faculty replacement.

Source	Proposed Revisions
Educational and General	
Governmental Grants and Contracts, Federal	\$1,606,000
Governmental Grants and Contracts, State	1,394,000
Other Sales and Services	
Endowment Income	6,000
Faculty/Staff Telephone Book, Advertising	7,700
Other Sources	
Miscellaneous Rent	16,000
Miscellaneous Income	8,000
Use	
Grant Activity Increase	\$1,606,000
CPE Instructional Equipment Trust Fund	1,394,000
Layne Professorship, Engineering	6,000
Division of Public Affairs	7,700
Department of Facilities Management	8,000
Vice President for Information Technology	8,000
History Department	8,000

APPROVED: Finance and Budget Committee March 30, 2001

RECOMMENDATION: President Gary A. Ransdell recommends that the revisions to the Western Kentucky University 2000-01 Combined Budget be approved in order to increase the budget by \$3,037,700.

MOTION: Approval of the revisions to the 2000-01 Operating Budget.

REQUEST: Approval of the Western Kentucky University 2001-02 Combined Budgets and Salaries.

FACTS: The General Assembly and Governor Paul E. Patton have been instrumental in advancing postsecondary education. Governor Patton continues to make postsecondary education a key component of his vision for Kentucky. The Governor advanced an Executive Budget to the 2000 General Assembly that endorsed the Council on Postsecondary Education's recommendations. The enacted biennial budget includes a postsecondary education funding increase of 10.1 percent for 2001-02. Western Kentucky University will receive a 5.2 percent increase in its total state appropriations. Table 1 summarizes the actions of the 2000 General Assembly including trust fund allocations.

The Western Kentucky University 2001-02 Combined Budgets contains the proposed Operating Budget and Capital Budget. The Operating Budget includes Educational and General (E&G) and Auxiliary Enterprises revenues and expenditures. E&G revenue consists of unrestricted revenue - - primarily state appropriations and tuition and fees - - and restricted revenue (e.g., federal funds for student financial aid and extramural funding for grants and contracts). Auxiliary Enterprises revenue is derived from the self-supporting activities of the University such as housing (reimbursed costs from the Student Life Foundation), food services, and bookstore operations. The Capital Budget provides a listing of major capital and lease/purchase projects, funding sources for these projects, and the current status of these projects.

At its March 30, 2001 meeting, the Finance and Budget Committee was presented with the Administration's proposed allocations of increased state appropriations and tuition revenue for the next fiscal year. These proposed allocations are consistent with the following Board-approved budget priorities:

- Recruit and retain quality faculty and staff. Funds are needed to provide salary increases in recognition of outstanding performance, to improve the market competitiveness of the University's benefits package, and to keep or improve the market competitiveness of salaries.
- Provide funding to assure academic quality in addressing enrollment growth, retention, and access. Funds are needed for additional faculty and staff positions and for operational costs, both on campus and at extended campus sites, to support growth and retention. Funds also will be required for opening the new regional postsecondary education centers in Glasgow and Elizabethtown.
- Improve our physical resources. Funds are needed on an ongoing basis to address campus maintenance and utilities requirements and to protect the University's investment in plant.
- Provide permanent funding for needs that have been met routinely by nonrecurring allocations. Funds are needed for selected items that are consistent with the University's Strategic Plan and for which no permanent funding has been identified in previous budgets.

Table 2 summarizes the proposed allocations within each of these budget priorities. There are numerous other needs identified for which no funding or inadequate funding is available. Where feasible, additional funding must come from reallocations within divisions and carry forward of fund balances at the end of 2000-01.

The 2001-02 budget includes \$3,847,000 allocated to the budget priority of "Recruit and Retain Quality Faculty and Staff." This represents 64.3 percent of available funding after funding scholarships and fellowships were increased to required levels. Included in this budget category is \$1,610,000 to fund the commitment made for a \$100 per month per full-time employee health insurance increase. The total health insurance premium contribution is \$315 per month and this contribution rate places Western among the best in Kentucky and among highest rates of the benchmark universities.

The second largest allocation is \$1,596,000 for a 2 percent salary increase pool. The pool is allocated to all full-time employees (employed prior to January 1, 2001) with satisfactory performance. This salary pool also included a 2 percent increase on vacant, permanent positions in order to keep these salaries closer to market. Given significant other budget pressures, funds are not available to give a salary increase comparable to previous years. President Ransdell has told the campus that salaries will be the highest priority in the next budget. Funds are being allocated for other salary needs that include Faculty Market Adjustments, Faculty Promotions, Faculty Summer School Stipends, Staff Market Adjustments, part-time faculty adjustments, and increases in graduate assistant stipends.

The Faculty Market Adjustments Pool is smaller than in previous years, however, it represents the fourth year in a row that the University has allocated funds to address the gap between Western's average faculty salaries and the average salaries at the benchmark universities. There are 189 faculty adjustments ranging from \$300 to \$1,200 per employee. In spring 2001, the Council on Postsecondary Education and Western Kentucky University negotiated new benchmark universities. Fall 2000 data, by discipline and by rank, will be analyzed and will be a factor in the next budget development process.

The Staff Market Adjustments Pool is allocated to the Department of Facilities Management and the Police Department where entry-level positions are hard to fill and have significant staff turnover. There are 152 staff adjustments ranging from \$300 to \$1,400 per employee.

As previously stated, there are significant budget pressures and these include enrollment growth and opening the new Glasgow Campus (January 2002). This proposed budget includes funding for two new faculty positions to better serve the extended campus operations, additional part-time faculty positions for extended campuses and the Community College, and operating costs and utilities costs at the Glasgow Campus. The Glasgow Campus budget has been subsidized by reallocations from within the Division of Academic Affairs in past years. This operating budget increase of \$375,000 (55.5 percent increase) will significantly address the need for permanent funding and allow the Glasgow Campus to better serve its growing student population.

In past years, the University has been very fortunate with the weather that did not dramatically impact our utilities consumption and has not had to address significant rate increases from utility providers. The rate increases occurred in 2000-01 after the operating budget was developed. Thus, it is necessary for the utilities budget to be increased to cover rate increases. Another factor with the utilities budget is that when the Media and Technology Hall construction bids were opened the first time, all bids were over budget. The project was redesigned and the cost of a chiller was excluded from the budget. The University, in partnership with the Student Life Foundation, will purchase chilled water from the Student Life Foundation. This agreement will provide the necessary chilled water for Media and Technology Hall and will allow the appropriated capital construction funds to be used for program space. Also included in

the agreement is chilled water for Tate Page Hall and Academic Complex. Both of these facilities are in need of chilled water unit replacements.

The proposed budget includes a large increase in the scholarships and fellowships budget. These budgets increase by approximately \$1 million with the majority of the funds being allocated to the graduate fellowships budget. These funds are necessary for the Graduate School to continue waiving all non-resident graduate students and accepting them at in-state tuition rates. Accounting standards require the universities to recognize all waivers of non-resident tuition fees as revenue to the university. The offset to the revenue is the expenditure account of fellowships. The proposed budget also includes funding for the State mandate associated with a tuition waiver program for public school teachers supervising student interns. The real cost of this waiver is not known; however, the budget includes \$150,000 as an estimate.

Another highlight of the 2001-02 Operating Budget is the allocation of \$76,800 to create a faculty grants and contracts incentive fund to be administered by the Provost and Vice President for Academic Affairs. The current policy, which allocates 40 percent of facilities and administrative cost recovery revenue to the central budget and the balance to Academic Affairs, will be suspended for 2001-02. The increased amount that would have gone to the central budget, based on the policy, is being allocated to create the incentive fund. For 2001-02, the central budget percentage of facilities and administrative cost recovery revenue will be 32.4 percent.

Although the dollar amounts are relatively small, it is important to note that funds are being allocated to address the following:

- A State mandate, The Minger Act, and these funds are allocated to the Police Department to comply with daily crime reporting requirements;
- The need for a permanent budget for hazardous waste removal in academic departments;
- The creation of a network security position; and
- An enhanced permanent budget for the nationally and internationally recognized Forensics Program.

Other budget initiatives are identified in the individual narratives included in this budget document. These narratives serve as an important link to the University's Strategic Plan.

In addition to the increase in state appropriations, it is noted that this proposed budget reflects Board-approved tuition and mandatory student fees rates. For full-time, Kentucky, undergraduate students, total tuition and mandatory student fees will increase \$115 per semester over the approved rate for spring 2001. Tuition and fees revenue will account for 27.1 percent of the total Educational and General budget. The Capital Budget totals \$65,201,360 and includes the following: \$52,800,000 for new construction; \$11,012,000 capital maintenance and campus improvements on Educational and General facilities; \$881,368 for annual lease payments (computers, distance learning, networking, busses, and telephone systems); and \$508,000 for capital maintenance on Auxiliary Enterprises facilities.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents approve the Western Kentucky University 2001-02 Combined Budgets and Salaries. (Budget and salary document enclosed separately)

MOTION: Approval of the Western Kentucky University 2001-02 Combined Budgets and Salaries.

Table 1 2000 General Assembly 2000-02 Enacted Budget

	2000-01 Increases	2001-02 Increases
STATE APPROPRIATION,		
WKU OPERATING INCREASES		
Undesignated	\$3,013,600	\$3,610,800
State Transfers/Incentive Funds		
Programs of Distinction	1,419,300	34,000
Rural Allied Health and Nursing	98,000	-0-
Agriculture, University Farm	200,000	-0-
Planning, Math & Science Academy	-0-	500,000
Debt Service Adjustment	8,000	(1,351,500)
M&O on New Facilities	-0-	580,000
Total	\$4,738,900	\$3,373,300
INCENTIVE TRUST FUNDS, THROUGH CPE		
Endowment Trust Fund,		
Comprehensives (\$1:\$1 private match)	\$20,000,000	
WKU Allocation	4,625,000	
Regional University Excellence Trust Fund		
Enrollment Growth and Retention	2,850,000	
WKU Allocation	700,000	
Action Agenda		10,000,000
WKU Allocation		2,327,000
Physical Facilities Trust Fund		
Capital Renewal & Replacement		30,000,000
WKU Allocation (\$1:\$1 match)		2,343,000
Renovation, Repl., & Infrastructure		
WKU, Thompson Complex		15,000,000
Technology Trust Fund		
Equipment Replacement (no match on		
instr equip/\$1:\$1 for research equip)	20,000,000	
WKU Allocation	1,394,000	

OTHER, CAPITAL

South Campus Building (New Economy Fds)

Southcentral Kentucky Technology Center
(Economic Development Funds)

5,000,000

4,000,000

*CPE is "encouraged to allocate \$4,000,000 of the Action Agenda Program funding to initiatives addressing issues of teacher quality, pre-service training and in service professional development, as identified by the recommendations of the Teacher Quality Task Force."

Table 2 2001-02 Budget Proposal Allocation of State Appropriation and Tuition Increase

7		-		
Increases	7.57	R	OVONILO	ж.
ATTENDED CHANGES	***	4.44	CFEFFEE	

Paris and Language of the Control of	
Projected Increase in Tuition (Fall/Spring)	\$1,921,200
Projected Increase in Tuition (Summer)	381,000
Less: Required Increases in Scholarships/Fellowships	(1,046,000)
Tuition Available for Allocation	1,256,200
Increase in State Appropriations	
Undesignated	3,610,800
POD Inflationary Increase	34,000
Planning, Math/Science Academy	500,000
Maintenance Funds, New Glasgow Center	282,000
Other Maintenance Funds (Jour/Tech)	298,000
State Appropriations Available for Allocation	4,724,800
Total Tuition and State Appropriations Increase	\$5,981,000
Proposed Allocations by Institutional Budget Priority:	
Recruit and Retain Quality Faculty and Staff.	
Health insurance (\$100/mth contribution increase)	\$1,610,000
Salary pool (2 percent across-the-board for satisfactory	
performance and vacant positions)	1,596,000
Summer School stipends	248,000
Network security (new position), campus-wide	62,000
Faculty market adjustments	125,000
Faculty promotions	40,000
Staff market adjustments	75,000
Part-time faculty salary adjustments, permanent funding	91,000
Subtotal	3,847,000
Provide Funding to Assure Academic Quality in Addressing Enrollment	
Growth, Retention, and Access	
Part-time faculty for extended campuses and	
community colleges	40,000
Planning: Math/Science Academy	500,000
New faculty positions	150,000
Operating costs, Glasgow Campus	657,000
Increase in graduate assistant stipends	60,000
Subtotal	1,407,000
Improve Our Physical Resources	
Utilities cost increases and new chilled water access for Academic	
Complex, Tate Page Hall, and new Media & Technology Hall	563,000
Sodexho contract increase	26,000
Subtotal	589,000

Nonrecurring Allocations Minger Act compliance two positions in Police Dept	649.000
Minger Act compliance, two positions in Police Dept	\$48,000
Hazardous waste disposal in academic departments	25,000
Forensics Program operating funds Subtotal	65,000 138,000
Total Allocations	5,981,000
Proposed Allocations by Division:	
Provost/Academic Affairs	
Academic Affairs:	
Part-time faculty for extended campuses and	
community colleges	40,000
Planning: Math/Science Academy	500,000
New faculty positions	150,000
Faculty promotions	40,000
Operating costs, Glasgow Campus	657,000
Forensics Program operating funds	65,000
Increase in graduate assistant stipends	60,000
Summer School stipends	248,000
Faculty market adjustments	125,000
Part-time faculty salary adjustments, permanent funding	91,000
Subtotal	1,976,000
Information Technology:	
Network security (new position), campus-wide	62,000
Total	2,038,000
Student Affairs and Campus Services	
Hazardous waste disposal in academic departments	25,000
Utilities cost increases and new chilled water access for Academic	
Complex,	
Tate Page Hall, and new Journalism/Technology Bldg	563,000
Minger Act compliance, two positions in Police Dept	48,000
Sodexho contract increase	26,000
Total	662,000
Across the University	
Health insurance (\$100/mth contribution increase)	1,610,000
Staff market adjustments	75,000
	1,596,000
Salary pool (2 percent across-the-board for satisfactory performance)	
Total Salary pool (2 percent across-the-board for satisfactory performance)	3,281,000

REQUEST: Approval of the Six-Year Capital Plan

FACTS: Enclosed for your review and consideration is Western's 2002-2008 Six-Year Capital Plan that we are required to submit to the Capital Planning Advisory Board (CPAB) and the Council on Postsecondary Education (CPE) by April 15. We have indicated to both agencies that this plan is preliminary and has not been reviewed and approved by the Board of Regents. The CPAB is comprised of members representing all three branches of government and has a responsibility under KRS Chapter 7A to biennially develop a comprehensive state capital improvements plan and to make funding recommendations to each branch head as to state spending for capital projects. Additionally, CPE will review these capital spending requests and will make recommendations for Postsecondary Education to the Governor and the General Assembly for the 2002-2004 biennium.

In the development of the Six-Year Capital Plan, we incorporated the priorities contained in our Strategic Plan, solicited input from units across the campus, and integrated our priorities with the capital priorities for higher education as outlined by CPE. This plan places a focus on restoring the architectural integrity of our campus and emphasizes capital renewal, renovation of existing facilities, and upgrading our campus infrastructure. We believe that the top priority projects are reflective of the priorities for Western and consistent with the direction of postsecondary education in Kentucky.

RECOMMENDATION: President Gary A. Ransdell recommends that the Board of Regents approve the Six-Year Capital Plan.

MOTION: Approval of the Six-Year Capital Plan



Office of the President 270-745-4346 FAX: 270-745-4492 Western Kentucky University 1 Big Red Way Bowling Green, KY 42101-3576

April 13, 2001

The Honorable Perry Clark, Chair Capital Planning Advisory Board Room 034, Capitol Annex 702 Capital Avenue Frankfort, KY 40601

Dear Mr. Clark:

Attached for your review and consideration is the Six-Year Capital Plan for Western Kentucky University. Please be advised that the development of this plan has incorporated the priorities contained in our Strategic Plan as well as input from units across our campus, but has not been fully reviewed or approved by our Board of Regents. Final approval from our Board of Regents will not occur until their regularly scheduled meeting on April 27, 2001. We will contact you after this meeting to amend the plan if there are any changes or revisions.

You will see by our proposed Six-Year Capital Plan that our highest priority projects place a focus on restoring the architectural integrity of our campus and emphasizes our commitment to capital renewal, renovation of existing facilities, and upgrading our campus infrastructure. We believe that the top priority projects are reflective of the priorities for Western and consistent with the direction of Postsecondary Education in Kentucky.

Should I need to provide any additional information, please feel free to contact me.

Sincerely,

Gary A. Ransdel

GAR:pht Enclosures



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Capital Plan Overview

Agency Overview

It has been almost four years since the reform of postsecondary education in 1997 when Gov. Paul Patton's proposed reform aimed at improving lives and increasing incomes for Kentuckians. The reform's purpose was to expand access to the kind of advance educational programs that our citizens need to succeed personally, to strengthen families and communities, and to build a vibrant state economy.

Western Kentucky University has succeeded in accepting this challenge and, as reflected in the University's Vision and Mission, made the strategic decision to focus the institution's management and resources so that they are directly related to instructional vision and mission.

VISION

Western Kentucky University aspires to be the best comprehensive public institution in Kentucky and among the best in the nation.

MISSION

Western Kentucky University shall produce nationally and globally competitive graduates and provide optimum service and lifelong learning opportunities for its constituencies.

Within the University's strategic plan's vision and mission, Academic Affairs has primary responsibility for providing positive learning environments for all students built upon a commitment to excellence in teaching, research, and service. We develop responsive programs in emerging fields while sustaining strong support for existing undergraduate and graduate programs offered throughout the University. We utilize our faculty and staff expertise to address social and economic problems through applied research and service to the state and region.

• Clientele/Demographic Data

Western Kentucky University serves more than 15,117 undergraduate students and 3,510 graduate students annually. Western students come from 110 of 120 Kentucky counties and 59 foreign countries. Western has experienced more undergraduate enrollment growth in the last two years than any other comprehensive university in Kentucky.

Western's enrollment growth and enrollment profile are in accordance with the institutional strategic plan, *Challenging the Spirit*, which sets ambitious but achievable goals for attracting, retaining, and graduating students. The institution's goals are consistent with the objectives for growth established in conjunction with the Kentucky Council on Postsecondary Education in its *Action Agenda*.

Western in on-track and ahead of schedule in meeting enrollment goals. The chart below summarizes Western's aggressive recruiting activities and projections:

			WKU	Fall Under	graduate E	nrollments			
CPE	1998	1999	2000	2001	2002	2003	2004	2005	2006
Goal	12,700	12,875	13,050	13,225	13,400	13,450	13,500	??	??
WKU Actual	12,713	12,921	13,270	13,420*	13,555*	13,690*	13,825*	13,960*	14,080*

^{*} Projected Fall Enrollments

Delivery of Service

Western Kentucky University carries out its educational and service mission through varied delivery means. Primarily, academic programs and many services are delivered via traditional postsecondary vehicles: classrooms, laboratories, meeting and seminar rooms, as well as auditoriums and other spaces designed for research, dissemination of knowledge, and occasions for learning. Sites for these traditional delivery forms are predominantly at the university's main campuses in Bowling Green--including the South Campus. But the university has made increasing use of educational delivery at extended campus sites, especially at Western Kentucky University extended campuses and developing postsecondary educational centers at locations such as Glasgow, Owensboro, Elizabethtown, Ft. Knox, and to a lesser degree at other locations. Increasingly, alternative delivery systems are being used including interactive television, telecourses, Web-courses, and teleconferences.

· Prioritization of Projects

Western Kentucky University's strategic plan drives its priority requests and actions. More specifically, the requests for capital projects are examined for consistency with the institution's vision and mission, with the identified needs of students and constituents, and with the on-going assessment of the needs of academic programs to provide first-rate instruction, support, and service for students and other constituents. This programmatic analysis of needs attends to programs of recognized value and service, particularly Programs of Distinction, programs of emerging importance, such as engineering, and a range of programs in need of enhancement to ensure high quality consistent with institutional mission and constituents' expectations.

E&G Capital Renewal/Life Safety

As detailed in Section V Maintenance, the need to pay serious attention to the accumulation of deferred capital renewal and replacement is not a new phenomenon. Through the process of conducting a detailed facilities audit, Western has acknowledged and measured the long-term need to preserve our campus and the investment in facilities. Unlike private businesses that view their facilities as depreciable assets, directly chargeable to return on investment, the

physical environment for Western is an integral, inseparable part of the educational experience—just as important, in fact, mission critical—to the conduct of instruction, research and other activities in our buildings. This concern, however, has not been enough to secure the necessary resources to reduce unacceptably high levels of deferred capital renewal and a deteriorating infrastructure. The aging and deterioration of our facilities is a permanent, ongoing problem. Solving it is essential for effective teaching, research and public services. Based on an estimated 50-year life cycle for buildings, APPA (the Association of Higher Education Facilities Officers) recommends an investment rate of 2.5% of current replacement value per year for capital renewal. For Western's facilities portfolio, this would equate to an allocation of approximately \$9.5 million per year. As illustrated by a chart in section V, however, there is a dramatic funding gap. In short, facilities reinvestment capital has not kept up with our aging campus. That trend that must be reversed.

Renovate Science Campus – Phase II

The WKU Strategic Plan establishes as its first strategic goal, the necessity to increase student learning by "providing student access to excellent facilities, state-of-the-art equipment, information technology and alternative instructional opportunities that maximize learning." Renovation of the Science Campus as outlined will result in more efficient utilization of existing space and permit the accomplishment of academic goals and space requirements of the affected departments within Ogden College and the Applied Research and Technology Program of Distinction. The scope of the project includes the renovation of Thompson North, Thompson Center, Science and Technology Hall and Snell Hall. Site redevelopment will be required to make the buildings function as one contiguous Science Campus.

Infrastructure

In order to allow the continuation of uninterrupted electrical power distribution and sustain a dependable telephone service for Western's campus, investment in the campus underground infrastructure is urgently needed.

Kentucky Academy for Math and Science

The mission of the Academy is in part to "offer a residential, early admissions program for bright, motivated high school students who have demonstrated abilities and interest in pursuing careers in mathematics and science." The renovation of Schneider Hall, a 72-year-old facility, is necessary to provide a quality residential location for this program, to modify and renovate space to meet specific academic and programmatic needs of the Academy and also to correct capital renewal deficiencies for continued reliable service.

Owensboro Regional Postsecondary Education Center

In the 1998-2002 Budget of the Commonwealth, \$375,000 was appropriated for the initial design and programming of the Advanced Technology Center in Owensboro. The project is currently in the programming stage. This revised project calls for the construction of a Regional Postsecondary Education Center through the partnership of Western Kentucky University and KCTCS through Owensboro Community and Technical College. This partnership will serve the region in the most beneficial way—by providing a range of educational services, including advanced technical training and certification; basic general education and associate degrees, both industry specific and transfer areas; advanced education and programs in management and business as well as a high level of contract training not currently available. This project is needed to meet the training and educational needs of the region's business and industry as well as citizens of the region.

Changes from the 1998-2004 Plan

There has been an attempt to update and clarify the 1998-2004 Plan by utilizing the guiding principles contained in the WKU Strategic Plan and the Campus Master Plan. Fundamentally, the basic capital needs of the institution have not dramatically changed since the 1998-2004 Plan was submitted.

Actions Affecting Approaches to Capital Needs

APPA (The Association of Higher Education Facilities Officers) is a significant resource for information and research on issues involving approaches to capital needs. An APPA publication, entitled *Charting a New Course for Campus Renewal*, 1999, includes a list of suggested strategies which Western has used and will use in the future to plan for capital needs and permit uniform comparisons for benchmarking on a national level. Suggested long-term strategies include:

- Make capital renewal part of a long-term budget strategy,
- Conduct continuous needs assessments,
- Build accountability for stewardship into job descriptions of campus leadership,
- Create standards and flexibility in design of new and renovated spaces,
- Develop a standardized facilities audit process,
- Involve facilities managers in the planning process for new buildings and renovation projects,
- Attempt to convince CPE and the Capital Planning Advisory Board to make longterm commitments to capital renewal,
- Develop prioritized needs assessments based on facilities audits.

Capital Related Reports

- See Section V, Maintenance
- A Strategic Plan for Information Technology is currently in development, which will have a significant impact on future capital planning processes. This report should be completed in July 2001.
- The 1990 Campus Master Plan is currently under review and will be updated by an internal committee of executive officers, facilities management personnel and faculty, who are actively engaged in a process that once completed will facilitate future planning and prioritization of campus improvement projects. Expected completion date: Summer 2002.

- Attached to this capital plan is a Challenging the Spirit Progress Report, which references Western Kentucky University's Strategic Plan. This report outlined the goals of the strategic plan and reports on the progress achieved at mid-point of its 5 year scope. As previously noted, Western's Strategic Plan drives its priorities, actions and capital planning activities.

Other

There are three projects currently under development and planning that will impact the campus physical portfolio.

- Established by the Warren County Fiscal Court, the Southern Kentucky Performing Arts Center Board is working with regional arts groups and Western Kentucky University to establish a performing arts center in Bowling Green. Funded by an initial allocation of \$6.75 million from the General Assembly, the board has hired the planning and architectural firm of Hardy Holzman Pfeifer Associates to serve as consultants and is currently exploring pertinent issues including site selection. The site will likely be near the campus, and WKU may provide some land for the project. Speaker Richards is a strong advocate of the project, and SKyPAC intends to approach the General Assembly for construction funds during the upcoming session. The completed facility will be a valuable resource for both the community and the university.
- E. A. Diddle Arena is the University's principal basketball athletic facility. The 38-year-old building opened in 1963 and has not been renovated since that time. The building is not air-conditioned and has a substantial inventory of deferred capital renewal. The University is exploring methods for the renovation of this and related athletic facilities. No state funds are anticipated for this project. The WKU Alumni Association is considering raising private gifts to build an Alumni Center, which may be located near or connected to Diddle Arena.
- The Kentucky Economic Development Finance Authority (KDFA) has approved a New Economy Grant of \$4.0 million for the development of the Bowling Green Innovation and Commercialization Center (BGICC). This New Economy initiative is a public-private partnership involving WKU, the Bowling Green-Warren County Chamber of Commerce, city and county governments, and the private sector. The University is negotiating for the purchase of the Old Bowling Green Mall for the site of the BGICC.

COMMONWEALTH OF KENTUCKY 2002-2008 CAPITAL PLANNING SYSTEM FORM SYP-01B: Projects involving the General Fund (Cash/Bonds) or Road Fund

Branch: Executive Branch

Cabinet/Function: 45 Cabinet for Postsecondary Education

Agency/Institution: 465 Western Kentucky University

FB 2002-2004

			-	2002 2004		
Cbnt	Agcy	Agency / Installatio	n / Project Title Category	Total Budget	GF/TF Funds	Other FundsFund Sources
	0001	U-WKU	Renovate Scie	ance Campus - F 33,000,000	hase II 33,000,000	
	0002	U-WKU	Renovate Elec	etrical Distrib 2,449,000	ution - Phas IV 2,449,000	7 & V
	0003	U-WKU	Renovate Schn C-PI	neider Hall 7,000,000	7,000,000	
	0004	U-MKN	Purchase Digi	tal Television 1,600,000	Transmission S	System 800,000FF
	0005	U-WKU	Renovate/Cons	truct Telephon 3,000,000	e Infrastructur 3,000,000	e
	0006	U-WKU	Const Owensbo	ro Reg. Postse 24,169,000	condary Ed. Cen 24,169,000	ter
	0007	U-WKU	Renovate Van	Meter Hall - De 688,000	esign 688,000	
	0008	U-WKU	Renovate Cent C-PI	ral Heat Plant 1,273,000	- Phase I 1,273,000	
	0009	U-WKU	Renovate Garre	ett Conference 858,000	Center - Desig 858,000	n
	0010	U-WKU	Acquire Wirele	ess Spectrum 2,000,000	2,000,000	
	0011	U-WKU	Renovate Gordo	on Wilson Hall 567,000	- Design 567,000	
	0012	U-WKU	Replace Server	880,000	880,000	
	0013	U-WKU	Acquire Video	Server 800,000	800,000	
	0014	U-WKU	Construct Radi	o and Televisi 615,000	on Transmission 615,000	1 Towe
	0015	U-WKU	Expand Campus	Network - Phas 750,000	e II 750,000	
	0016	U-WKU	Purchase Confo	cal Microscope		
	0017	U-WKU	Purchase Prope C-PS	400,000	400,000	

FB 2002-2004 (Continued)

Pri Cbnt	ority Agcy	Agency / Installatio	n / Project Title Category	Total Budget	GF/TF Funds	Other FundsFund Sources
	0018	U-WKU	Renovate Cloc	ck and Bell Sy 870,000	stem 870,000	
	0019	U-MKN	Acquire Prope	erty and Const	ruct Parking Lo 2,000,000	ots
		2002-2004 Total		83,029,000	82,229,000	800,000

FB 2004-2006

Priority Cbnt Agcy	Agency / Installation	/ Project Title Category	Total Budget	GF/TF Funds	Other FundsFund Sources
	U-MKU	Cnst South Rec	Postsecondary 16,606,000	/ Ed Ctr. Ph I 16,606,000	I
	U-MKN	Renovate Acade	emic Complex - 1,323,000	Design 1,323,000	
	U-WKU	Renovate ES&T C-PI	HVAC System 2,251,000	2,251,000	
	U-WKU	Renovate Elect	rical Distribu 5,254,000	tion - Phase 5,254,000	VI,VII,
	U-WKU	Renovate Garre C-PI	tt Conference 10,964,000	Center - Cons 10,964,000	tructio
	U-WKU	Renovate Gordo C-PI	n Wilson Hall 6,846,000		n
	U-WKU	Renovate Grise C-PI	Hall - Design 1,398,000	1,398,000	
	U-WKU	Renovate Helm/ C-PI	Cravens Librar 1,972,000	y - Design 1,972,000	
	U-WKU	Renovate Ivan C-PI	Wilson Center 2,251,000	HVAC System 2,251,000	
	U-WKU	Renovate Van M C-PI	eter Hall - Co 8,297,000	nstruction 8,297,000	
	U-WKU	Renovate/Expan C-PI	d Ag Exhibitio 930,000	n Center HVAC 930,000	System
	U-WKU	Renovate/Expan C-PI	d Kentucky Bui 850,000	lding - Design 850,000	
	2004-2006 Total		58,942,000	58,942,000	

FB 2006-2008

Priority Cbnt Agcy	Agency / Installation	/ Project Title Category	Total Budget	GF/TF Funds	Other FundsFund Sources
	U-WKU	Renovate Aca	demic Complex - 16,772,000		

FB 2006-2008 (Continued)

Priority Cbnt Agcy	Agency / Installatio	n / Project Title Category	Total Budget	GF/TF Funds	Other FundsFund Sources
	U-WKU	Renovate Aca	demic/Athletic 19,859,000	19,859,000	
	U-WKU	Renovate Cam	pus Energy Con 4,776,000	nservation - Pha 4,776,000	se V
	U-MKN	Renovate Cen C-PI	tral Heat Plan 2,985,000	nt - Phase II 2,985,000	
	U-WKU	Renovate Che	rry Hall HVAC 2,388,000	System 2,388,000	
	U-WKU	Renovate Elec	ctrical Distri 5,803,000	bution - Phase 5,803,000	IX & X
	U-WKU	Renovate Gri	se Hall - Cons 17,717,000	truction 17,717,000	
	U-WKU	Renovate Helm	n/Craven Libra 24,890,000	ry - Constructi 24,890,000	on
	U-WKU	Renovate/Expa	and Kentucky B 11,995,000	uilding - Const 11,995,000	ruction
	2006-2008 Total		107,185,000	107,185,000	
	Grand Total		249,156,000	248,356,000	800,000
		<er< td=""><td>nd of list></td><td></td><td></td></er<>	nd of list>		

COMMONWEALTH OF KENTUCKY 2002-2008 CAPITAL PLANNING SYSTEM FORM SYP-01C: Projects not involving the General Fund or Road Fund

Branch: 3 Executive Branch

Cabinet/Function: 45 Cabinet for Postsecondary Education

Agency/Institution: 465 Western Kentucky University

FB 2002-2004

Agency / Installation	on / Project Title Category Total Budget	Fund Sources
U-WKU	Renovate Campus Energy Conservation - Phase III C-PI 3,978,000	OT
U-WKU	Renovate Downing University Center C-PI 11,320,000	AB
2002-2004 Total	15.298.000	

FB 2004-2006

Agency / installation	Category Total Budget	Fund Sources
U-WKU	Construct Student Health Services Building C-PS 3,500,000	AB
U-WKU	Renovate Campus Energy Conservation - Phase IV C-PI 4,502,000	OT
2004-2006 Total	8,002,000	
Grand Total	23,300,000	

<end of list>

COMMONWEALTH OF KENTUCKY 2002-2008 CAPITAL PLANNING SYSTEM FORM SYP-01A: Financial Summary

Branch: 3 Executive Branch
Cabinet/Function: 45 Cabinet for Postsecondary Education
Agency/Institution: 465 Western Kentucky University

Fund Source	FB 2002-2004	FB 2004-2006	FB 2006-2008	FC T-4-1
General Fund	82,229,000	58,942,000	107,185,000	FS Total 248,356,000
Federal Funds Agency Bonds	800,000			800,000
Other	11,320,000	3,500,000 4,502,000		14,820,000
FB Total	98,327,000	66,944,000	107,185,000	8,480,000 272,456,000

REQUEST: Approval of personnel recommendations.

RECOMMENDATION: President Gary A. Ransdell recommends approval of the personnel recommendations which have transpired since January 26, 2001. The actions are contained in the following pages.

MOTION: Approval of the recommended personnel recommendations.

	Department	Possition	- market	Effective	End		Proposed	
	Art	Employee Miwon Choe	Title	Date	Date	Salary	Salary	Type Action
	Alt	Milwon Choe	Instructor	08/08/2001		\$38,808.00		Appointment
	Art	Heather Dellies	Assistant Professor w/ doctorate			\$40,008.00		
	Biology	Heather Pulliam	Assistant Professor	08/08/2001		\$39,000.00		Appointment
	Chemistry	Philip W. Lienesch	Assistant Professor	08/08/2001		\$40,032.00		Appointment
	Communication	Phillip Andrew Shelton	Instructor	01/01/2001	06/30/2001	\$13,008.00		Appointment
	Community College	Douglas Edward Robertson	Professional-in-Residence	08/08/2001		\$41,004.00		Appointment
	Computer Science	Ruth Hand	Instructor	02/01/2001	06/30/2001	\$11,000.00		Appointment
	Computer Science	Rong Yang	Instructor	08/08/2001		\$36,000.00		Appointment
		Chun Shen	Instructor	08/08/2001		\$36,000.00		Appointment
	Economics & Marketing	Craig A. Martin	Assistant Professor	08/08/2001		\$70,008.00		Appointment
	Integrative Studies In Teacher Education	Anna Joelene Martin	Instructor	01/01/2001	06/30/2001	\$12,810.00		Appointment
	Modern Languages & Intercultural Studies	Marian L. Rafter	Instructor	01/08/2001	06/30/2001	\$15,000.00		Appointment
	Philosophy & Religion	Jeffrey Samuels	Instructor	08/08/2001		\$38,304.00		Appointment
	DC a D		Assistant Professor w/doctorate			\$39,504.00		11
	PE & Recreation	Russell Sims	Visiting Assistant Professor	01/01/2001	06/30/2001	\$20,004.00		Appointment
	Physics & Astronomy	Safwan Arekat	Visiting Assistant Professor	01/01/2001	06/30/2001	\$17,502.00		Appointment
	Public Health	Marilyn M. Gardner	Assistant Professor	08/08/2001		\$42,000.00		Appointment
7	Community College	Janet Fugate	Instructor	07/01/2000			-	
2	Computer Science	Robert Byrd	Assistant Professor	07/01/2000	06/30/2001	\$25,002.00	\$28,824.00	Reappointment
	Consumer & Family Sciences	Sheila Duncan	A TABLE TO THE PARTY OF THE PAR	07/01/2001		\$42,000.00	\$55,008.00	Reappointment
	Government	Margaret E. Ellis	Instructor	01/01/2001	06/30/2001	\$13,560.00		Reappointment
	Mathematics	Glenn Perkinson	Assistant Professor	07/01/2001		\$39,000.00	\$39,780.00	Reappointment
	Public Health	Reece A. Carter	Instructor	01/01/2001	06/30/2001	\$14,748.00	\$14,748.00	Reappointment
	Public Health	Jae Kim	Instructor	01/01/2001	06/30/2001	\$14,562.00	\$14,562.00	Reappointment
	I done I cald	Jac Killi	Instructor	01/01/2001	06/30/2001	\$14,562.00	\$14,562.00	Reappointment
	Educational Leadership	Lois Jircitano	Assistant Professor	01/01/2001				Leave/Return
	History	Carlton Jackson	Professor	01/01/2001	06/30/2001			
					00/30/2001			Leave/Absence
	Agriculture	James M. Martin	Professor	07/01/2001				Opt Retirement
	Biology	Gary Dillard	Professor	07/01/2001				Opt Retirement
	Biology	Larry Elliott	Professor	07/01/2002				Opt Retirement
	Biology	Robert Hoyt	Professor	07/01/2001				Opt Retirement
	Chemistry	David Hartman	Professor	07/01/2001				Opt Retirement
	Educational Leadership	Ronald D. Adams	Professor	07/01/2001				
	Educational Leadership	Delbert J. Hayden	Professor	07/01/2001				Opt Retirement
	Educational Leadership	Stephen Schnacke	Professor	07/01/2001				Opt Retirement
	Geography & Geology	Conrad Moore	Professor	07/01/2001				Opt Retirement
	History	Carlton Jackson	Professor	07/01/2001				Opt Retirement
	Integrative Studies In Teacher Education	Nancy Minix	Associate Professor	07/01/2001				Opt Retirement
	Integrative Studies In Teacher Education	John Vokurka	Professor	07/01/2001				Opt Retirement
	Mathematics	James F. Porter	Professor	07/01/2001				Opt Retirement
								Opt Retirement

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PERSONNEL CHANGES - FACULTY

(continued)

	Department	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
	Psychology	Joseph Cangemi	Professor	07/01/2001				Opt Retirement
	Public Health	J. Glenn Lohr	Professor	07/01/2001				Opt Retirement
	Theatre & Dance	William Leonard	Professor	07/01/2001				Opt Retirement
	Computer Science	Sylvia Pulliam	Associate Professor	01/01/2001				Sabbatical/Chg
	Educational Leadership/Continuing Ed	Aaron Wilson Hughey	Associate Professor	01/01/2001	06/30/2001	\$1,000.00/mo		Stipend
	Engineering Technology	Matthew A. Dettman	Associate Professor	01/01/2001	06/30/2001	\$300.00/mo		Stipend
	Geography & Geology	Conrad Moore	Interim Department Head		06/30/2001	\$500.00/IIIO		Stipend, End
	Management & Information Systems	Robert W. Bretz	Acting Co-Chair	01/01/2001	12/31/2001	\$693.00/mo		Stipend, End
	Management & Information Systems	John J. Stallard	Professor		05/31/2001	9075.00/IIIO		
	Public Health	Charles Wayne Higgins	Interim Department Head	07/01/2001	33/31/2001	\$300.00/mo		Stipend, End Stipend
	Agriculture	Haibo Liu	Associate Professor	08/16/2001				Promotion
	Allied Health & Human Services	Barbara Crafton	Associate Professor	08/16/2001				Promotion
	Allied Health & Human Services	Dale Smith	Associate Professor	08/16/2001				Promotion
	Biology	Sigrid Jacobshagen	Associate Professor	08/16/2001				Promotion
л	Biology	Michael Stokes	Associate Professor	08/16/2001				
J.	Chemistry	Eric Conte	Associate Professor	08/16/2001				Promotion Promotion
	Communication	Cecile Garmon	Professor	08/16/2001				
	Community College	Jennie Brown	Associate Professor	08/16/2001				Promotion Promotion
	Community College	Paul M. Bush	Assistant Professor	08/16/2001				
	Community College	Jennifer Hall	Associate Professor	08/16/2001				Promotion
	Community College	Michelle Jackson	Assistant Professor	08/16/2001				Promotion
	Community College	Lora Moore	Assistant Professor	08/16/2001				Promotion
	Community College	Jean Nehm	Assistant Professor	08/16/2001				Promotion Promotion
	Community College	Aaron Peters	Associate Professor	08/16/2001				
	Community College	Sherry Reid	Assistant Professor	08/16/2001				Promotion
	Community College	Dennis Smith	Assistant Professor	08/16/2001				Promotion Promotion
	Computer Science	Uta Ziegler	Professor	08/16/2001				
	Educational Leadership	Jeanne Fiene	Associate Professor	08/16/2001				Promotion
	Educational Leadership	Aaron Hughey	Professor	08/16/2001				Promotion
	Educational Leadership	Cynthia Mason	Associate Professor	08/16/2001				Promotion
	Educational Leadership	Mary O'Phelan	Associate Professor	08/16/2001				Promotion
	Engineering Technology	Stacy Wilson	Associate Professor	08/16/2001				Promotion
	English	Ted Hovet	Associate Professor	08/16/2001				Promotion
	English	Elizabeth Oakes	Professor	08/16/2001				Promotion
	English	Jane Olmsted	Associate Professor	08/16/2001				Promotion
	Geography & Geology	Michael May	Associate Professor	08/16/2001				Promotion
	History	Robert Dietle	Associate Professor	08/16/2001				Promotion
	History	Hugh Phillips	Professor	08/16/2001				Promotion
	Integrative Studies In Teacher Education	Alice Mikovch	Associate Professor	08/16/2001				Promotion Promotion

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PERSONNEL CHANGES - FACULTY

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Department	Parata		Effective	End		Proposed	
Library Public Services	Employee	Title	Date	Date	Salary	Salary	Type Action
Library Public Services	Ruth T. Kinnersley	Associate Professor	08/16/2001				Promotion
Library Public Services	Elisabeth Knight	Associate Professor	08/16/2001				Promotion
Management & Information Systems	Lambrini Papangelis	Associate Professor	08/16/2001				Promotion
Mathematics	Ray Blankenship	Associate Professor	08/16/2001				Promotion
Mathematics	Mark Robinson	Professor	08/16/2001				Promotion
Modern Languages & Intercultural Studies	Sherrie Serros	Associate Professor	08/16/2001				Promotion
Music Music	Erika Brady	Professor	08/16/2001				Promotion
Music	Christopher Norton	Professor	08/16/2001				Promotion
Physical Education & Recreation	Marshall Scott	Professor	08/16/2001				Promotion
Physics & Astronomy	Steven Spencer	Professor	08/16/2001				Promotion
Psychology	Michael Carini	Associate Professor	08/16/2001				Promotion
Psychology	Joseph Bilotta	Professor	08/16/2001				Promotion
Psychology	Elizabeth Lemerise	Professor	08/16/2001				Promotion
Psychology	Carl Myers	Associate Professor	08/16/2001				Promotion
Public Health	Katrina Phelps	Associate Professor	08/16/2001				Control of the contro
O CONTRACTOR DE	John White	Associate Professor	08/16/2001				Promotion
School of Journalism & Broadcasting	Terry Likes	Associate Professor	08/16/2001				Promotion
School of Journalism & Broadcasting	Linda Lumsden	Associate Professor	08/16/2001				Promotion
School of Journalism & Broadcasting	Stephen White	Professor	08/16/2001				Promotion
Sociology	Matthew Pruitt	Associate Professor	08/16/2001				Promotion
4 - 1 - 1							Promotion
Agriculture	Nevil Speer	Associate Professor	08/16/2001				77
Allied Health & Human Services	Barbara Crafton	Assistant Professor	08/16/2001				Tenure
Allied Health & Human Services	Dale Smith	Assistant Professor	08/16/2001				Tenure
Architectural & Manufacturing Sciences	Murat Tiryakioglu	Associate Professor	08/16/2001				Tenure
Biology	Sigrid Jacobshagen	Assistant Professor	08/16/2001				Tenure
Biology	Michael Stokes	Assistant Professor	08/16/2001				Tenure
Community College	Jennifer Hall	Assistant Professor	08/16/2001				Tenure
English	Ted Hovet	Assistant Professor	08/16/2001				Tenure
English	Jane Olmsted	Assistant Professor	08/16/2001				Tenure
Geography & Geology	Michael May	Assistant Professor	08/16/2001				Tenure
Library Public Services	Ruth T. Kinnersley	Assistant Professor	08/16/2001				Tenure
Library Public Services	Elisabeth Knight	Assistant Professor	08/16/2001				Tenure
Library Public Services	Lambrini Papangelis	Assistant Professor	08/16/2001				Tenure
Management & Information Systems	Ray Blankenship	Assistant Professor	08/16/2001				Tenure
Psychology	Carl Myers	Assistant Professor	08/16/2001				Tenure
Psychology	James Farley Norman	Associate Professor	08/16/2001				Tenure
Public Health	John White	Assistant Professor					Tenure
School of Journalism & Broadcasting	Augustine Ihator	Associate Professor	08/16/2001 08/16/2001				Tenure
School of Journalism & Broadcasting	Terry Likes	Assistant Professor	08/16/2001				Tenure
School of Journalism & Broadcasting	Linda Lumsden	Assistant Professor	08/16/2001				Tenure
Sociology	Matthew Pruitt	Assistant Professor	08/16/2001				Tenure
			08/10/2001				Tenure

PERSONNEL CHANGES - FACULTY

(continued)

Department Chemistry Community College Management & Information Systems	Employee Charles H. Henrickson Barbara Strande John J. Stallard	Title Professor Assistant Professor Professor	Date 06/30/2002 06/30/2001 05/31/2001	Date Date	Salary	Proposed Salary	Type Action Retirement Retirement Retirement
Accounting & Finance Chemistry Computer Science	Jean C. Snavely Thomas K. Green Robin W. McCubbins	Assistant Professor Professor Instructor	06/30/2001 12/31/2000 06/30/2001				Resignation Resignation

PERSONNEL CHANGES - GRANTS

Educational Television Services Yan Mikhailovic Ionov Pt-Regular Tech/Paraprof 02/12/2001 09/30/2002 \$5, Integrative Studies In Teacher Education PE & Recreation PE & Recreation Physics & Astronomy Aleksandr Petrovich Barzilov Research Associate 03/19/2001 09/30/2001 \$9,620.00 \$8, 43	Alary Type Action 30,600.00 Appointment 4,980.00 Appointment
Educational Television Services Yan Mikhailovic Ionov Pt-Regular Tech/Paraprof 02/12/2001 09/30/2002 \$5, Integrative Studies In Teacher Education Pt-Regular Tech/Paraprof 02/12/2001 09/30/2001 \$5, Integrative Studies In Teacher Education Pt-Regular Tech/Paraprof 02/12/2001 09/30/2001 \$5, 620.00 Pt-Regular Tech/Paraprof 02/12/2001 09/30/2001 \$5, 620.00 Pt-Regular Tech/Paraprof 02/12/2001 06/30/2001 \$5, 620.00 Pt-Regular Tech/Paraprof 03/15/2001 06/30/2001 \$5, 620.00 Pt-Regular	3,980.00 Appointment
Integrative Studies In Teacher Education Pt-Reg Clerical/Secretarial 03/15/2001 06/30/2001 \$9,620.00 PE & Recreation Pt-Temp Technician/Paraprof 12/20/2000 06/30/2001 \$8,620.00 Pt-Temp Technician/Paraprof 01/29/2001 01/28/2002 \$4	Appointment
PE & Recreation Michael A. Morris Pt-Temp Technician/Paraprof 12/20/2000 06/30/2001 \$8, Physics & Astronomy Aleksandr Petrovich Barzilov Research Associate 01/29/2001 01/28/2002 \$40	,320.00 Appointment 10,008.00 Appointment 10,008.00 Appointment 10,008.00 Appointment 10,508.00 Appointment 10,508.00 Appointment
Physics & Astronomy Aleksandr Petrovich Barzilov Research Associate 01/29/2001 01/28/2002 \$40	0,008.00 Appointment 0,008.00 Appointment 9,008.00 Appointment 0,508.00 Appointment
011272001 011202002	0,008.00 Appointment 9,008.00 Appointment 0,508.00 Appointment
	9,008.00 Appointment 0,508.00 Appointment
	0,508.00 Appointment
	TOTAL STORY
T/TAC 04/10/2001 08/31/2001 330	4 504 00 Americal
77740 II 104 1 08/31/2001 08/31/2001 33/4	4,504.00 Appointment
T/TAS - Head Start Priscilla A. Troxler Teacher 03/01/2001 08/31/2001 \$14	4,400.00 Appointment
T/TAS - Head Start Erin Howard Dant Teacher 03/01/2001 08/31/2001 \$8,736.00 \$16	6,128.00 Change Status
Ctr Math, Science, Env Ed Dena Dennis Pt-Reg Clerical/Secretarial 10/01/2000 06/30/2001 \$9,360.00 \$9.	,360.00 Reappointment
Geography & Geology Andrew A Deaves Dt D. C. 1 04 1 1 1 1	,280.00 Reappointment
Geography & Geology Kristi A. Hancock Pt-Reg Service/Maint (other) 02/28/2001 \$7 280 00 \$7	,280.00 Reappointment
Geography & Goolean Volume D. M. L. D. D. G. C.	
Gangraphy & Ganlagy Ciana M. Can D. D. D. C.	4.4
Geography & Goology Ashland T. J. D. D. D. C.	4.1
Physics & Astronomy David Domehu	
Physics & Astronomy Garald Labracher Bossesh Associate Statement S	[기계 [1] (1) (1) (1) [1] (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)
\$32,330.00 \$32	2,536.00 Reappointment
College Of Science, Tech & Health Lucinda T. Graham Operations Specialist 01/01/2001 06/30/2001 \$24,000.00 \$26	6,496.00 Reclass
College Of Science Tech & Health Marilim I Anderson Described Co. 15 to 02101 most	1,004.00 Reclass
T/TAS - Head Start Jordan Hayes Teacher 12/01/2000 10/31/2001 \$450.00/mo	Stipend
Community College Jeanette Prerost Instructor 03/19/2001 \$28,356.00 \$30	0,600.00 Transfer
Integrative Studies In Teacher Education Sugar Jametta Miller De Develop De St. D. t. Communication Studies In Teacher Education Sugar Jametta Miller De St. D. Communication Studies In Teacher Education Studies In Teacher In Teacher Education Studies In Teacher I	0,400.00 Transfer
Chemistry Kunlei Liu Research Associate 02/28/2001	
Educational Television Services Jeffrey E. Felchner Pt-Regular Tech/Paraprof 01/28/2001	Resignation
Educational Television Services James L. Pearson Operations Manager 03/31/2001	Resignation
Geography & Geology Thomas Boykin Brackman Research Hydrologist 02/05/2001	Resignation
Geography & Geology Ann Ford Green Pt-Reg Service/Maint (other) 01/01/2001	Resignation
DE & Describer (diet) 01/01/2001	Resignation
T/TAC 12/31/2000	Resignation
Damell B. Baptiste Management Specialist 04/12/2001	Resignation

PERSONNEL CHANGES - STAFF

	D			Effective	End		Proposed	
	Department Application Technology	Employee	Title	Date	Date	Salary	Salary	Type Action
	Academic Technology	David S. Copus	Lab Systems Specialist	01/22/2001			\$38,004.00	Appointment
	Allumni Relations	Andrea R. Glass	Office Associate	02/05/2001			\$22,008.00	Appointment
	Athletics	Deborah F. Carroll	Office Coordinator	02/16/2001			\$21,540.00	Appointment
	Biology	Richard G. Bowker	Department Head	07/01/2001			\$80,508.00	Appointment
	Building Services	Stephanie N. Baker	Building Services Attendant	03/12/2001			\$12,187.50	Appointment
	Building Services	Dorinda S. Basham	Building Services Attendant	04/09/2001			\$13,221.00	Appointment
	Building Services	Eva Lee Busboom	Building Services Attendant	01/29/2001			\$13,221.00	Appointment
	Building Services	Lisa Ann Butts	Building Services Attendant	02/26/2001			\$12,714.00	Appointment
	Building Services	Paul T. Davidson	Building Services Attendant	02/12/2001			\$13,104.00	Appointment
	Building Services	Sheila Gail Davis	Building Services Attendant	02/26/2001			\$13,104.00	Appointment
	Building Services	Brenda Kay Grimes	Building Services Attendant	01/29/2001			\$12,967.50	Appointment
	Building Services	Doris Ann Holloway	Building Services Attendant	01/29/2001			\$13,338.00	Appointment
	Building Services	Ora Jones	Building Services Attendant	04/09/2001			\$13,338.00	Appointment
	Building Services	Annette Madison	Building Services Attendant	04/09/2001			\$13,221.00	Appointment
	Building Services	James Wallice Merrick	Building Services Attendant	01/29/2001			\$13,104.00	Appointment
	Building Services	Zena Renee Mitchell	Building Services Attendant	02/26/2001			\$13,221.00	Appointment
	Building Services	Penny Renea Payne	Building Services Attendant	02/26/2001			\$12,714.00	Appointment
	Building Services	Mary J. Pearson	Building Services Attendant	02/26/2001			\$12,187.50	Appointment
п	Building Services	Linda S. Ray	Building Services Attendant	02/12/2001			\$13,104.00	Appointment
4	Campus Services	Danny Helson	Groundskeeper	12/15/2000			\$14,137.50	Appointment
	Campus Services	Mitchell Wayne Whitlow	Groundskeeper	02/26/2001			\$14,137.50	Appointment
	Continuing Education	Edith Lee Parker	Pt-Reg Clerical/Secretarial	02/05/2001	02/05/2002		\$12,480.00	Appointment
	Controller	Amanda Atkinson	Accounts Associate	04/16/2001			\$19,200.00	Appointment
	Controller	Shaunna Rae Cornwell	Accounts Associate	02/12/2001			\$18,012.00	Appointment
	Controller	Gregory S. Ford	Staff Accountant	01/08/2001			\$31,200.00	
	Controller	Janice Taylor Hines	Accounts Specialist	01/02/2001			\$28,008.00	Appointment
	Ctr For Training & Development	Sharon Lee Pfeiffer	Office Coordinator	02/01/2001			\$22,008.00	Appointment
	Dean, Libraries	Sheri Lee Hunt	Pt-Reg Clerical/Secretarial	02/05/2001			\$8,528.00	Appointment
	Educational Television Services	Judith B. Akers	Pt-Regular Tech/Paraprof	11/01/2000			\$7,280.00	Appointment
	Educational Television Services	Elizabeth G. Cox	Pt-Regular Tech/Paraprof	01/31/2001			\$7,280.00	Appointment
	Educational Television Services	Tracy Lynne Dawson	Pt-Regular Tech/Paraprof	01/08/2001			\$7,280.00	Appointment
	Educational Television Services	Linda Ellen Gerofsky	Assistant Director	02/05/2001			\$45,504.00	Appointment
	Educational Television Services	William D. Rouse	Pt-Regular Tech/Paraprof	01/08/2001			\$9,152.00	Appointment
	Educational Television Services	Tina A. Trowbridge	Pt-Regular Tech/Paraprof	01/08/2001	08/08/2001			Appointment
	Financial Affairs	Seroba B. Hardcastle	Systems Specialist	02/01/2001	00/00/2001		\$7,280.00	Appointment
	Geography & Geology	Leigh Ann Croft	Research Hydrologist	03/15/2001			\$27,468.00	Appointment
	Gordon Ford College Of Business	Saranelle Allen	Pt-Reg Clerical/Secretarial	03/12/2001			\$24,000.00	Appointment
	Gordon Ford College Of Business	Nabil Loutfi	Ft-Temp Prof Non-Faculty	01/02/2001	06/30/2001		\$11,814.40	Appointment
	Graduate Studies, Research/Extended Pgms	Carolyn Lee Darnell	Office Coordinator	01/02/2001	00/30/2001		\$17,250.00	Appointment
	ID Center	Robert Perry Chrisler	Director, Auxiliary Services	01/08/2001			\$24,144.00	Appointment
	Institutional Research	Diane Chrisler	Office Associate	04/02/2001			\$68,004.00	Appointment
	Integrative Studies In Teacher Education	Tracy Ford Inman	Assoc Director, Gifted Studies	01/02/2001			\$21,504.00	Appointment
				O I VEI BOOT			\$42,000.00	Appointment

PERSONNEL CHANGES – STAFF (continued)

				Effective	End		Proposed	
	Department	Employee	Title	Date	Date	Salary	Salary	Type Action
	Library Public Services	Renee C. Reeder	Reference Assistant	03/02/2001			\$8,528.00	Appointment
	Maintenance Services	Chester Bryant McNulty	Skilled Trades Technician	01/02/2001			\$18,525.00	Appointment
	Maintenance Services	Robert C. Zoellner	Boiler Operator	03/21/2001			\$20,475.00	Appointment
	Men's Basketball	Julie F. Fryia	Pt-Reg Clerical/Secretarial	01/08/2001			\$6,760.00	Appointment
	Men's Football	Keven Lightner	Offensive Coordinator	03/26/2001			\$43,008.00	Appointment
	Music	Sara C. Scott	Office Assistant	01/08/2001			\$18,000.00	Appointment
	Network Computing & Communications	Jonathan Davis	Systems Programmer	12/18/2000			\$40,944.00	Appointment
	Network Computing & Communications	Robbie Grizzle	Microcomputing Consultant	12/18/2000			\$35,760.00	Appointment
	PE & Recreation	Frank C. Taylor	Pt-Temp Clerical/Secretarial	01/23/2001	08/31/2001		\$8,320.00	Appointment
	Registrar's Office	Marsha L. Wagoner	Student Records Associate	02/06/2001			\$18,876.00	Appointment
	School of Journalism & Broadcasting	Kathy Jo Williams	Office Associate	12/11/2000			\$21,744.00	Appointment
	WKU Bookstore	Sarah K. Fricks	Bookstore Associate	12/04/2000			\$15,600.00	Appointment
	WKU Police Department	Martha Sue Basham	Communications Officer	01/02/2001			\$18,012.00	Appointment
	Management & Information Systems	Linda E. Johnson	Co-Chair	01/01/2001	12/31/2001	\$91,560.00	\$82,404.00	Change Status
	Controller	Dottie L. Lake	Grant Accounts Specialist	01/01/2001		\$25,092.00	\$25,392.00	Degree
n	Dean, Gordon Ford College of Business	Drucilla Belcher	Office Assistant	01/01/2001		\$18,000.00	\$18,504.00	Degree
0	Graduate Studies, Research/Extended Pgms	Lisa E. Murrell	Coordinator, Graduate Studies	01/01/2001		\$36,468.00	\$37,668.00	Degree
	Library Automation & Technical Services	Catherine G. Maddox	Senior Library Assistant	01/01/2001		\$700.00/Lump	Sum	Degree
	Library Public Services	Deborah LaMastus	Sr Government Info & Law Asst	01/01/2001		\$20,820.00	\$21,120.00	Degree
	Network Computing & Communications	Christopher M. Harmon	Sr Microcomputing Consultant	01/01/2001		\$300.00/Lump	Sum	Certification
	School of Journalism & Broadcasting	M. LySandra Bowles	Advising Associate	01/01/2001		\$23,004.00	\$23,508.00	Degree
	Sponsored Programs	Bonnie S. Smith	Coordinator, Proposal Development	01/01/2001		\$39,660.00	\$40,368.00	Degree
	Student Activities	Linda R. Kitchens	Office Associate	01/01/2001		\$20,628.00	\$20,928.00	Degree
	Student Financial Assistance	Lois O. Tidwell	Financial Aid Associate	01/01/2001		\$300.00/Lump	Sum	Degree
	Telecommunications	Susan Sanborn	Director	01/01/2001		\$700.00/Lump	Sum	Degree
	Building Services	Donna Genice Duncan	Group Leader, Building Svcs	02/12/2001		\$14,235.00	\$17,082.00	Promotion
	Building Services	Burdetta Jean Lindsey	Supervisor, Building Services	01/08/2001		\$15,834.00	\$23,322.00	Promotion
	Building Services	Penny Price	Supervisor, Building Services	12/04/2000		\$17,335.50	\$23,322.00	Promotion
	Building Services	Beverly Jean Pruett	Group Leader, Building Svcs	03/12/2001		\$14,488.50	\$17,374.50	Promotion
	Building Services	Geraldine Simmons	Group Leader, Building Svcs	01/29/2001		\$18,291.00	\$21,937.50	Promotion
	Building Services	Constance Deloris White	Group Leader, Building Svcs	03/12/2001		\$13,494.00	\$16,185.00	Promotion
	Campus Services	Harold D. Graham	Senior Groundskeeper	01/29/2001		\$14,644.50	\$17,569.50	Promotion
	Geography & Geology	David Keeling	Department Head	07/01/2001		\$47,616.00	\$72,504.00	Promotion
	Intramural & Recreational Sports	Gail Elaine Murray	Office Associate	03/05/2001		\$16,968.00	\$21,216.00	Promotion
	PE & Recreation	Thaddeus R. Crews	Department Head	07/01/2001		\$63,348.00	\$77,436.00	Promotion
	WKU Police Department	Glenn M. Woodard	Assistant Shift Commander/Officer	02/26/2001		\$24,528.00	\$25,596.00	Promotion

PERSONNEL CHANGES – STAFF (continued)

Department		Employee	Title	Effective	End		Proposed	
Chemistry		John Baize	Pt-Temp Technician/Paraprof	Date	Date	Salary	Salary	Type Action
Chemistry		Fan Li	Pt-Regular Tech/Paraprof	03/19/2001		\$13,860.00	\$13,860.00	Reappointment
Chemistry		Xiao Peng		03/15/2001	09/14/2001	\$6,240.00	\$8,580.00	Reappointment
Controller		Annette M. Kogut	Pt-Regular Tech/Paraprof	04/01/2001	10/30/2001	\$8,673.60	\$10,400.00	Reappointment
	& Alumni Relations	J. Lee Robertson	Pt-Temp Clerical/Secretarial	02/14/2001	06/30/2001	\$13,332.80		Reappointment
Geography &			Pt-Regular Prof Non-Faculty	01/01/2001		\$28,400.00		Reappointment
Geography &		Mike Horsley	Pt-Regular Tech/Paraprof	11/08/2000	01/31/2001	\$8,320.00		Reappointment
Human Resour		David Wyatt	Pt-Regular Prof Non-Faculty	01/08/2001	12/31/2001	\$7,280.00		Reappointment
Information Te	a come	Chiquita G. Sparks	Pt-Temp Clerical/Secretarial	02/08/2001	08/07/2001	\$8,060.00		Reappointment
		Molly Kerby	Pt-Reg Clerical/Secretarial	01/12/2001	07/11/2001	\$6,240.00		Reappointment
	Recreational Sports	Dina Hendel	Pt-Temp Prof Non-Faculty	02/01/2001	06/30/2001	\$10,400.00	\$13,520.00	Reappointment
	nalism & Broadcasting	JoAnn Thompson	Pt-Regular Prof Non-Faculty	03/01/2001		\$18,772.00	Terriories.	Reappointment
Telecommunic	cations	Bradley Kyle Waters	Pt-Regular Tech/Paraprof	04/09/2001	10/08/2001	\$7,280.00	\$8,320.00	Reappointment
Anndamia Tasi	L							- Transportation
Academic Tech		Allan Heaps	Assist Director, Instructional Tech	01/01/2001		\$47,196.00	\$52,200.00	Reclass
Building Servi		Faron McKinney	Supervisor, Building Services	11/06/2000		\$17,706.00	\$23,322.00	Reclass
Correspondence		Elizabeth P. Laves	Distance Learning Specialist	01/01/2001		\$25,644.00	\$33,000.00	Reclass
Facilities Fisca		Patsy W. Butler	Administrative Assistant	07/01/2000		\$27,624.00	\$30,264.00	Reclass
	ies, Research/Extended Pgms	Lisa E. Murrell	Coordinator, Graduate Studies	01/01/2001		\$29,988.00	\$36,468.00	Reclass
	dies In Teacher Education	Nancy J. Duncan	Office Associate	01/01/2001		\$18,024.00	\$20,544.00	Reclass
	dies In Teacher Education	Bernadette Mullen	Office Associate	01/01/2001		\$18,408.00	\$20,544.00	Reclass
Telecommunic	ations	Linda S. Vincent	Office Coordinator	01/01/2001		\$23,544.00	\$27,084.00	Reclass
	tion & Behavioral Sciences	Susan K. Krisher	Office Associate	01/01/2001		\$20,940.00	\$24,000.00	C-1
College Height		H. Alexander Downing	President, CHF	01/01/2001		\$63,924.00	The state of the contract of the state of th	SalaryAdjustmt
College Height	ts Foundation	Sue D. Miller	Pt-Reg Clerical/Secretarial	01/02/3001		\$14,840.70	\$70,008.00	SalaryAdjustmt
Controller		Mary E. Cole	Staff Accountant	01/01/2001		\$35,208.00	\$15,360.80	SalaryAdjustmt
Controller		Bradley A. Wheeler	Manager, Accounting	02/01/2001		\$41,424.00	\$38,004.00	SalaryAdjustmt
Dean, Libraries	S	Mary Groves	Office Assistant	01/01/2001		The state of the s	\$43,500.00	SalaryAdjustmt
Educational Te	elevision Services	Erinne M. Holt	Pt-Regular Tech/Paraprof	03/26/2001	06/03/2001	\$8,528.00	\$10,233.60	SalaryAdjustmt
Housing & Res	sidence Life	Nitin A. Goil	Residence Hall Director	12/01/2000	06/30/2001	\$6,240.00	\$7,800.00	SalaryAdjustmt
Library Special	Collections	Deborah Cole	Museum Store Associate	01/01/2001	00/30/2001	\$11,964.00	\$14,004.00	SalaryAdjustmt
Maintenance Se		Johnny E. Allen	Sr Boiler Operator	01/01/2001		\$8,528.00	\$9,380.80	SalaryAdjustmt
Maintenance Se	ervices	David Appleby	Zone Maintenance Technician			\$26,754.00	\$27,748.50	SalaryAdjustmt
Maintenance Se		Frank Billings	Boiler Operator	01/01/2001		\$22,717.50	\$23,107.50	SalaryAdjustmt
Maintenance Se		David Blankenship	Elevator Mechanic	01/01/2001		\$20,767.50	\$21,372.00	SalaryAdjustmt
Maintenance Se	TP / 4 5 TP	Jason Cardwell	Skilled Trades Technician	01/01/2001		\$22,873.50	\$23,263.50	SalaryAdjustmt
Maintenance Se		Terry Copas		01/01/2001		\$18,213.00	\$18,525.00	SalaryAdjustmt
Maintenance Se	THE CONTRACTOR OF THE CONTRACT	Mark Faxon	Asst Supervisor, Masonry	01/01/2001		\$21,918.00	\$22,230.00	SalaryAdjustmt
Maintenance Se	72 T. (1) T. (2) T. (2) T. (3)	Greg Fulks	Sr Boiler Operator	01/01/2001		\$26,305.50	\$27,007.50	SalaryAdjustmt
Maintenance Se		Randy Gillon	Boiler Operator Painter	01/01/2001		\$21,235.50	\$21,840.00	SalaryAdjustmt
		Manay Officia	ranker	01/01/2001		\$17,803.50	\$18,720.00	SalaryAdjustmt

PERSONNEL CHANGES - STAFF (continued)

Department	Employee	Title	Effective Date	End	6-1	Proposed	
Maintenance Services	Timmy Givens	Zone Maintenance Technician	01/01/2001	Date	Salary	Salary	Type Action
Maintenance Services	Larry Goodman	Maintenance Plumber	01/01/2001		\$20,943.00	\$21,235.50	SalaryAdjustmt
Maintenance Services	Philip Harmon	Sr Boiler Operator	01/01/2001		\$20,962.50	\$21,742.50	SalaryAdjustmt
Maintenance Services	George Hunt	Carpenter			\$25,369.50	\$26,715.00	SalaryAdjustmt
Maintenance Services	Frank Kirby	Zone Maintenance Technician	01/01/2001		\$18,154.50	\$18,525.00	SalaryAdjustmt
Maintenance Services	Dexter D. Lamastus	Zone Maintenance Technician	01/01/2001		\$24,180.00	\$24,472.50	SalaryAdjustmt
Maintenance Services	Joseph Leibfreid	Zone Maintenance Technician			\$22,074.00	\$22,366.50	SalaryAdjustmt
Maintenance Services	James McCoy	Asst Supervisor, Painter	01/01/2001		\$20,826.00	\$21,235.50	SalaryAdjustmt
Maintenance Services	Vincent Meredith	Boiler Operator	01/01/2001		\$23,185.50	\$23,283.00	SalaryAdjustmt
Maintenance Services	Harold Rountree	Painter	01/01/2001		\$20,767.50	\$21,313.50	SalaryAdjustmt
Maintenance Services	Paul Darrell Saalwaechter	Painter	01/01/2001		\$17,433.00	\$18,232.50	SalaryAdjustmt
Maintenance Services	Michael Scott	TOTAL CONTROL OF THE PARTY OF T	01/01/2001		\$17,433.00	\$18,232.50	SalaryAdjustmt
Maintenance Services	Michael R. Stinnett	Boiler Operator	01/01/2001		\$20,767.50	\$21,411.00	SalaryAdjustmt
Maintenance Services	David Williams	Boiler Operator	01/01/2001		\$22,444.50	\$23,439.00	SalaryAdjustmt
Maintenance Services	Fredrick Wisdom	Boiler Operator	01/01/2001		\$25,330.50	\$25,876.50	SalaryAdjustmt
Men's Basketball	Peter Herrmann	Sr Boiler Operator	01/01/2001		\$26,949.00	\$27,943.50	SalaryAdjustmt
Men's Basketball	Kenneth M. McDonald	Associate Athletic Coach	01/01/2001		\$51,180.00	\$54,000.00	SalaryAdjustmt
WKU Police Department		Assistant Coach	01/01/2001		\$40,512.00	\$42,000.00	SalaryAdjustmt
WKU Police Department	D. Craig Beckmann	Police Officer	03/26/2001		\$20,328.00	\$23,424.00	SalaryAdjustmt
WKO Fonce Department	Edward Pete Rich	Police Officer	03/26/2001		\$20,328.00	\$23,424.00	SalaryAdjustmt
Correspondence Studies	Elizabeth P. Laves	Correspondence Specialist	12/31/2001				Chinan AMI-1
Downing University Center	Kimberly Louise Sowders	Office Associate	02/01/2001	04/30/2001	\$250.00/mo		Stipend/End
Financial Affairs	Carolyn A. Green	Office Associate	01/01/2001	04/30/2001	\$300.00/mo		Stipend
Human Resources	Marjorie Faye McKeage	Office Associate	02/15/2001	0113012001	3500.00m0		Stipend
Intramural & Recreational Sports	D. Todd Misener	Exercise Specialist	02/01/2001	06/30/2001	\$200.00/mo	\$250.00/mo	Stipend/End
Men's Football	Andrew C. Hendel	Assistant Coach	03/16/2001	00/30/2001	\$200.00/mo	\$250.00/mo	Stipend/Inc
Men's Football	William Joseph Mottola	Offensive Coordinator	01/02/2001				Stipend/End
PE & Recreation	Thaddeus R. Crews	Interim Department Head	06/30/2001				Stipend/End
		and a special result	00/30/2001				Stipend/End
Admissions & Academic Services	Erika H. Winger	Coordinator, Admissions Svcs	02/16/2001				Title Change
Men's Basketball	Peter Herrmann	Associate Athletic Coach	01/01/2001				
Nursing	Angelyn B. Drexler	CPR Training Coordinator	02/01/2001				Title Change
Sponsored Programs	Bonnie S. Smith	Coordinator, Proposal Development	01/01/2001				Title Change Title Change
Building Services	Helen Anderson	Building Services Attendant	02/26/2001			400 000 000	
Maintenance Services	Joe Leibfreid	Energy Management Technician	03/26/2001		17,160.00	\$17,160.00	Transfer
	Poe Delotteld	Lifetgy Management Technician	02/26/2001		\$21,235.50	\$22,230.00	Transfer
Athletics	Patricia G. Purcell	Office Coordinator	02/28/2001				Dati
Building Services	Mary J. Johnson	Building Services Attendant	03/31/2001				Retirement
Building Services	H. C. McIntyre Jr	Building Services Attendant	02/28/2001				Retirement
Building Services	Ronnie W. Miller	Group Leader, Building Svcs	02/28/2001				Retirement
College Of Science, Tech & Health	Virgil M. Robinson	Electronics Engineer	06/30/2001				Retirement
		Ditto	50/50/2001				Retirement

PERSONNEL CHANGES - STAFF (continued)

	Department	Employee	Title	Effective	End		Proposed	
	Maintenance Services	David Goad	HVAC Technician	Date	Date	Salary	Salary	Type Action
	Psychology	John O'Connor		03/31/2001				Retirement
	Public Affairs	Sheila Eison	Department Head	06/30/2001				Retirement
		Sheha Eison	Director of Communications	05/31/2001				Retirement
	Admissions & Academic Services	Brenda A. Garner	Pt-Reg Clerical/Secretarial	03/26/2001				Destant
	Alumni Relations	Garrick Anton Straub	Coordinator II	01/05/2001				Resignation
	Biology	Tammi R. Farrell	Office Assistant	03/23/2001				Resignation
	Building Services	Dorinda S. Basham	Building Services Attendant	02/26/2001				Resignation
	Building Services	Donita G. Brown	Building Services Attendant	02/13/2001				Resignation
	Building Services	Michelle Lee Hooker	Building Services Attendant	03/19/2001				Resignation
	Building Services	Norene Lacefield	Building Services Attendant	01/12/2001				Resignation
	Building Services	Joyce A. Manning	Building Services Attendant	01/02/2001				Resignation
	Building Services	Edward Wayne Murray	Building Services Attendant	01/02/2001				Resignation
	Building Services	Jeanette Nelson	Building Services Attendant	03/23/2001				Resignation
	Building Services	Linda Gail Payne	Building Services Attendant	01/12/2001				Resignation
	Building Services	Penny Renea Payne	Building Services Attendant	03/28/2001				Resignation
	Building Services	Pamela J. Price	Building Services Attendant	03/09/2001				Resignation
5	College Of Science, Tech & Health	Michael Dewayne Bryant	Supervisor, Laboratory	01/31/2001				Resignation
	Controller	Shaunna Rae Cornwell	Accounts Associate	03/21/2001				Resignation
	Dean, Libraries	Sheri Lee Hunt	Pt-Reg Clerical/Secretarial	02/11/2001				Resignation
	Downing University Center	Jennifer Dawn Franklin	Pt-Regular Prof Non-Faculty	01/14/2001				Resignation
	Educational Television Services	Destiny L. Hulsey	Pt-Regular Tech/Paraprof	01/28/2001				Resignation
	Human Resources	Hilda T. Carr	Pt-Reg Clerical/Secretarial	03/07/2001				Resignation
	Human Resources	Amy E. Littrell	Pt-Reg Clerical/Secretarial	02/25/2001				Resignation
	Intramural & Recreational Sports	William Eugene Bailey	Office Associate	01/31/2001				Resignation
	Intramural & Recreational Sports	Lorie Beth Harris	Pt-Regular Prof Non-Faculty	03/11/2001				Resignation
	Intramural & Recreational Sports	Brandi R. Meredith	Pt-Regular Tech/Paraprof	12/15/2000				Resignation
	Library Public Services	Paul S. Coomer	Reference Assistant	02/11/2001				Resignation
	Library Public Services	Robin Lynne Hanks	Reference Librarian	03/31/2001				Resignation
	Library Special Collections	Ray Nix Cossey	Lobby Assistant	02/26/2001				Resignation
	Library Special Collections	Janet O. Hamilton	Lobby Assistant	03/25/2001				Resignation
	Maintenance Services	Frank A. Billings	Boiler Operator	01/11/2001				Resignation
	Maintenance Services	Loyd Wayne Moran	Pt-Regular Skill Crafts	02/02/2001				Resignation
	Men's Football	Andrew C. Hendel	Assistant Coach	03/16/2001				Resignation
	Men's Football	William Joseph Mottola	Offensive Coordinator	01/02/2001				Resignation
	PE & Recreation	Azra Mahmood	Pt-Reg Clerical/Secretarial	01/14/2001				Resignation
	Public Radio Service	Kimberly Sue Olson	Pt-Reg Clerical/Secretarial	03/25/2001				Resignation
	Registrar's Office	Sarah Lynn Boles	Pt-Temp Clerical/Secretarial	03/25/2001				Resignation
	Registrar's Office	Neoma M. Brizendine	Pt-Temp Clerical/Secretarial	03/25/2001				Resignation
	Registrar's Office	Elizabeth A. Crenshaw	Pt-Temp Clerical/Secretarial	03/25/2001				Resignation
	Registrar's Office	Janet Ruth Gentry	Pt-Temp Clerical/Secretarial	03/26/2001				Resignation
	Registrar's Office	Anna N. Hall	Pt-Temp Clerical/Secretarial	03/25/2001				Resignation
				- TOTAL TENOT				Resignation