Composite of Budget Priorities for Budget Years 2001-02 to 2005-06

Below is a composite list of the Budget Priority recommendations the Faculty Senate has compiled over the last 5 years. In bolded italics we have listed specific questions to help us evaluate how well the Faculty Senate Priorities have influenced administration budget expenditures.

1. Increase Faculty Salaries so they match CUPA averages. Increase salary equity as defined by CUPA among colleges, among departments, and among disciplines. ***Please give us year by year information over the period of 2000 to 2005 regarding how close the colleges and disciplines were to CUPA averages and the actions the administration took to reach a 100% of CUPA?***

Compensation Increase History:

FY 2000-01 Budgeted Compensation Increase Pools:
Regular Faculty:	Merit Pool – 5%
	Equity Adjustments – 1%
Part-Time Faculty:	Compensation Enhancement Pool – 6%
Summer Faculty:	Compensation Enhancement Pool – 5%

FY 2001-02 Budgeted Compensation Increase Pools:
Regular Faculty:	Merit Pool – 5.25%
	Equity Adjustments – 1.75%
Part-Time Faculty:	Compensation Enhancement Pool – 7%
Summer Faculty:	Compensation Enhancement Pool – 7%

FY 2002-03 Budgeted Compensation Increase Pools:
Regular Faculty:	Merit/Equity Pool – 5%
	Equity Adjustments – 1%
Part-Time Faculty:	Compensation Enhancement Pool – 6%
Temporary Lecturers:	Compensation Enhancement Pool – 6%

FY 2003-04 Budgeted Compensation Increase Pools:
Regular Faculty:	Merit Pool – 3%
Part-Time Faculty:	Compensation Enhancement Pool – 3%

FY 2004-05 Budgeted Compensation Increase Pools:
Regular Faculty:	Merit Pool – 2.5%
Part-Time Faculty:	Compensation Enhancement Pool – 2.5%

FY 2005-06 Budgeted Compensation Increase Pools:
Regular Faculty:	Merit Pool – 3.5%
Part-Time Faculty:	Compensation Enhancement Pool – 3.5%

NKU has used a portion of the faculty salary increase pool, over a three year period, to address faculty salary equity issues as well as salary compression issues for the following years and amounts:

Fiscal Year 2000-01	1% of Salary Increase Pool	$210,647.83
Fiscal Year 2001-02	1.75% of Salary Increase Pool	$386,340.00
Fiscal Year 2002-03	1% of Salary Increase Pool	<u>$244,463.51</u>
Total:		**$841,451.34**

While the above funds, which total $841,451.34, were dedicated to a pool to address equity/salary compression issues, it should be stated that in every faculty salary increase process that NKU undertakes, the academic department chairs, deans and the provost are all engaged in an on-going effort to address equity/salary compression issues during that particular year's increase process.

The information provided in Gary Graff's report details a comparison of college/department comparisons to CUPA by fiscal year for the years available. The Fall 2005 data will not be available until early 2006.

College Comparison Information:

Fall 2004

College of Arts and Sciences
High		112%	Design and Applied Arts
Low		88%	Sociology
Average	96%		

College of Business
High		109%	Management
Low		94%	Management Info Systems
Average	101%		

College of Education
High		97%	Education, Specific Subjects
Low		89%	Education, General
Average	95%		

College of Professional Studies
High   102%   Technology, Civic Engineering
Low   85%   Nursing
Average   91%

College of Law
Average   85%

Fall 2003

College of Arts and Sciences
High   106%   Geography
Low   73%   Criminal Justice/Corrections
Average   96%

College of Business
High   111%   Business, Management
Low   98%   Business Economics
Average   103%

College of Education
High   96%   Education, Teacher Ed. General
Low   84%   Education, General
Average   94%

College of Professional Studies
High   117%   Technology, Civil Engineering
Low   83%   Human Services
Average   91%

College of Law
Average   85%

Fall 2002

College of Arts and Sciences
High   112%   Criminal Justice/Corrections
Low   89%   Philosophy
Average   96%

College of Business
High   111% Information Systems
Low   105% Accounting
Average   105%

College of Education
High   95%   Education, Specific Subjects
Low   88%   Education, General
Average   91%

College of Professional Studies
High   96%   Communications
Low   88%   Nursing
Average   93%

College of Law
Average   88%

Fall 2001

College of Arts and Sciences
High   98%   English
Low   74%   Physics
Average   92%

College of Business
High   108% Management
Low   88%   Business Economics
Average   105%

College of Education
High   90%   Teacher Education General
Low   88%   Education, Special
Average   90%

College of Professional Studies
High   92%   Communications
Low   83%   Nursing
Average   87%

College of Law
Average   85%

Fall 2000

College of Arts and Sciences
High	98%	History
Low	78%	Biological Sciences
Average	88%	

College of Business
High	116%	IFS
Low	77%	Business Economics
Average	102%	

College of Professional Studies/Education
High	89%	Communications
Low	78%	Nursing
Average	83%	

College of Law
Average	Not available

Detailed discipline comparison information is provided in the attached notebook which was prepared by Institutional Research.

2. Reduce salary compression. New hires are given salaries close to CUPA values, but Associate and Full Professors who have been at NKU for years have salaries which were initially low and suffered from years with small increases. Hence, short tenure recent hires will have salaries approaching and exceeding faculty with 10 to 20 years at NKU. ***Please tell us how closely the Assistant Professors, Associate Professors, and Full Professors come to CUPA in the various colleges and disciplines through the 2000-2005 period? If there are noticeable differences between ranks, can the administration explain the efforts the University has made to address these differences.***

See attached data provided by Gary Graff from Institutional Research.

3. Provide and maintain a high quality benefit package including health, life, and dental insurance and the Wellness program. ***Can you provide data on how much of the health care costs were covered by the university and by the employees over the 2000-2005 period. If there is an increasing shift toward the faculty and staff, explain why such a shift has occurred.***

Northern Kentucky University's health plan renewal is reviewed annually by the Health Care Utilization Committee (HCUC). The Committee consists of members of Staff Congress, Faculty Senate, Administration, Human Resources, Wellness, faculty and staff members; that make

recommendations to the President.

There was a two-year adjustment for 2002-2003. This adjustment did not change the percentages between employer and employee contribution percentages, but rather re-align the ratios between coverage levels to be consistent with healthcare industry standards (for example – single:family should be 1:3, at NKU it was 1:2.4, or single:two person should be 1:2.2, at NKU it was 1:2.8, etc.) NKU had previously manipulated rates and they had become so misaligned the Health Care Utilization Committee (HCUC) recommended adjustments be made over a two year period.

It was also during this revision, that the employer/employee contribution structure was analyzed. It was a conscious decision on the committee's behalf not to change the contribution structure unless absolutely necessary. With the renewal for 2005, it became evident that plan changes would not be enough to provide a good overall health plan for the majority of participants. Healthcare was in the high twenty percent range and without changing plan designs and contribution structure it would not be affordable. Until 2005, the base plan for a single person would not have required a contribution—it was covered at 100% by the University. NKU went to a 98% employer and 2% employee contribution structure effective January 1, 2005. This allowed Northern to offer a health plan that was competitive in the tri-state region; it was not an easy decision for the HCUC. Dependent costs are covered by 75% through University contributions and the employee contributes 25%.

Passing along increases and changing plans has never been the goal of the committee, however, since NKU's rates are driven by utilization when claim expenditures exceed premiums paid for the carrier these things must be examined. The country is struggling with healthcare cost much like the price of gasoline. NKU is not alone in its challenge.

4   Increase the number of tenure track faculty positions and decrease reliance on part-time faculty. This increase should exceed merely increasing faculty lines in proportion to enrollment increases. ***Please provide us with percentages of students taught by part time faculty, lecturers, and tenure track faculty by department for 2000-2005. Please provide the numbers of new hires by discipline for each of the years 2000 to 2004? Can you provide us with the average number of students per tenure track professor for those years? Can you provide us with the numbers of new hires each year relative to the number of already employed Assistant, Associate, and Full Professors***

Position Increases by Fiscal Year

Fiscal Year 2000-01:

Assistant Professor of History	$47,100
Assistant Professor of Entrepreneurial Institute	$87,336
Lecturer – Arts & Sciences – Freshman Advisor	$38,500
Lecturer – Professional Studies – Freshman Advisor	$38,500

Conversion of PT to FT – Assistant Professor – Journalism $42,051
Conversion of PT to FT – Director of Writing Instruction $52,701
Lecturer – Business – Freshman Advisor $38,500

Fiscal Year 2001-02:

Lecturer – Math Center – Learning Assistance Program $40,881
Lecturer – Developmental Math $27,209
Lecturer – Developmental Math $27,209
Lecturer – Developmental Math $27,209
Lecturer – Communication $29,051
Lecturer – History & Geography $30,827
Lecturer – Math & Computer Science $30,235
Lecturer – Chemistry $34,966
Lecturer – Physics & Geology $34,966
College of Education Conversion $250,000
Diversity Faculty (Asst Prof – Psychology; Asst Prof – Management & Marketing salary
  augmentation) $79,917
Assistant Professor – MST - Technology $56,259
Assistant Professor – MAT – Education $50,344
Assistant Professor – Computer Science $74,276
Assistant Professor – Psychology $54,648
Assistant Professor – Criminal Justice $54,237
Freedom Studies – Director $32,601
Assistant Professor – MSIS – Information Systems $91,746
Assistant Professor – Marketing $91,746
Law – Electronic Services Librarian – ½ time $22,842
Enrollment Reserve Funding $270,000
Part-Time Faculty – Base Adjustment $416,666

Fiscal Year 2002-03:

Assistant Professor (2 Positions) – Nursing $94,000
Assistant Professor – Speech $58,000
Honors Director $78,000
Assistant Professor – MSIS – Information Systems $102,000
Lecturer – Sports Business Program – Mgmt. & Marketing $90,000

Fiscal Year 2003-04:

Assistant Professor – Organizational Leadership – Technology $64,038
Chase Law School – 3 Law Faculty – Assistant Professor $261,000
Assistant Professor – English as a Second Language $64,697
Lecturer Conversions to Tenure-track positions $150,000
Diversity Faculty (Asst Prof – Biological Sciences; Asst Prof – Social Work – salary

augmentation)	$80,000
Lecturer Promotion Increase	$24,707
Assistant Professor – Computer Science/Inet	$86,317
Augmentation to Faculty Lines	$100,000

Fiscal Year 2004-05

Assistant Professor – Computer Science – ½ position	$28,100
Assistant/Associate – MPA	$90,000
Assistant Professor – MPA	$70,888
Assistant Professor – Sports Business Program	$105,695
Assistant Professor Urban Economist- ½ position	$47,212
Renewable Lecturer – Nursing – Online Program	$54,526
Renewable Lecturer – Nursing – MSN Program	$54,526
Assistant Professor – BSN Program – Nursing	$58,075
Renewable Lecturer – Nursing – MSN Program	$54,526
Renewable Lecturer – Biological Sciences	$42,680
Assistant Professor – Psychology – I/O Psychology	$75,620
Lecturer – Education – Retention Specialist	$45,700
Lecturer – Professional Studies – Retention Specialist	$45,700
Lecturer – Arts and Sciences – Retention Specialist	$45,700
Lecturer – Arts and Sciences – Retention Specialist	$45,700
Lecturer – Arts and Sciences – Retention Specialist	$45,700
Lecturer – Professional Studies – Retention/Freshman Specialist	$45,700
Lecturer – Grant County Business Programs	$36,001
Lecturer – Communications – Public Relations Program	$45,877
Enrollment Growth Faculty (Base funding – Lecturers)	$512,500
Grant County Part-Time Faculty	$14,000

Fiscal Year 2005-06:

Assistant Professor of Computer Science	$81,273
Chairperson – Computer Science	$112,517
Assistant Professor – Public Policy	$73,463
Assistant Professor – Ethics/Accountancy	$82,933
Assistant Professor – MBA Director	$80,565
Associate Professor – Entrepreneurship	$108,445
Endowed Chair of Education	$90,036
Assistant Professor of Counselor Education	$63,992
Assistant Professor of Educational Technology	$63,992
Associate Dean – Education	$78,168
Honors Program – Lecturer	$48,028
Health Professions – Part-Time Faculty	$100,000
Assistant Professor of Construction Management	$95,344
Assistant Professor – Social Work/HS Masters Program	$75,125

Director of Interdisciplinary Programs	$61,624
Assistant Professor – New Media	$53,577
Lecturer – Chemistry	$41,000
Faculty Diversity Pool	$80,329
Department Chair – Department of Computer Science	$111,344
College of Informatics- Conversion Fund	$296,688

5. Increase support staff in the academic departments and in the libraries. *Please give us the numbers of support staff by department and by library for the years 2000-2005.*

Fiscal Year 2000-01:

Coordinator – Master of Public Administration	$33,020
Graduate Programs – Secretary – Half-time	$ 5,938
Research, Grants & Contracts – Faculty Match Fund	$75,000

Fiscal Year 2001-02:

Study Abroad Coordinator – International Programs	$32,114
Graduate Student Recruiter	$36,403
Law School – 2 Part-time Recruiters	$51,913
Life Long Learning – Director	$52,273
Law – Associate Dean Stipend	$33,430
Technology Cooperative Education Coordinator	$32,124
Faculty Development Center Director	$70,450
Faculty Development Center Assistant	$25,568
Two Programmer Analyst Positions- Information Technology	$95,053
Grant County Programs – Secretary – Half-time	$14,590

Fiscal Year 2002-03:

Part-time Faculty Distributed Sites- AP for Graduate Studies & Outreach	$25,000

Fiscal Year 2003-04:

Steely Library – Archives – ½ time position	$14,000
Graduate Programs – Infrastructure & Staffing	$75,669
Weekend Business Administration	$106,880
Distance Learning Coordinator	$55,500
Greaves Concert Hall Technician	$45,000

Fiscal Year 2004-05:

Associate Dean – Education	$90,000
Secretary – MAT Program – Education	$33,265
Cooperating Teachers – Practica & Student Teaching	$74,650
FT Secretary – Nursing	$28,088
Director of Graduate Programs	$46,075
Graduate Assistant Stipend Increase	$83,200
New Graduate Assistants – Graduate Programs	$30,888
Technology Support Specialist - Technology	$28,793
Honors Secretary – PT to Full-time	$13,656
Economics & Finance Secretary	$31,342
Psychology – Secretary	$27,350
Dean of Education – Secretary	$29,167
College of Education – MAT Staff	$31,342
Art – Sculpture/Ceramics Position	$36,209
Advising Funds – Master Advisor	$100,000

Fiscal Year 2005-06:

Director – Grant County Programs	$97,500
Adult Focused Programs	$150,000
Graduate Assistantship Increase	$6,495
Data Analyst – Program Assessment/SACS	$48,552
Academic Specialist – Department of Computer Science	$37,750
Academic Orientation – PT Secretary – 4 hour increase	$3,453
Assistant Director – Compliance – Financial Aid	$45,620
Student Financial Aid – Assistance Coordinator	$39,875
Web Programmer – Information Technology	$50,787
Security Manager – Information Technology	$64,716
Development Officer – 50% - Arts & Sciences	$37,500
Development Officer - 50% - Business	$37,500

See Instructional Load by College, Department & Tenure Status as provided by Gary Graff of Institutional Research.

6. Increase the budgets of academic units to accommodate past gains in enrollment. *Please give us data on how the department budgets have increased relative to the growth in enrollment for 2000-2005.*

Base Adjustments by Fiscal Year:

Fiscal Year 2000-01	$ 6,000	**LifeLong Learning**
	$10,000	**AP for Outreach**
Fiscal Year 2001-02	$84,900	**3% Increase in Pooled Operating**
	$2,000	**Honors Program Student**
		Employment
	$10,000	**Grant County Programs**
Fiscal Year 2002-03	$70,480	**Faculty Development Center**
Fiscal Year 2003-04	$60,000	**Graduate Programs Infrastructure**
Fiscal Year 2004-05	$20,000	**Nursing – School of Health Care**
	$19,831	**Retention – Structured Learning Assistance**
	$50,000	**Retention – VPAA & Provost**
Fiscal Year 2005-06	$ 8,250	**Honors Program**
	$78,300	**2% Increase in Pooled Operating**

Fall Enrollment incentives were created by President Votruba and then Provost Redding to provide enrollment funding to academic departments to supplement existing operating budgets. The following comprise the amounts that were available to the Colleges/Departments by Fiscal Year:

FY 2002	$80,481
FY 2003	$120,656
FY 2004	$124,874
FY 2005	$137,550

Summer Enrollment incentives were created by President Votruba and Provost Redding to provide enrollment funding to academic departments to supplement existing operating budgets. The following comprise the amounts that were available to the Colleges/Departments by Fiscal year for summer:

Summer 2001	Figure unavailable
Summer 2002	$585,243
Summer 2003	$574,603
Summer 2004	$925,449

7   Increase the funding level for NKU libraries to develop a core collection of books, periodicals, and electronic resources supporting teaching and research. ***Please supply data on the changes in the library allocations for books, periodicals, and electronic resources***

Fiscal Year 2003-04:

Steely Library – Library Books	$30,000
Steely Library – Periodicals	$10,000

Fiscal Year 2004-05:

Steely Library – Library Books/Periodicals	$120,000

Fiscal Year 2005-06:

Steely Library – Periodicals	$19,000
Steely Library – Library Books	$26,000
Steely Library – Periodicals – Serials Inflation	$75,000

8. Provide adequate funds to maintain and repair the instructional equipment (for example, natural and behavioral sciences labs). ***How have budgets during the years 2000-2005 provided for instructional equipment.***

FY 2001	$250,754
FY 2002	$341,594
FY 2003	$341,594
FY 2004	$341,594
FY 2005	$341,594
FY 2006	$391,594

A base increase of $93,348 was funded and approved in the Fiscal Year 2001-02.

An increase of $50,000 in base funding was approved in the Fiscal Year 2005-06.

A Science Equipment Maintenance fund was established in 2004-05 Fiscal Year at a total of $75,000.

Allocations are made following submission of requests from academic departments to college deans. Recommendations are made from each college to the Provost for funding.   Such allocations do not include furniture or computers, and are allocated for instructional delivery items valued at $500 or more. These instructional items are a component of NKU's instructional equipment inventory at the $500 level. Allocations are transferred on an annual

basis to allocate funds based upon requests received.

From Information Technology:

00/01

State Instructional Equipment Replacement Fund = $861,000 Non-Recurring
   New Non-recurring (State Bond)
   Disbursement:

Vice-Provost	$20,000
Library	$65,000
Information Technology	$121,000
College of Law	$10,000
College of Business	$25,000
College of Professional	
Studies & Education	$160,000
College of Arts and Science	$460,000

The fund was a non-recurring bond initiative from CPE that each public college and university in Kentucky benefited from. NKU's portion was $861,000. The Provost determined the allocations and asked IT to manage the process for expending the fund. The college Deans, Library Director, Associate Provost for IT, and Vice Provost determined how each individual potion was allocated within their areas of responsibility.

9. Increase funding for Faculty Development Programs, including: summer fellowships, project grants, and sabbaticals; programs leading to improved teaching, improved teaching evaluation, and greater professional development in teaching. ***Please provide information on spending on Faculty Development (now called "Professional and Organizational Development" for the years 2000-2005.***

In fiscal year 2001-02, Faculty Summer Fellowships were increased from $3,000 each to $6,000 each, which required a base adjustment investment of $38,754. In this same fiscal year, Faculty Project Grants were increased from $25,000 to $50,000 in total.

In 2001-02, a Director and Administrative Assistant were added to the Faculty Development Center. See detailed position listings by fiscal year.

The Faculty Development Programs were increased by $20,000 in the 2005-06 fiscal year. The increase resulted in an additional allocation of two summer fellowships ($6918) and an allocation to increase faculty project grants from $50,000 to $57,082.

The Faculty Development Center received a recurring allocation of $70,480 for Education and Training as a result of the 2002-03 fiscal year budget process.

10. Increase the level of tuition waiver for the spouses and dependents of faculty/staff, and also extend this benefit to include the spouses and dependents of the temporary faculty. ***Please explain how tuition waiver has evolved during the years 2000-2005.***

In March 2000, the tuition waiver benefit was expanded to include the spouse and dependents of any employee for a period of five years beyond the date of the employee's death.

In August 2002, the tuition waiver benefit was extended to full-time temporary faculty after three years of consecutive employment, beginning with the start of the fourth year's contract. This provided temporary faculty with the same level of benefit during the fourth year as a tenured faculty member.

11. Maintain funding for upgrading and maintaining appropriate technology for faculty and staff. ***How has the University budget changed to upgrade and maintain technology for the faculty and staff in the 2000-2005 period.***

From Information Technology:
   00/01

Computer Replacement Plan (Students/Faculty) =	$551,000
New Recurring (Student Technology Fee)	
Smart Classrooms =	$210,000
New Recurring (Student Technology Fee) =	$110,000
New Non-recurring (State Bond Funds) =	$100,000
Technology Innovation Mini-grants =	$138,000
New Recurring (Student Technology Fee)	
Staffing (included above in #5)	

   01/02

Computer Replacement Plan (Staff) =	$200,000
New Recurring (General Fund)	
Computer Replacement Plan (Students/Faculty) =	$551,000
Recurring (from 00/01)	
Smart Classrooms =	$110,000
Recurring (from 00/01)	
Technology Innovation Mini-grants =	$138,000
Recurring (from 00/01)	
Staffing (included above in #5)	

   02/03

Increased Computer Replacement Plan (Students/Faculty) =	$680,000
Recurring (Student Technology Fee Increase)	
Increased Smart Classrooms =	$280,000
Recurring (Student Technology Fee Increase)	

New Course Related Technology (Provost Allocation) = $100,000
    Recurring (Student Technology Fee Increase)
New Global Software Grant = $40,000
    Recurring (Student Technology Fee Increase)
New Equipment Repair and Consumables = $55,000
    Recurring (Student Technology Fee Increase)
Computer Replacement Plan (Staff) = $200,000
    Recurring (from 00/01)

03/04

Computer Replacement Plan (Students/Faculty) = $680,000
    Recurring (from 02/03)
Computer Replacement Plan (Staff) = $200,000
    Recurring (from 00/01)
Smart Classrooms = $280,000
    Recurring (from 02/03)
Course Related Technology (Provost Allocation) = $100,000
    Recurring (from 02/03)
Global Software Grant = $40,000
    Recurring (from 02/03)
Equipment Repair and Consumables = $55,000
    Recurring (from 02/03)

04/05

Decreased Computer Replacement Plan (Students/Faculty) =$445,000
    Recurring (from 02/03) = $680,000
    Non-recurring budget cut =   -$235,000
Decreases Computer Replacement Plan (Staff) = $115,000
    Recurring (from 00/01) = $200,000
    Non-recurring budget cut =   -$85,000
Decreased Smart Classrooms = $100,000
    Recurring (from 02/03) = $280,000
    Non-recurring budget cut =   -$180,000
Course Related Technology (Provost Allocation) = $100,000
    Recurring (from 02/03)
Global Software Grant = $40,000
    Recurring (from 02/03)
Equipment Repair and Consumables = $55,000
    Recurring (from 02/03)

The Computer Replacement Plan was developed as a way to overcome a continuous issue with technical obsolescence. IT recommended that 25% of the computers on campus were replaced every year. The Student Technology Fee funded the faculty and student computers on campus starting in 00/01. General fund was allocated to cover the remainder of staff computers on

campus the following year. This fund also covers replacement of network printers, fileservers, Microsoft Office, Virus Software, Browser and other base applications. The computer replacement allocations every year are determined by IT based on the oldest computers on the inventory (which is updated by Chairs, Directors every year). Once these computers are identified for replacement, college Deans and Directors determine where the new replaced computers should go and the 'trickle down' of computer moves needed to insure the replaced machine is surplussed in the end. If a department wants to enhance a computer beyond the minimum standard, they can do so at their department's cost above the minimum standard cost.

Every year the Provost determines the allocation of new Smart Classroom funds. The college Deans then determine where they whether they want new rooms installed, replacements for rooms with older technology, or enhancements above the standard smart classroom technology.

The Technology Innovation Mini-Grants were only given out during 00/01 and 01/02. The Provost and college Deans determined that the funding should be focused on new Smart Classrooms in subsequent years. The process was defined and governed by faculty members of the Learning Systems Advisory Committee.

12. Provide funding for reconstruction/refurbishment of the old Natural Science Building.
    What monies have been spent on the upgrading of the old Natural Science Building and what are the plans for the future?

We spent $85,000 in FY 0-4-05 to install new carpet and renovate several rooms in the building including putting 5 classrooms back in service.

In 2005-06 we will be spending an additional $100,000 for repairs to the Mechanical rooms and air handlers; $50,000 on HVAC system repairs and $245,000 to replace the roof and remove the old greenhouse.

We are also investing $300,000 this summer to renovate spaces, provide phone and data services and to create offices, computer labs and classrooms throughout the building so it can be used to its best advantage now and help off-set severe space shortages on campus. By mid-fall the building will be approximately 4/5ths occupied.

We have once again placed the renovation of Founder's Hall (Old Science) as our top priority in our State Capital Plan and Budget submittals. The intent to execute a total building renovation has not changed. However, the method by which we plan to accomplish the renovation has been revised. Instead of vacating the building, gutting it and renovating, we will now do just one floor at a time. The renovation will consider current building configurations where possible and as a result considerably more existing interior walls and the general floor configurations will be salvaged. The facility will still receive all new HVAC, plumbing and electrical systems, lighting and finishes. New restrooms will be constructed, and handicap and building code issues will be fully addressed.