Inauguration will feature ‘Celebration of Excellence’

The Inauguration of WKU’s ninth president, Dr. Gary A. Ransdell, will include a week of activities Celebrating Excellence starting Sunday, May 3, and culminating with ceremonies and activities on Friday, May 8.

Charging the Inauguration Committee is Dr. Julia Roberts, professor and director of the WKU Center for gifted Studies.

Special programs for Women’s History Month

WKYU-TV, the Public Television Service of Western Kentucky University, celebrates National Women’s History Month with special programming:

In Service to America: A History of Women in the Military traces women’s history in the American military from pre-Revolutionary times to the present. March 1 at 7 p.m.; March 6 at 8 p.m.

Women’s Basketball: The Road to Respect traces the remarkable roots of the sport from its beginnings, soon after the invention of the game in 1891, to the popular full-court, last-break sport it is today. March 8 at 7 p.m.; March 13 at 8 p.m.

The Perfect 36 is a dramatic account of the most significant legislation concerning women ever enacted in this country, something most Americans know little about. It chronicles the efforts of some incredible individuals in the last battle for the crucial 36 states to ratify voting rights for American women. March 12 at 8 p.m.; March 16 at 2 p.m.

See Jane Run: How Women Get Elected looks at a class of dynamic women of different ages and backgrounds from around the country with the same goal — to get into politics. This documentary goes behind the scenes, revealing the essential skills that must be mastered in order to run a winning campaign. March 17 at 2 p.m.; March 19 at 8 p.m.

In House of Girls, five young women set out to make their own video essays about defining issues in their lives. Intercut with these essays is documentary footage that reveals the five teens as they spend two weekends together in a log cabin in the countryside, getting to know each other, planning their video, and wrestling with thoughts about being female. March 18 at 11 a.m.; March 19 at 9 p.m.

What does it take to become an Olympic medalist? How far will a person go to realize a dream, despite the obstacles? Follow a Nebraska-based wheelchair racer’s historic journey to the 1996 Atlanta Summer Olympic Games. Cod Made Her for This Sport: The Cheri Becerra Story is a compelling account of a young woman’s determination to reach her goals of Olympic glory and personal fulfillment. Paralyzed from the waist down since the age of four, Becerra became the first Native American woman to compete in the Olympics. March 18 at 11:30 a.m.; March 19 at 9:30 p.m.

Hope is a Literate Woman visits grassroots women’s initiatives in Africa, Asia, Latin America and the United States and profiles women who are leaders, teachers and learners. March 5 at 8 p.m.; March 19 at 3 a.m.

Against the Wind profiles Jean Driscoll, the only athlete to win seven consecutive Boston Marathons. The documentary introduces viewers to the sport of wheelchair road racing and gives them a look at the sacrifices athletes must make. March 10 at 2 p.m.; March 26 at 8 p.m.

WKYU-TV can be seen on broadcast channel 24 and on cable television systems across Southcentral Kentucky.

Campus involved in Graduation Fair

Western Kentucky University will hold its Graduation Fair for spring 1998 graduates from 10 a.m. to 2 p.m. on March 2-6 in Downing University Center, 3rd floor.

Various departments will have information booths to offer graduating students help in areas such as cap and gown sizing, personalized announcement ordering and other services.

The Alumni Affairs office will also be holding drawings for gifts such as a lifetime Alumni Association membership and special WKU gifts.

The Office of the Registrar will be distributing the 1998 Commencement brochures and confirm eligibility to participate in the 1998 spring Commencement. They will also be available to answer any questions regarding completion of registration for graduation, degree requirements, honors and diplomas.

Also, the Career Services Center will provide information on its services for graduates and alumni, upcoming job fairs, Internet career and job information and job search resources.

In addition, the Office of Graduate Studies will be there to provide information on graduate school opportunities.

The graduation fair will have extended hours from 4 p.m.-7 p.m. on March 3. In addition, the fair will be at the WKU-Glasgow campus from 5 p.m.-7 p.m. on March 2.
$3 million gift will aid WKU football program

Western has received a cash gift which is projected to bring more than $3 million to its athletic program.

The gift, from an anonymous donor, is the largest cash gift ever received by the University. It has been directed for use by football to guarantee that Western will operate at full scholarship levels (currently 63 in I-AA football) in that sport. Hilltopper athletics is Division I and competes for the I-AA championship in football with current scholarship numbers ranging in the low-to-mid 50's. The new funds will underwrite a minimum of 10 scholarships with any yearly balance to go to other support for the program, or to be invested to create a permanent endowment for football scholarships at Western.

"Hilltopper football is back - in a big way," WKU President Gary Ransdell said. "This is a marvelous vote of confidence for our football program and we are grateful. It will help insure our ability to be nationally competitive. And, that's an objective we have for all of our academic and athletic programs."

The donor has set up a lead trust in the amount of $3 million with 5 percent of the fund distributed annually to Western football (2.5 percent) and other selected charities (2.5 percent). The investment growth of the fund through the life of the trust (23 years) will determine the exact amount of the long-term donation to the Hilltopper football program. However, estimates are that it will total more than $3 million.

"This is a tremendous boost for football and our entire athletics program here at Western," Athletics Director Lewis Mills said. "The support our generous donor has provided with this gift is the kind of boost Hilltopper athletics needs as we prepare for the 21st century. We extend our most sincere thanks to the donor for this wonderful gift."

The 1998 hilltopper schedule will feature six home games: UT Martin on Sept. 3; Eastern Kentucky on Sept 19 (Hall of Fame Game); Austin Peay on Sept. 26; Elon on Oct. 24 (Homecoming); Southern Illinois on Nov. 7; and Indiana State on Nov. 14. The season ticket package will also include tickets for the University of Louisville game on Oct. 31 in Louisville. Tickets are available from the WKU Ticket Office by calling 1-800-6-BIG-RED.

Summary of the Task Force Study of the Status of Women

The Task Force to Study the Status of Women at Western presented its final report to President Gary Ransdell March 3. The study was initiated by former WKU President Thomas Meredith, and the task force began its work in January 1997.

A summary of the report was given on Campus by President Ransdell for publication.

"I wish to thank the Task Force for their hard work and diligent pursuit of relevant and constructive information," Dr. Ransdell said, adding:

"I sensed a genuine intent to improve the quality of life on this campus for women in the Western family."

The Task Force's plan was developed after a review of similar task force reports from the Universities of Kentucky, Louisville and the Arizona State System.

Two instruments were used for the study: a Critical Incident Questionnaire, a qualitative instrument that allows researchers to gather examples or 'incidents' that are meaningful to respondents, and a Survey mailed to every WKU employee.

Statistical data was provided by various campus units.

In order to examine areas of interest/concern, the Task Force created three subcommittees: (1) Employment and Advancement (2) Compensation and (3) Climate and Culture.

The subcommittees gathered information on both objective (through data collection and data analysis) and subjective (by gathering perceptions), and wrote reports, each of which was read and discussed in meetings with the whole Task Force. The Task Force made the following general recommendations:

1. The University should establish goals for each of the following recommendation areas and develop specific plans, including strategies, timetable, and measurable objectives, through which to reach the goals.
2. This document should be public knowledge and distributed widely.
3. The University should create a mechanism to examine its success or failure in meeting the recommended goals; and
4. A report on the University’s success and/or failure in meeting those goals should be published and distributed by February 2000.

The Task Force's three subcommittees made recommendations for five specific areas of concern: (1) Compensation; (2) Sexual Harassment; (3) Advancement; (4) Work environment; and (5) Safety.

On Compensation:

Some summary report conclusions from survey and critical incidents respondents reported a perception that there is disparity in pay between males and females performing comparable work, while the statistical data didn't support a finding of systematic discrimination against women faculty and administrators, suggesting the report says, that gender bias in pay "would seemingly be limited to isolated cases."

Recommendations were that gender-based salary problems, particularly among staff positions in the salary ranges of $13,000-$22,000 where some inequity apparently existed, be addressed, and that individual problems found in any category of employees regarding compensation be examined and any cases of bias eliminated.

Two concluding recommendations were that a salary study should be conducted at three-year intervals and that "a directory of non-salary benefits and services of particular interest to women should be prepared and distributed among female faculty and staff."

On Sexual Harassment:

The summary report concluded that despite recent efforts to educate the University community, survey and critical incidents respondents indicated that sexual harassment does exist on Western's campus; and that the WKU Sexual Harassment Policy is not being followed in some units.

Recommendations included a rewrite of the Sexual Harassment Policy, with clarifications, especially with regard to informal versus formal procedures for reporting occurrences, and designate a person to investigate reported situations.

On Advancement:

The summary report concluded that survey and critical incidents respondents reported that women don't have the same opportunities for appointment or advancement as men at Western, while statistical analysis concluded: (1) the majority of interviewees and applicants for faculty positions have been female, for administrative staff positions, the majority of new hires has been male; (2) the University appears to award tenure and to promote faculty without regard to gender; since 1993, the University has tended to have approximately 67 percent male faculty (higher in some colleges, Business, for example).

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Deadlines for On Campus:

15th of each month
When a lump of coal turns to gold

By Stephanie Siria

He spends his days in a laboratory and could be mistaken for "Mr. Wizard." Instead he's Dr. Wei-Ping Pan, Ward Sumpter professor of chemistry at Western Kentucky University, and he's been named a Fellow of the North American Thermal Analysis Society.

The award acknowledges and honors individuals who have a record of distinguished scientific achievement, significant technological accomplishment and outstanding scholarship in the field of thermal analysis.

In his eleven years here at WKU, Dr. Pan has spent the time working in two major research areas: combustion study and working with coal and polymer materials. An example of a project Dr. Pan has worked on is entitled, "Co-firing High Sulfur Coal with Refuse Derived Fuel.

The goal of this project is to find a new solution to handle the multiple solid waste problems and to develop a new market for Kentucky high-sulfur coals.

Upon arrival at WKU in 1986, Dr. Pan established the Thermal Analysis Laboratory which has developed into an internationally recognized facility. The lab is used as an instructional lab for physical chemistry, as a research facility for 10-15 students each year. It has provided analytical services to more than 40 companies, universities and agencies in 18 states. Samples analyzed in the lab include everything from meat to explosive materials, but most were fuel and polymer samples.

"We work on a different project every five years," Dr. Pan said. "The first five were devoted to thermal analysis, the second five were spent on combustion research. Now we plan to focus on environmental concerns, like the greenhouse effect and pollution.

The lab also provides part-time employment to 44 undergraduate and graduate students, and is helping those students in finding jobs in the industry or continuing in a Ph.D. program. The revenue brought in by the laboratory is used for student salaries and maintenance.

Much of Pan's research and projects are dependent on grants from external agencies, such as the Electric Power Research Institute, DuPont Instruments and Seiko Instruments. Many of the grants and funding assistance requested is put up against larger schools such as the Massachussets Institute of Technology and University of Pennsylvania. Pan said the funding the department receives from the university also provides great assistance.

"Every time we present the dean or administration with a proposal that requires matching funds from the university, they always help us out," he said. "They've always been very supportive of any work we do here."

It's that support, Pan points out, that has kept him here at WKU rather than moving on to larger universities.

'My colleagues, the dean and the administration are very helpful...it's something you don't find at all universities.'

-Dr. Wei-Ping Pan

"My colleagues, the dean, and the administration are very helpful," Pan said. "It's something you don't find at all universities."

Western's chemistry department also has had an agreement since 1989 with China to sponsor educational programs.

Along with his work in the classroom, Pan also published 30 papers in 1997. In professional journals and conference proceedings, along with presenting 27 papers at regional, national and international professional meetings, but he's quick to place the credit not on himself, but also onto his students.

"Most of the papers and presentations I've been co-author of are authored primarily by students of mine," Pan said. "They do a good deal of the work and deserve much of the recognition and credit."

Pan said one way he gets his students involved in more than just the chemical process of his research and experiments is to take them to national conferences and meetings and let them interact with the professionals, and potential employers, in the field.

"I teach students the real world," he said. "They can learn all the knowledge that's in the textbook, but that doesn't prepare them for real life experiences and problems they can learn about from people in the field."

In addition to being named a fellow of NATAS, Pan has been given other honors for his work. He has served as the Ward Sumpter Professor of Chemistry since 1992 and has received the Faculty Research Award from WKU in 1991. However, Pan's first job, he says, is professor to his students.

'I love teaching college students...you think you have the answers, then new students have new questions...'

"I love teaching college students," he said. "You can never be fully prepared for questions that students will ask. You think you have the answers, then new students have new questions that you must figure out."

Students are equally impressed and appreciative of Pan's guidance and helpful in and out of the classroom. Chrystynn Hoeffer, a December graduate and former student of Pan's, wrote in a letter to him "thanking him for the strong knowledge base that I feel that I achieved as a student at WKU. I am very confident that this knowledge will carry me far."

Pan sees his responsibility at WKU to get the students involved in their learning process. He feels the best way to do that is to give them as much hands-on work as possible.

"Why else does a student come to college, but to learn?" Pan said. "If the students work hard, there's nothing to stop them from achieving."

About the writer: Stephanie Siria is a WKU sophomore public relations major from Frankfort, Ky.
University Relations, Alumni Affairs win five highest awards in annual Competition

Western Kentucky University advancement professionals won five out of ten possible grand awards given in the 1997 Advancement Awards competition sponsored by the Council for the Advancement & Support of Education-Kentucky (CASE-K).

The winning categories included Program Improvement in Publications; Feature Stories in Media/Community Relations; Annual Reports; Ongoing Effort and Alumni.

Sheila Conway Eison, coordinator of internal communication, received a grand award in Program Improvement for On Campus, the faculty-staff newspaper. She also received an award of merit in Ongoing Effort for On Campus.

John Wright, coordinator of electronic services, received a grand award in Feature Stories for the Hall of Distinguished Alumni video and an award of merit in the same category for the Hilltopper Baseball Preview audio tape.

Tom Meacham, coordinator of publication services, received a grand award in Annual Reports for the President’s Report, 1988-97, and an award of merit in Recruitment Publications for the “A New Level of Excellence With a Personal Touch” brochure.

Bob Skipper, coordinator of news services, received a grand award in On-Going Efforts for the WKU News Bureau Homepage on the World Wide Web.

Jill Blythe, assistant director of Alumni Affairs, received a grand award in Alumni Publications for ALUMNI magazine, produced by University Relations and Alumni Affairs.

Donald Smith, coordinator of the annual fund, received an award of merit in Fund Raising for the membership appeal.

A musical romp through women’s history

Gerri Gribi will bring her spirited “Musical Romp Through Women’s History” to Western Kentucky University on March 6 in celebration of Women’s History Month.

Gribi uses music and humor to bring to life characters as diverse as Appalachian coal miners, black abolitionists and “cowgirls” in her acclaimed show, which also promises the audience a yodeling son.

“The audience is almost mesmerized by her voice and humor,” said Barbara Wait, the host of a Gribi performance in New York state. “And get out of the way if she invites an instant volunteer choir from the audience!”

The free performance will begin at 7:30 p.m. in the recital hall of the Ivan Wilson Fine Arts Center on the WKU campus. Gribi, born and raised in Kentucky and southern Ohio, grew up singing folk songs. While performing at a folk festival, she realized that all traditional “women’s” songs she knew portrayed women negatively.

“It seemed they were always drowning themselves because they couldn’t get married,” she said, “or drowning themselves because they did!”

That revelation launched a lifelong search for “lost” songs that portray women’s history more realistically as workers, creators, doers and dreamers. She weaves newer songs, including many of her own compositions, into her show. Characters she portrays include:

- A young woman who disguises herself as a man to sneak into the Navy.
- A pioneer couple who swap chores for the day, with hilarious consequences.
- A crafty maid who uses a bawdy double entendre to outwit an assailant.
- Black women fighting against slavery.
- Baptist women grieving the death—but celebrating the life—of a friend.
- Suffragists fighting for the vote.
- Native American women who inspired the women’s rights movement.
- Union workers and labor reformers from cotton mills, factories and Appalachian coal mines.
- Women who defied stereotypes to become everything from cowgirls to engineers.

Now a Wisconsin resident, Gribi has been recognized by numerous groups, including the National Women’s History Project and the American Association of University Women. She also has participated in several projects funded by the National Endowment for the Humanities.

“The WomanSong Collection,” her latest CD, can be heard on alternative radio stations across North America. The performance is cosponsored by the Women’s Studies Program; the departments of History, Music and Theatre and Dance, and the Potter College of Arts, Humanities and Social Sciences. Call Women’s Studies at 745-6477 for more information.

Dr. Ed Wolfe, professor in the Department of Accounting and finance, dedicates Wade McKnight, a junior from Hendersonville, Tenn. - Photo: Stuart Burdill
Dr. Jan Colbert, Accounting, published The Internal Auditor’s Responsibility for Fraud in The CPA Journal, January 1998, with co-author Wayne Alderman.

From the Department of Geography and Geology, the following presented papers at the annual meeting of The Kentucky Academy of Science at Morehead, Ky.: Chris Groves and Joe Meiman, Land Use and Groundwater Quality at the Abraham Lincoln Birthplace National Historical Site Hodgenville, Ky.; Groves and Darlene Anthony, Quantitative Hydrology of the Mammoth Cave Karst Aquifer; Groves, Anthony and Meiman, Seasonal Changes in the Geochemical Evolution of the Locomotor River, Mammoth Cave National Park; Groves, Ryan Smith and Meiman, Climatological Impacts on Karst Aquifer Evolution; Groves and Kevin Vaughan, A Quantitative Analysis of Limestone Dissolution Rates Beneath the Classic Sediments of the Mammoth Cave Karst Aquifer; Groves and Alan Glenon, Application of Morphometric Relationships in active Drainage Networks within the Mammoth Cave Karst Aquifer; Groves and Rachel Bosch, Clastic Sediment Transport within the mammoth Cave Karst Aquifer: Erosional and Depositional Consequences.


Moore was elected chair, Geography Session, for the 1998 meeting.

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Dr. Chris Groves was appointed Associate Editor of the Journal of Hydrology. He presented Numerical Modeling of Karst Groundwater Flow and Karst Aquifer, a U.S. Environmental Protection Agency Workshop on Groundwater Problems in Karst Terrane, Atlanta, Ga. and in Bowling Green, Ky.

Dr. David Keeling had two book reviews published in Environmental History, November 1997. He was elected Vice President for the Midwest Association of Latin American Studies and he presented Global Restructuring in Latin American Cities: The Experience of Buenos Aires, Argentina, at the annual meeting of the Midwest Association of Latin American Studies in Edwardsville/St. Louis, Mo. in October 1997.

Dr. Michael Trappasso served as speaker and guide for Pierry’s Corporation Annual Environmental Workshop and Field Seminar in Hawaii in November 1997.

Dr. Corban Goble, Journalism, had Rogers’ ‘‘Typograph Versus Mergenthaler’s Lithotype: The Press and Shore of Patents and Priority in the 1890s published in December’s Printing History.

Dr. William H. Green, English, has published Quixote’s Visor: A Romantic Trium in English.

Dr. James Grimm, Sociology, has been appointed to the Editorial Board of Sociological Spectrum for a three-year term.

Dr. Augusting Ihator, Associate Professor, Journalism, presented Analysis of the Public Relations Research and Practice Needs in a New Global Economic and Market Convergence at the American Association of Behavioral and Social Sciences conference in Las Vegas, Nev. He chaired a session, Research in the Behavioral Sciences.

Dr. Michael Kallstrom, Music, performed his solo musical theater work, GHOSTS!, for a School of Music Convocation at the University of Louisville in January: he also gave a masterclass for composition students. Dr. Marshall Scott of WKU’s Music Department played Dr. Kallstrom’s trumpet sonata, MOON’S MORNING, on a concert at the University of Richmond.

Dr. Kallstrom had performances of his composition, MAGIK FLIGHT, in Jackson, Miss., and at the University of Florida and Valdosta State University in Georgia in February. The performances were given by the AEVIA Trio, based in Atlanta, who commissioned the work last year.

Dr. William ‘‘Biff’’ Kummer was awarded the Recruiter of the Year from the Kentucky Association of Health Physical Education, Recreation and Dance.

Cindy H. Lafond, CPA, CIA, WKU Assistant Internal Auditor, earned a William S. Smith Certifi­cate of Honor Award for outstanding performance on the November 1997 Certified Internal Auditor (CIA) examination. The test was given to more than 2,800 candidates in 186 sites in the United States; 530 successfully completed the examination requirement.


Loretta Martin Murrey, English, presented Joy Bale Boone and the Power of Poetry at the Women’s Studies Conference at Middle Tennessee State University. Murrey co-produced the documentary, A Woman Named Joy, dealing with the life and poetry of Kentucky’s Poet Laureate which aired on WKU-TV and the Kentucky Educational Television Network.


Dr. John H. Petersen, Director of International Programs, Professor of Government and Associate Vice President for Academic Affairs, has assumed the presidency of the Association of International Education Administrators at the annual meeting in Monterey, Cal.


Dr. Robyn K. Swanson, Professor of Music Education, received the 1998 Kentucky Music Educators Association Citation for Service Award at the KMEA’s annual conference in Louisville.

WKU Radio News wins KPA competition

Students from campus radio station WWHR won the first-ever competition for radio news in 1997, sponsored by the Kentucky Associated Press. Meochie Chanult Batiste, won first place in general news. Kim Olson won second place in general news.

Alex Moore, a December graduate from WKU, Washington, finished third.

Jeremy Brewer took honorable mention for sports reporting.
Student team ahead of the storm—and the trackers!

By Stephanie Siri

The night Brian Goode and his friends at Western News tracked a funnel cloud over campus and beat the severe weather sirens by three minutes, they knew they had a great service for Western students.

That was April 30, 1997 and it was just a test run. Today, it’s a dream come true for the Mt. Washington, Ky. sophomore. The new Western Storm Team is now a part of Western News, the student-run broadcast newscast program that shows every Friday through Monday on channel 12 on Western Kentucky University’s campus cable television system.

“This is something I’ve always dreamed about since I was 8 years old,” Goode, a broadcasting major, said. “It’s a talent I think I was born with and an area I’ve been interested in for a long time.”

The dream was April 27, 1997. Goode said he had a dream that night that he imagined a group of fellow student broadcasters and meteorologists giving a live weather bulletin from the Western News studio 2 in Academic Complex. When he woke up, Goode said he felt there was something more to this—that it didn’t have to be a dream after all. “I think most of my drive and dreaming was partly due to my personal interest, but there were other factors too,” he said. “Part of it could’ve been my frustration with the local markets and their approach to giving breaking weather reports.”

Goode said he then discussed with his best friend and roommate, Hendersonville, Tenn. sophomore Heath Myrick, the idea of creating a live weather storm team here at Western.

“He said it’s a crazy idea, and there’s no guarantee it’ll ever happen,” Goode said. “But in the end, he told me it was possible and to go for it.”

So, from there Goode and three others from Western News had a brainstorming session three days later on April 30, 1997.

From there, Goode began working on clearing the way for the storm team to become a reality. The first step was getting permission from the administration, Residence Life director Brian Kuster and clearing it through the faculty of the communication and broadcasting department. After receiving the go-ahead in September, Goode and his team of students dealt with the final details before the first broadcast.

That’s exactly what occurred on Feb. 4 when the winter storm of 1998 hit Western’s campus.

“We’ll be updating every 30 minutes and for snowstorms the updates will be a little less frequent and give us more time to analyze the data,” Goode said. “Regardless, we’ll have two days advance of any storms coming towards the Bowling Green area.”

Goode adds that the team won’t do extended forecasting, but more of a emergency station.

“If we’re on, you can guarantee that something bad’s happening outside,” he said.

Goode said the funding for the storm team is right now coming from the members and their dues to organizations such as the Radio and Television News Directors Association. He’s hopeful that in the future the university might help pick up some of the tab.

“I think Western’s taking a wait and see attitude about the storm team’s success,” he said. “Already though we’ve heard some positive feedback on what we’re doing and how it’s five years ahead of any other university in the country.”

Goode also has high hopes and future goals when it comes to improving the storm team. “I’d like to increase the equipment we have to work with,” he said. “Maybe work our way up to purchasing a radar to better our forecasting abilities when we’re on the air.”

When preparing for the storm team birth, Goode looked to his mentor, John Belkii, a meteorologist at WAVE-3 television in Louisville, Ky. “He made it seem so easy and at the same time he was very serious and dedicated when it was called for,” Goode said. “If I can make myself and my storm team anything close to him, I’ll be proud of the job I’ve done.”

Deadline for nominations for Women’s Alliance Award is April 1, 1998.
The Personnel File

The following personal changes were approved by the University's Board of Regents at its May 20, 1998 meeting. Information is provided by the Department of Human Resources.

Faculty Appointments

Dr. Shivendra V. Sahi, Assistant Professor, Biology
Dr. William Thomas Willian, Assistant Professor, Agriculture

Faculty early retirements with special tenure status

Dr. George A. Dillingham, Associate Professor, History
Lee A. Fernandez, Professor, Art
Janet Schwarzkopf, Associate Professor, English
Dr. Richard L. Troutman, Professor, History
Dr. Joseph A. Uveges, Professor, Government

Grants/Contracts

Barabary, Jerry. Educational TV & Radio Services. $5,000 from Corporation for Public Broadcasting for "External Funding Action Plan-Phase 1"

Houston, Martin. Dean, Ogden College. $95,268 from K & S Scientific for "NSF SBIR Coal Analysis"

Jones, Susan. Nursing, $32,500 from the Center for Disease Control for "Agricultural Research, Education & Disease & Injury Prevention"

Mendel, Colleen. T/TAS. $452,533 from the United States Department of Health & Human Services/Administration for Children & Families for "Head Start"

Otto, Robert. Teacher Education. $11,000 from the Kentucky Council on Economic Education for "Center for Economic Education, FY98"

Pan, Wei Ping. Chemistry. $143,174 from Electric Power Research Institute for "Study of Chlorine in High Temperature Corrosion in APFC System"

Rice, Paul. Center for Training & Development. $13,965 from the Bluegrass State Skills Corporation for "Peerless/Cascade Plastics, Inc." $500.00 from Bluegrass State Skills Corporation for "Greensburg Manufacturing Company"

Task force on the study of the status of women on campus

continued from page 2

but the latest (1996-97) faculty hires tended to be balanced; (3) the persons hired for non-exempt (hourly) positions continue to be primarily female, while those hired for exempt (salaried) positions have tended toward balance (currently 45 percent female) but has not changed in two years.

Recommendations: The University should develop, promote, and adhere to a rigid policy designed to increase the number of women at all levels of upper administration in non-academic as well as academic areas, including department headships, deanships, vice presidencies and presidencies; continue to track and monitor the hiring process; to monitor and track faculty promotions; to continue to track faculty vacancies (to include retirements/optional retirements) and recruitment data; for appropriate offices to review the current system(s) associated with employee turnover, job advertising, interviewing, recruitment and hiring.

On Work Environment: Responses to the survey and critical incidents reports indicate that many women at Western continue to have problems in achieving job satisfaction, respect, opportunities to participate in decision-making activities, equity in employee evaluation and numerous safety problem areas. Recommendations: the University should investigate the conditions of Western's interpersonal and extra-and interdepartmental work environment and develop programs for eliminating any problems.

On Safety: Numerous safety problems/areas were mentioned in the survey and critical incident responses and recommendations were that the University should add more lighting and emergency call boxes in specific areas and reallocate more police patrols to the interior of the campus, and review the campus in light of specific spots of danger that were mentioned in the responses.

Western Kentucky University
March 1998