

**MINUTES
OF THE BOARD OF REGENTS**

WESTERN KENTUCKY UNIVERSITY

October 28, 2016

• CALL TO ORDER

Required statutory notice having been given, the fourth quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* at Mass Media and Technology Hall on the Western Kentucky University campus. The meeting was called to order by Chair, Mr. Frederick A. Higdon, at approximately 9:00 a.m., (CDT).

• ROLL CALL

The following Regents were present, representing a quorum of the Board:

Regents Present:

Dr. Phillip W. Bale	Mr. Jason McKinney
Dr. Barbara G. Burch	Mr. J. David Porter
Ms. Cynthia Harris, Secretary	Mr. Jay Todd Richey
Mr. Frederick A. Higdon, Chair	Mr. John W. Ridley
Ms. Julie Hinson	Dr. Tamela W. Smith
Mr. Gillard B. Johnson III, Vice Chair	

Others Present:

Dr. Gary A. Ransdell, President
Dr. David D. Lee, Provost
Mr. Marc Archambault, VP for Development and Alumni Relations
Dr. Randy Capps, Parliamentarian
Dr. Lynne Holland, Dean of Students and Chief Diversity Officer
Mr. Brian Kuster, VP for Student Affairs
Ms. Julia McDonald, Assistant to the President for Board and Executive Relations
Ms. Ann Mead, Senior VP for Finance and Administration
Dr. Brian Meredith, Chief Enrollment and Graduation Officer
Mr. Bryan Russell, Chief Facilities Officer
Mr. Todd Stewart, Director of Athletics
Ms. Robbin Taylor, VP for Public Affairs
Ms. Deborah Wilkins, General Counsel

• **APPROVAL OF MINUTES**

- Special Budget Approval Meeting ~ June 24, 2016
- Third Quarterly Meeting ~ July 22, 2106
- Special-Called Meeting ~ August 19, 2016

MOTION

Motion to approve the minutes from the June 24, July 22, and August 19 meetings was made by Regent Gil Johnson, seconded by Regent Jay Todd Richey.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting to members of the Board.

CONSENT AGENDA STATEMENT:

Chair Higdon announced that the Committees of the Board met on September 23, 2016, and discussed each item on their respective agendas and approved submitting the agenda items to the full Board for consent action.

Page numbers reflect where the detailed action items are located in the meeting agenda book and can be accessed online https://www.wku.edu/regents/meeting_archives.php.

1. ACADEMIC AFFAIRS (Dr. Phillip W. Bale)

Action Item:

AA-1 Approval of Faculty Emeriti Appointments [p 1]

MOTION

Motion to approve item AA-1 was made by Regent Barbara Burch and seconded by Regent Jay Todd Richey.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

Information Item:

- The Fall 2016 Enrollment Report was provided by Dr. Brian Meredith.
-

2. EXECUTIVE (Mr. Frederick A. Higdon)

Action Items:

- EX-1 Approval of President Emeritus Appointment - Dr. Gary A. Ransdell [p 1]
- EX-2 Approval of Resolution of Appreciation - Dr. Melissa B. Dennison [p 2 and attached Resolution]
- EX-3 Approval of Resolution of Appreciation - Mr. Laurence J. Zielke [p 3 and attached Resolution]

EX-4 Approval of Memorandum of Understanding between the WKU Foundation and Western Kentucky University [p 4 and attached MOU]

EX-5 Approval of Memorandum of Understanding between the College Heights Foundation and Western Kentucky University [p 5 and attached MOU]

MOTION

Motion to approve items EX-1 through EX-5 was made by Regent Phillip Bale and seconded by Regent Tamela Smith.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

3. FINANCE AND BUDGET (*Mr. Gillard B. Johnson III*)

Action Item:

FB-1 Approval of Personnel Actions [p 1 and attached reports]

- Faculty [pp F1-F15]
- Staff [pp S1-S16]

MOTION

Motion to approve item FB-1 was made by Regent David Porter and seconded by Regent Jason McKinney.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

Information Item:

- Bond update/report provided by Ms. Ann Mead. [pp 2-3]
-

4. NOMINATING COMMITTEE (*Mr. J. David Porter*)

- Recommendation for the Election and Approval of Vice Chair, Mr. Gillard B. Johnson III

MOTION

Motion to approve item NC-1 was made by Regent Jason McKinney and seconded by Regent Jay Todd Richey.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

5. OTHER BUSINESS / ANNOUNCEMENTS (*Mr. Frederick A. Higdon*)

- Presidential Search Update (*Dr. Phillip W. Bale*)
- December 9 ~ Committee Meetings
- December 10 ~ Commencement

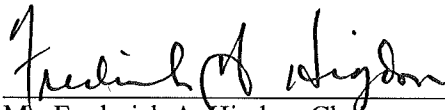
- With previous consent from Chair Higdon, Professor Mac McKerral addressed the Board regarding the Presidential Search process.

6. ADJOURNMENT

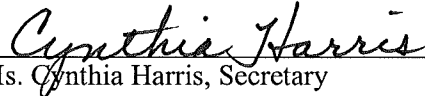
With no further business, Chair Higdon adjourned the meeting at approximately 9:45 a.m. (CDT).

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the fourth quarterly meeting held October 28, 2016, in the *Cornelius A. Martin Regents Room* at Mass Media and Technology Hall on the Western Kentucky University campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).



Mr. Frederick A. Higdon, Chair
WKU Board of Regents
Approved on 1-27-17



Ms. Cynthia Harris, Secretary
WKU Board of Regents
Approved on 1-27-17



Board of Regents

FOURTH QUARTERLY MEETING

October 28, 2016 ~ 9:00 a.m. (CDT)

*Mass Media and Technology Hall
Cornelius A. Martin Regents Room*



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ Fourth Quarterly Meeting
October 28, 2016 – 9:00 a.m. (CDT)
Mass Media & Technology Hall ~ Cornelius A. Martin Regents Room

AGENDA

- Call to Order (*Mr. Frederick A. Higdon*)
- Roll Call (*Ms. Cynthia Harris, Secretary*)
- Approval of Minutes
 - Special Budget Approval Meeting ~ June 24, 2016
 - Third Quarterly Meeting ~ July 22, 2016
 - Special-Called Meeting ~ August 19, 2016

1. ACADEMIC AFFAIRS (*Dr. Phillip W. Bale*)

Action Item:

AA-1 Approval of Faculty Emeriti Appointments [p 1]

Information Item:

- Fall 2016 Enrollment Report (*Dr. Brian Meredith*)

2. EXECUTIVE (*Mr. Frederick A. Higdon*)

Action Items:

- EX-1 Approval of President Emeritus Appointment - Dr. Gary A. Ransdell [p 1]
EX-2 Approval of Resolution of Appreciation - Dr. Melissa B. Dennison [p 2 and attached Resolution]
EX-3 Approval of Resolution of Appreciation - Mr. Laurence J. Zielke [p 3 and attached Resolution]
EX-4 Approval of Memorandum of Understanding between the WKU Foundation and Western Kentucky University [p 4 and attached MOU]
EX-5 Approval of Memorandum of Understanding between the College Heights Foundation and Western Kentucky University [p 5 and attached MOU]

3. FINANCE AND BUDGET (*Mr. Gillard B. Johnson III*)

Action Item:

- FB-1 Approval of Personnel Actions [p 1 and attached reports]
- Faculty [pp F1-F15]
 - Staff [pp S1-S16]

Information Item:

- Bond Update [pp 2-3]
-

4. NOMINATING COMMITTEE (*Mr. J. David Porter*)

- Recommendation for the Election and Approval of Vice Chair

5. OTHER BUSINESS / ANNOUNCEMENTS (*Mr. Frederick A. Higdon*)

- Presidential Search Update (*Dr. Phillip W. Bale*)
- December 9 ~ Committee Meetings
- December 10 ~ Commencement

6. ADJOURN



WKU[®]

Board of Regents

ACADEMIC AFFAIRS

October 28, 2016

*Mass Media and Technology Hall
Cornelius A. Martin Regents Room*

**EMERITUS
APPOINTMENTS**

REQUEST:

Approval of faculty emerita/us status recommended for Dr. Jerry Gotlieb, Dr. Keith Andrew, Dr. Charles Anderson, Dr. James Martin, Dr. John Hagaman, and Dr. Cassandra Pinnick.

FACTS:

Listed below are faculty members who have been recommended by tenured faculty, department heads, and college deans to be awarded emerita/us status. All have served the university for at least ten years and have had distinguished records of achievement and service.

Gordon Ford College of Business

Dr. Jerry Gotlieb, Professor of Marketing, Emeritus

Ogden College of Science and Engineering

Dr. Keith Andrew, Professor of Physics and Astronomy, Emeritus

Dr. Charles Anderson, Professor of Agriculture, Emeritus

Dr. James Martin, Professor of Agriculture, Emeritus

Potter College of Arts & Letters

Dr. John Hagaman, Professor of English, Emeritus

Dr. Cassandra Pinnick, Professor of Philosophy and Religion, Emerita

BUDGETARY IMPLICATIONS:

No funds requested

RECOMMENDATION:

President Gary A. Ransdell recommends awarding the above individuals emerita/us status.

MOTION:

Approval of emerita/emeritus status awarded for the recommended individuals.



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Board of Regents

EXECUTIVE

October 28, 2016

*Mass Media and Technology Hall
Cornelius A. Martin Regents Room*

PRESIDENT EMERITUS APPOINTMENT

REQUEST:

Approval of President Emeritus status for Dr. Gary A. Ransdell.

FACTS:

Dr. Gary A. Ransdell, Western Kentucky University's President, will end his official duties as President on June 30, 2017. After June 30, President Ransdell will begin a six-month sabbatical leave, as provided in his employment contract, through December 31, 2017. At the time of his retirement, Dr. Ransdell will have served twenty years as President of WKU.

RECOMMENDATIONS:

Mr. Frederick A. Higdon, Chair of Western Kentucky University's Board of Regents, recommends the permanent designation of "President Emeritus" be awarded to Dr. Ransdell based on his twenty years of exemplary service and his distinguished record of achievement at the University.

It is not an uncommon practice for a retiring President to request, and be given an office space and modest support on campus to work out of in their post-retirement life. President Ransdell has not made such a request for an office, but instead has indicated his intent to create his office space elsewhere. For this reason, there is no institutional expense involved in setting up an office on campus and/or regular support budget.

Anyone who knows Dr. Ransdell recognizes that his dedication and passion for our University is not likely to end with his retirement as President. With his almost 20 years in leading this University, and with his energy and relative youth, there is little doubt that he will continue to serve WKU in retirement in ways that are appropriate and valuable. It is a given that if he is requested to represent WKU in an official capacity and incurs expenses in doing so, that such expenses would be reimbursed by the University (e.g. travel, letterhead, supplies). It is also reasonable to anticipate that, as President Emeritus, he will have need for some support of an Office Associate, and to meet this need, access for ¼ time of an Office Associate will be provided. This arrangement will provide the reasonable support needed as President Emeritus in his post-retirement life.

MOTION:

Approval of President Emeritus status for Dr. Gary A. Ransdell.

**RESOLUTION OF APPRECIATION FOR
DR. MELISSA B. DENNISON**

REQUEST:

Approval of Resolution of Appreciation for Dr. Melissa B. Dennison.

FACTS:

The enclosed Resolution is in appreciation of outstanding service demonstrated by Dr. Melissa B. Dennison as a member of the WKU Board of Regents from 2010-2016.

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the enclosed Resolution of Appreciation for Dr. Melissa B. Dennison.

MOTION:

Approval of the Resolution in honor of former Board member, Dr. Melissa B. Dennison.

R E S O L U T I O N

WHEREAS, Dr. Melissa B. Dennison, Glasgow, Kentucky, served as a member of the Board of Regents of Western Kentucky University from July 2010 to August 2016; and

WHEREAS, Dr. Dennison served as Secretary of the Board of Regents from 2013-2015, and as Vice Chair from 2015-2016; and

WHEREAS, this was a transformational period in the life of Western Kentucky University; and

WHEREAS, her term of office was characterized by able leadership, wise counsel, sound business acumen, and faithful service; and

WHEREAS, her loyal service and dedication to her responsibilities have made significant and lasting contributions to the University; and

WHEREAS, Dr. Dennison has given unselfishly of her time, energies, and resources to make Western Kentucky University better; and

WHEREAS, such leadership and dedicated efforts are deserving of special recognition;

THEREFORE BE IT

RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on October 28, 2016, does hereby express its appreciation to Dr. Melissa B. Dennison for her many contributions and for her special Hilltopper enthusiasm and extends best personal wishes for continued success in all her future endeavors;

BE IT FURTHER

RESOLVED, that this Resolution be spread upon the minutes and a copy thereof be presented to Dr. Dennison as an expression of the esteem in which she is held by members of the Board.

Ordered at Bowling Green, Kentucky, this 28th day of October in the year of our Lord two thousand and sixteen.

Frederick A. Higdon
Chairman, Board of Regents

Gary A. Ransdell
President

**RESOLUTION OF APPRECIATION FOR
MR. LAURENCE J. ZIELKE**

REQUEST:

Approval of Resolution of Appreciation for Mr. Laurence J. Zielke.

FACTS:

The enclosed Resolution is in appreciation of outstanding service demonstrated by Mr. Laurence J. Zielke as a member of the WKU Board of Regents from 2004-2016.

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the enclosed Resolution of Appreciation for Mr. Laurence J. Zielke.

MOTION:

Approval of the Resolution in honor of former Board member, Mr. Laurence J. Zielke.

R E S O L U T I O N

WHEREAS, Mr. Laurence J. Zielke, Louisville, Kentucky, served as a member of the Board of Regents of Western Kentucky University from July 2004 to August 2016; and

WHEREAS, this was a transformational period in the life of Western Kentucky University; and

WHEREAS, his term of office was characterized by able leadership, wise counsel, sound business acumen, and faithful service; and

WHEREAS, his loyal service and dedication to his responsibilities have made significant and lasting contributions to the University; and

WHEREAS, Mr. Zielke has given unselfishly of his time, energies, and resources to make Western Kentucky University better; and

WHEREAS, such leadership and dedicated efforts are deserving of special recognition;

THEREFORE BE IT

RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on October 28, 2016, does hereby express its appreciation to Mr. Laurence J. Zielke for his many contributions and for his special Hilltopper enthusiasm and extends best personal wishes for continued success in all his endeavors;

BE IT FURTHER

RESOLVED, that this Resolution be spread upon the minutes and a copy thereof be presented to Mr. Zielke as an expression of the esteem in which he is held by members of the Board.

Ordered at Bowling Green, Kentucky, this 28th day of October in the year of our Lord two thousand and sixteen.

Frederick A. Higdon
Chairman, Board of Regents

Gary A. Ransdell
President

**MEMORANDUM OF UNDERSTANDING
BETWEEN WESTERN KENTUCKY UNIVERSITY FOUNDATION AND
WESTERN KENTUCKY UNIVERSITY**

REQUEST:

Approval of the Memorandum of Understanding (MOU) between the Western Kentucky University Foundation and Western Kentucky University.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the Memorandum of Understanding (MOU) between the Western Kentucky University Foundation and Western Kentucky University. A copy of the MOU is included with this agenda material.

MOTION:

To approve the Memorandum of Understanding (MOU) between the Western Kentucky University Foundation and Western Kentucky University.



Approved by WKUF Membership
and Governance Committee
April 14, 2016

**Memorandum of Understanding
between the Western Kentucky University Foundation
and Western Kentucky University**

I. PURPOSE

This memorandum of understanding is drafted between the Western Kentucky University Foundation (the "Foundation") and Western Kentucky University (the "Institution") for the following purposes:

- a. To provide a framework for both Institution and Foundation leaders to examine how the Foundation can most effectively advance the mission of the Institution, develop a shared vision for mutually beneficial partnerships, and clarify mutual expectations and responsibilities.
- b. To enumerate the primary ways in which the Foundation supports the Institution and clearly delineate the responsibilities of the Foundation in its relationship with the Institution and the Institution with respect to the Foundation.
- c. To affirm the independent corporate status of the Foundation and articulate the ways in which it fulfills its charitable purpose of support of the Institution.
- d. To provide transparency and accountability regarding the use of both state and private resources.
- e. To document the expectations of the Institution and confirm the status of the Foundation as a representative of the Institution in its interactions with donors and the public.
- f. To serve as a contract between the two separate entities and memorialize the agreements regarding key elements of the relationship between the Foundation and Institution by providing a shared point of reference.

- g. To provide a vital source of continuity through leadership transitions and serve as an important tool to educate new administrators and board members, as well as external constituents, about the role of the Foundation and its relationship with the Institution.

II. FOUNDATION/INSTITUTION RELATIONSHIP

- a. The Western Kentucky University Foundation was incorporated in 1993 for the purpose of operating exclusively for the benefit of the Institution and its students, alumni, faculty, and staff to promote, encourage, and assist all forms of educational, scientific, literary, research, and service activities provided by the Institution, all for the public welfare. The mission of the Foundation is to create a culture of philanthropy that will advance the goals of WKU through fundraising, prudent and trusted financial management, and investment resources given for the benefit of WKU and in keeping with the wishes of the donor. The Foundation will strive to meet the highest standards of best practices in all aspects of its operation.
- b. As more particularly stated in its Articles of Incorporation, the Foundation is a separately incorporated 501(c)(3) organization and is responsible for promoting, encouraging, and assisting all forms of educational, scientific, literary, research, and service activities provided by the Institution; receiving, soliciting, accepting, holding, administering, investing, and disbursing cash, securities, and real and personal property to support the above activities; and using such property or the income therefrom for such activities.
- c. The Foundation is not an operational function of the Institution; it is a separate legal entity. The Foundation/Institution relationship is derived from a shared interest in the success and further development of the Institution. It is recognized that to be effective in achieving its purpose, the Foundation's identity shall be maintained separate from the Institution. However, the accountability of both the Foundation and the Institution are mutual concerns common to both parties.
- d. The Foundation stimulates voluntary private support from alumni, parents, friends, corporations, foundations, and others for the benefit of the Institution.
- e. The Foundation exists to raise and manage private resources supporting the mission and priorities of the Institution, provide opportunities for students, and contribute to institutional excellence.
- f. The Foundation is dedicated to assisting the Institution by fostering a culture of philanthropy, growing the endowment, and providing financial and other support to create and maintain intergenerational equity for the Institution.
- g. The Institution designates the Foundation as one of the repositories of private gifts made in support of the Institution unless otherwise specified by the donor. The Foundation is the routine repository for gifts that support capital construction projects, operations or infrastructure; academic or other programs of the Institution; professorships and other forms of faculty support; and other non-scholarship gifts. The College Heights Foundation

is the routine repository for gifts of scholarship support. While certain exceptions exist for both organizations, they do not represent the norm.

- h. In connection with its fundraising and asset-management activities, the Foundation retains personnel with expertise in accounting and may also retain personnel with expertise in advancement services, fundraising, gift planning, capital campaign staffing, or other capacities as necessary for the fulfillment of its mission. The Foundation works closely with the Institution to assist and counsel in such activities.
- i. The Foundation and the Institution have jointly established and will in the future jointly establish gift-acceptance policies, naming policies, and provisions for the establishment of scholarships, chairs, professorships, and other endowed purposes.
- j. Consistent with its mission to help to advance the plans and objectives of the Institution, the Foundation is allowed to associate the name "Western Kentucky University" and its shortened version "WKU" in connection with the operations of the Foundation; however, the Foundation will operate under its own seal and logotype.
- k. In consideration of the independent and mutual commitments herein contained, as well as other good and valuable consideration, receipt of which is hereby acknowledged, the parties agree as follows:

III. INSTITUTION RESPONSIBILITIES

- a. The Board of Regents of the Institution is responsible for overseeing the mission, leadership, and operations of the Institution.
- b. The Board of Regents of the Institution is responsible for determining the strategic priorities for the Institution.
- c. The Board of Regents of the Institution is legally responsible for the performance and oversight of all aspects of Institutional operations.
- d. The Board of Regents of the Institution is responsible for the employment, compensation, and evaluation of all Institution employees, including the President of the Institution. The Foundation shall not compensate Institutional employees without the prior approval of the President of the Institution.
- e. The President of the Institution, in concert with the Institution's executive officers, is responsible for determining the philanthropic priorities of the Institution.
- f. The Institution will allow employees of the Foundation to participate in the retirement plan and benefits program administered by the Institution. However, the Foundation must reimburse the Institution for the expenses associated with all salaries and benefits. Foundation employees under this reimbursable relationship shall not be construed as employees of the Institution.

- g. The President of the Institution is responsible for communicating on a regular basis the priorities and long-term plans of the Institution, as approved by the Board of Regents, to the Foundation.
- h. The President of the Institution shall serve as an ex-officio member of the Foundation Board of Trustees.
- i. The Institution shall include the Foundation as an active and prominent participant in strategic planning for the Institution.
- j. The Institution shall establish and enforce policies that support the Foundation's ability to respect the privacy and confidentiality of donor records, subject to public inquiries related to revenue, expenditure policies, investment performance, and other information that is normally available to the public in the conduct of institutional affairs.
- k. The Institution shall ensure that gift funds and other privately contributed resources are used in compliance with donor intent.
- l. The President and other senior executives of the Institution will work in conjunction with the Foundation President to identify, cultivate, and solicit prospects for private gifts.

IV. FOUNDATION RESPONSIBILITIES

- a. The Foundation shall maintain its status as a separately incorporated 501(c)(3) nonprofit organization in the Commonwealth of Kentucky created to raise, manage, distribute, and steward private resources.
- b. The Foundation Board of Trustees is responsible for the control and management of all assets of the Foundation, including the prudent management of all gifts consistent with donor intent.
- c. The Foundation is responsible for the performance and oversight of all aspects of its operations based on a comprehensive set of bylaws that clearly addresses the board's fiduciary responsibilities, including expectations of individual board members based upon ethical guidelines and policies. The Foundation shall keep the Institution informed of any significant changes made to the bylaws.
- d. The Foundation shall establish and enforce policies to identify and manage potential conflicts of interest and ensure that Foundation assets do not directly or indirectly unduly benefit an individual or other person.
- e. Through its Foundation President, the Foundation Board of Trustees is responsible for the employment, compensation, and evaluation of all its employees. The Institution's Vice President for Development and Alumni Relations serves as the Foundation President. The Institution is responsible for the Vice President's employment, compensation, and

evaluation. The President of the Institution will include the Foundation Board of Trustees as a participant in discussion and decision making regarding the hiring, assessment, and termination of the Vice President. The Foundation may elect to supplement the Vice President's salary from Foundation funds.

- f. The Foundation shall create an environment conducive to increasing levels of private support for the mission and priorities of the Institution.
- g. The Foundation shall establish, adhere to, and periodically assess its gift management and acceptance policies. It will promptly acknowledge and issue receipts for all gifts and provide appropriate recognition and stewardship of such gifts.
- h. The Foundation, while protecting personal and private information related to individuals, shall to the extent possible or reasonable, be responsive to public inquiries related to revenue, expenditure policies, investment performance, and/or other information which would normally be open in the conduct of Institutional affairs. However, the Foundation shall establish and enforce policies to protect donor confidentiality and rights.
- i. The Foundation shall receive, hold, manage, invest, and disburse contributions of cash, securities, patents, copyrights, and other forms of property, including immediately vesting gifts and deferred gifts that are contributed in the form of planned and deferred-gift instruments.
- j. The Foundation shall establish prudent asset-allocation, disbursement, and spending policies that adhere to applicable federal and state laws including the Uniform Prudent Investor Act (UPIA) and the Uniform Prudent Management of Institutional Funds Act (UPMIFA).
- k. The Foundation shall engage an independent accounting firm annually to conduct an audit of the Foundation's financial and operational records and shall provide the Institution with a copy of the annual audited financial statements, including management letters.
- l. The Foundation shall establish internal controls and other enterprise risk management practices commensurate with the fiduciary responsibilities of the Foundation and its board.
- m. The Foundation shall transfer funds to the designated entity within the Institution in compliance with applicable laws, Institution and Foundation policies, and donor gift agreements.
- n. The Foundation shall disclose any terms, conditions, or limitations imposed by a donor or legal determination on the gift. The Institution will abide by such restrictions and provide appropriate documentation.
- o. The Foundation's disbursements on behalf of the Institution must be reasonable business expenses that support the Institution, are consistent with donor intent, and do not conflict with the law.

- p. The Foundation, in collaboration with the Institution, is responsible for establishing a financial plan to underwrite the cost of Foundation programs, operations, and services.
- q. The Foundation has the right to use a reasonable percentage of the annual unrestricted funds, to assess fees for services, and to assess fees on gifts, endowed funds, and other investments for the purpose of fulfilling its mission on behalf of the Institution.
- r. In consideration of Foundation services, the Institution will also provide in-kind support including office space, facility maintenance and operations, technology, utilities, and campus services routinely afforded to any facility or operation in the Institution's portfolio, including but not restricted to human resource management, campus security, and information technology security. Foundation personnel will be afforded the same opportunities for access to parking as other Institutional employees. The Foundation, at its own expense, will reimburse its personnel expenses, telephone expenses, postal services, and other such services that may be necessary or required to fulfill its responsibilities and obligations.
- s. The Foundation shall maintain copies of the plans, budgets, and donor and alumni records developed in connection with the performance of its obligations.
- t. The Foundation will provide access to data and records to the Institution on a need-to-know basis in accordance with applicable laws, Foundation policies, and guidelines. The Foundation shall provide copies of its annual report and other information that may be publicly released.
- u. The Foundation shall coordinate with the Institution when undertaking advocacy on behalf of the Institution.
- v. The Foundation will allocate unrestricted gifts and other revenue as required in order to fulfill its mission and specific objectives. It may choose to direct some unrestricted funds to the President of the Institution to assist the President in fulfilling objectives of the Institution.
- w. To the extent permitted under its bylaws, the Foundation may serve as an instrument for entrepreneurial activities for the Institution and engage in such activities as purchasing, developing, or managing real estate for campus expansion or participating in joint ventures that advance the mission of the Institution. It may hold licensing agreements and other forms of intellectual property, borrow or guarantee debt issued by third parties, or engage in other activities to increase Foundation revenue with no direct connection to an institutional purpose. Generally, however, the Foundation will rely upon the WKU Real Estate Corporation to act on behalf of the Institution for matters pertaining to real estate.

V. TERMS OF THE MEMORANDUM OF UNDERSTANDING

- a. This Memorandum of Understanding (MOU) is made by and between the Board of Regents of Western Kentucky University (an educational institution located in Bowling

Green, Kentucky), the Board of Trustees of the Western Kentucky University Foundation (an Internal Revenue Code 501(c)(3) nonprofit corporation located in Bowling Green, Kentucky), and the respective Presidents of the Institution and the Foundation.

- b. The MOU is intended to set forth policies and procedures that will contribute to the coordination of the mutual activities of the Foundation and the Institution.
- c. To ensure effective achievement of the items of the agreement, the Institution and Foundation officers and board representatives shall hold periodic meetings to foster and maintain productive relationships and to ensure open and continuing communications and alignment of priorities.
- d. The Institution and Foundation may periodically review and amend this MOU as they jointly determine and agree to be necessary, provided, however, that no amendment shall be binding or effective unless in writing and signed by duly authorized representatives of the parties.
- e. Either party may, upon 90 days prior written notice to the President and Board Chair of the other party, terminate this agreement. The party initiating termination of the agreement must act in good faith to provide an opportunity for a meeting to include Institution and Foundation executives and Board Chairs (or the Board Chairs' designees) of both parties within 30 days of initial written notice of intention to terminate the agreement.
- f. If the Institution terminates this agreement, the Foundation may require the Institution to pay, within 90 days of written notice, all debts incurred by the Foundation on the Institution's behalf, including, but not limited to, lease payments, advanced funds, and funds borrowed for specific initiatives. If the Foundation terminates this agreement, the Institution may require Foundation to pay all debt it holds on behalf of the Institution in like manner.

Date

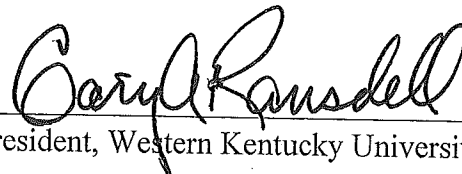
8/23/16

Date

Date

Date

Chair, WKU Board of Regents



President, Western Kentucky University

Chair, WKU Foundation Board of Trustees

President, WKU Foundation

**MEMORANDUM OF UNDERSTANDING
BETWEEN COLLEGE HEIGHTS FOUNDATION AND
WESTERN KENTUCKY UNIVERSITY**

REQUEST:

Approval of the Memorandum of Understanding (MOU) between the College Heights Foundation and Western Kentucky University.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the Memorandum of Understanding (MOU) between the College Heights Foundation and Western Kentucky University. A copy of the MOU is included with this agenda material.

MOTION:

To approve the Memorandum of Understanding (MOU) between the College Heights Foundation and Western Kentucky University.



Approved by CHF Board of Directors to submit to WKU on August 4, 2016

**Memorandum of Understanding
between the
College Heights Foundation and Western Kentucky University**

I. PURPOSE

This memorandum of understanding is drafted between the College Heights Foundation (the “Foundation”) and Western Kentucky University (the “Institution”) for the following purposes:

- a. To provide a framework for both Institution and Foundation leaders to examine how the Foundation can most effectively advance the mission of the Institution, develop a shared vision for mutually beneficial partnerships, and clarify mutual expectations and responsibilities.
- b. To enumerate the primary ways in which the Foundation supports the Institution and clearly delineate the responsibilities of the Foundation in its relationship with the Institution and the Institution with respect to the Foundation.
- c. To affirm the independent corporate status of the Foundation and articulate the ways in which it fulfills its charitable purpose of support of the Institution.
- d. To provide transparency and accountability regarding the use of both state and private resources.
- e. To document the expectations of the Institution and confirm the status of the Foundation as a representative of the Institution in its interactions with donors and the public.
- f. To serve as a contract between the two separate entities and memorialize the agreements regarding key elements of the relationship between the Foundation and Institution by providing a shared point of reference.

- g. To provide a vital source of continuity through leadership transitions and serve as an important tool to educate new administrators and board members, as well as external constituents, about the role of the Foundation and its relationship with the Institution.

II. FOUNDATION/INSTITUTION RELATIONSHIP

- a. The College Heights Foundation was incorporated in 1923 for the purpose of creating funds from voluntary gifts whereby all worthy and deserving students of Western Kentucky University may be aided and assisted in their efforts to obtain an education.
- b. As more particularly stated in its Articles of Incorporation, the Foundation is a separately incorporated 501(c)(3) organization and is responsible for identifying and nurturing relationships with potential donors and other friends of the Institution; soliciting cash, securities, real and intellectual property, and other private resources for the support of the Institution; and acknowledging and stewarding such gifts in accordance with donor intent and fiduciary responsibilities.
- c. The Foundation is not an operational function of the Institution; it is a separate legal entity. The Foundation/Institution relationship is derived from a shared interest in the success and further development of the Institution. It is recognized that to be effective in achieving its purpose, the Foundation's identity shall be maintained separate from the Institution. However, the accountability of both the Foundation and the Institution are mutual concerns common to both parties.
- d. The Foundation stimulates voluntary private support from alumni, parents, friends, corporations, foundations, and others for the benefit of the Institution.
- e. The Foundation exists to raise and manage private resources supporting the mission and priorities of the Institution, provide opportunities for students, and contribute to institutional excellence.
- f. The Foundation is dedicated to assisting the Institution by fostering a culture of philanthropy, growing the endowment, and providing financial and other support to create and maintain intergenerational equity for the Institution.
- g. The Institution designates the Foundation as one of the repositories of private gifts made in support of the Institution unless otherwise specified by the donor. The Foundation is the routine repository for gifts of scholarship support. The WKU Foundation is the routine repository for gifts that support capital construction projects and operations, academic or other programs of the Institution, professorships and faculty support, and other non-scholarship gifts. While certain exceptions exist for both organizations, they do not represent the norm.
- h. In connection with its fundraising and asset-management activities, the Foundation retains personnel with expertise in accounting, advancement services, fundraising, gift planning, investment management, and other capacities necessary for the fulfillment of its mission and works closely with the Institution to assist and counsel in such activities.

- i. The Foundation and the Institution have jointly established and will in the future jointly establish gift-acceptance policies, naming policies, and provisions for the establishment of scholarships, chairs, professorships, and other endowed purposes.
- j. Consistent with its mission to help to advance the plans and objectives of the Institution, the Foundation is allowed to associate the name “Western Kentucky University” and its shortened version “WKU” in connection with the operations of the Foundation; however, the Foundation will operate under its own seal and logotype.
- k. In consideration of the independent and mutual commitments herein contained, and other good and valuable consideration, receipt of which is hereby acknowledged, the parties agree as follows:

III. INSTITUTION RESPONSIBILITIES

- a. The Board of Regents of the Institution is responsible for overseeing the mission, leadership, and operations of the Institution.
- b. The Board of Regents of the Institution is responsible for the strategic priorities for the Institution.
- c. The Board of Regents of the Institution is legally responsible for the performance and oversight of all aspects of Institutional operations.
- d. The Board of Regents of the Institution is responsible for the employment, compensation, and evaluation of all Institution employees, including the President of the Institution. The Foundation shall not compensate Institutional employees without the prior approval of the President of the Institution.
- e. The Institution will allow employees of the Foundation to participate in the retirement plan and benefits program administered by the Institution. However, the Foundation must reimburse the Institution for the expenses associated with all salaries and benefits. Foundation employees under this reimbursable relationship shall not be construed as employees of the Institution.
- f. The President of the Institution, in concert with the Institution’s executive officers, is responsible for determining the philanthropic priorities of the Institution.
- g. The President of the Institution is responsible for communicating on a regular basis the priorities and long-term plans of the Institution, as approved by the Board of Regents, to the Foundation.
- h. The President of the Institution shall serve as an ex-officio member of the Foundation Board of Directors.

- i. The Institution shall include the Foundation as an active and prominent participant in strategic planning for the Institution.
- j. The Institution shall establish and enforce policies that support the Foundation's ability to respect the privacy and confidentiality of donor records, subject to public inquiries related to revenue, expenditure policies, investment performance, and other information that is normally available to the public in the conduct of Institutional affairs.
- k. The Institution shall ensure that gift funds and other privately contributed resources are used in compliance with donor intent.
- l. The President and other senior administrators of the Institution will work in conjunction with the Foundation President to identify, cultivate, and solicit prospects for private gifts.

IV. FOUNDATION RESPONSIBILITIES

- a. The Foundation shall maintain its status as a separately incorporated 501(c)(3) nonprofit organization in the Commonwealth of Kentucky created to raise, manage, distribute, and steward private resources.
- b. The Foundation Board of Directors is responsible for the control and management of all assets of the Foundation, including the prudent management of all gifts, consistent with donor intent.
- c. The Foundation is responsible for the performance and oversight of all aspects of its operations based on a comprehensive set of bylaws that clearly addresses the Board's fiduciary responsibilities, including expectations of individual board members based upon ethical guidelines and policies. The Foundation shall keep the Institution informed of any significant changes made to the bylaws.
- d. The Foundation shall establish and enforce policies to identify and manage potential conflicts of interest and ensure that Foundation assets do not directly or indirectly unduly benefit an individual or other person.
- e. The Foundation Board of Directors is responsible for the employment, compensation, and evaluation of all its employees, including the Foundation President. The President of the Institution will be included as a participant in discussion and decision making regarding the hiring, assessment, and termination of the Foundation President.
- f. The Foundation shall create an environment conducive to increasing levels of private support for the mission and priorities of the Institution.
- g. The Foundation shall establish, adhere to, and periodically assess its gift management and acceptance policies. It will promptly acknowledge and issue receipts for all gifts and provide appropriate recognition and stewardship of such gifts.

- h. The Foundation, while protecting personal and private information related to private individuals, shall to the extent possible or reasonable, be responsive to public inquiries related to revenue, expenditure policies, investment performance, and/or other information which would normally be open in the conduct of Institutional affairs. However, the Foundation shall establish and enforce policies to protect donor confidentiality and rights.
- i. The Foundation shall receive, hold, manage, invest, and disburse contributions of cash, securities, patents, copyrights, and other forms of property, including immediately vesting gifts and deferred gifts that are contributed in the form of planned and deferred-gift instruments.
- j. The Foundation shall establish prudent asset-allocation, disbursement, and spending policies that adhere to applicable federal and state laws including the Uniform Prudent Investor Act (UPIA) and the Uniform Prudent Management of Institutional Funds Act (UPMIFA).
- k. The Foundation shall engage an independent accounting firm annually to conduct an audit of the Foundation's financial and operational records and shall provide the Institution with a copy of the annual audited financial statements, including management letters.
- l. The Foundation shall establish internal controls and other enterprise risk management practices commensurate with the fiduciary responsibilities of the Foundation and its Board.
- m. The Foundation shall transfer funds to the designated entity within the Institution in compliance with applicable laws, Institution and Foundation policies, and donor gift agreements.
- n. The Foundation shall disclose any terms, conditions, or limitations imposed by donor or legal determination on the gift. The Institution will abide by such restrictions and provide appropriate documentation.
- o. The Foundation's disbursements on behalf of the Institution must be reasonable business expenses that support the Institution, are consistent with donor intent, and do not conflict with the law.
- p. The Foundation, in collaboration with the Institution, is responsible for establishing a financial plan to underwrite the cost of Foundation programs, operations, and services.
- q. The Foundation has the right to use a reasonable percentage of the annual unrestricted funds; assess fees for services; and assess fees on gifts, endowed funds, and other investments for the purpose of fulfilling its mission on behalf of the Institution.
- r. In consideration of Foundation services, the Institution will also provide in-kind support including office space in the Foundation Building, facility maintenance and operations, utilities, technology, and campus services. The Foundation, at its own expense, will

reimburse personnel expenses, telephone expenses, postal services, and other such services that may be necessary or required to fulfill its responsibilities and obligations.

- s. The Foundation shall maintain copies of the plans, budgets, and donor and alumni records developed in connection with the performance of its obligations.
- t. The Foundation will provide access to data and records to the Institution on a need-to-know basis in accordance with applicable laws, Foundation policies, and guidelines. The Foundation shall provide copies of its annual report and other information that may be publicly released.

V. TERMS OF THE MEMORANDUM OF UNDERSTANDING

- a. This Memorandum of Understanding (MOU) is made by and between the Board of Regents of Western Kentucky University (an educational institution located in Bowling Green, Kentucky), the Board of Directors of the College Heights Foundation (an Internal Revenue Code 501(c)(3) nonprofit corporation located in Bowling Green, Kentucky), and the respective presidents of the Institution and the Foundation.
- b. The MOU is intended to set forth policies and procedures that will contribute to the coordination of the mutual activities of the Foundation and the Institution.
- c. To ensure effective achievement of the items of the agreement, the Institution and Foundation officers and board representatives shall hold periodic meetings to foster and maintain productive relationships and to ensure open and continuing communications and alignment of priorities.
- d. The Institution and Foundation may periodically review and amend this MOU as they jointly determine and agree to be necessary. Provided, however, that no amendment shall be binding or effective unless in writing and signed by duly authorized representatives of the parties.
- e. Either party may, upon 90 days prior written notice to the President and Board Chair of the other party, terminate this agreement. The party initiating termination of the agreement must act in good faith to provide an opportunity for a meeting to include Institution and Foundation executives and Board Chairs (or the Board Chairs' designees) of both parties within 30 days of initial written notice of intention to terminate the agreement.
- f. If the Institution terminates this agreement, the Foundation may require the Institution to pay, within 90 days of written notice, all debts incurred by the Foundation on the Institution's behalf, including, but not limited to, lease payments, advanced funds, and funds borrowed for specific initiatives. If the Foundation terminates this agreement, the Institution may require the Foundation to pay all debt it holds on behalf of the Institution in like manner.

Date

Chair, WKU Board of Regents

Date

President, Western Kentucky University

Date

Chair, CHF Board of Directors

Date

President, College Heights Foundation



WKU[®]

Board of Regents

FINANCE AND BUDGET

October 28, 2016

*Mass Media and Technology Hall
Cornelius A. Martin Regents Room*

PERSONNEL ACTIONS

REQUEST:

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 05/25/2016 – 08/24/2016. One-time compensation payments executed through the payroll system cover the period 06/01/2016 – 08/31/2016.

FACTS:

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Each action is identified by “type” and “funding source”. Stipend payments are included under a separate tab of the personnel actions report. One-time compensation payments associated with extra duties/special assignments are included in a separate report.

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction. “Proposed Salary” amounts include the 1% salary increase effective July 1, 2016 for eligible employees.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of all faculty and staff personnel actions as referenced.

MOTION:

Approve faculty and staff personnel actions.

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Agriculture	Leanne Matthews Galloway	Instructor I	08/24/2016		40,008.00	Initial Appointment	E&G	
Agriculture	Jennifer C Gill	Assistant Professor	08/15/2016		60,000.00	Initial Appointment	E&G	
Architect & Manufacturing Sciences	Joshua David Ferrill	Instructor I	08/15/2016		44,004.00	Initial Appointment	E&G	
Architect & Manufacturing Sciences	Fatemeh Orooji	Assistant Professor	08/15/2016		60,000.00	Initial Appointment	E&G	
Chemistry	Lawrence J Hill	Assistant Professor	08/15/2016		58,008.00	Initial Appointment	E&G	
Chemistry	David Edward Wolfgang	Instructor II	08/15/2016		44,580.00	Initial Appointment	E&G	
Communication	Kristina Kate Holmes	Instructor I	08/15/2016		38,772.00	Initial Appointment	E&G	
Communication Sciences & Disorders	Brian Kenneth Weiler	Assistant Professor	08/15/2016		55,008.00	Initial Appointment	E&G	
Diversity & Community Studies	Cheryl R Hopson	Assistant Professor	08/15/2016		50,004.00	Initial Appointment	E&G	
Doctor of Physical Therapy	Sonya Celleste Dick	Asse Prof/Asse Dir Clinical Ed	08/15/2016		88,800.00	Initial Appointment	E&G	
Engineering	Manohar Chidurala	Instructor I	08/15/2016		60,000.00	Initial Appointment	E&G	
English	Jeong-Oh Kim	Instructor I	08/15/2016		38,772.00	Initial Appointment	E&G	
Family and Consumer Sciences	Qingfang Song	Assistant Professor	08/15/2016		52,008.00	Initial Appointment	E&G	
History	Frances Bailey Kolb	Instructor I	08/15/2016		38,772.00	Initial Appointment	E&G	
Honors College	Lizeng Huang	Instructor I	08/15/2016		39,204.00	Initial Appointment	Grant	
Journalism & Broadcasting	Jonathan Daniel Adams	Vstg Professional-in-Residence	08/15/2016		50,004.00	Initial Appointment	E&G	
Journalism & Broadcasting	Christine Carol Johnson	Assistant Professor	08/15/2016		50,004.00	Initial Appointment	E&G	
Management	Aquesha D Daniels	Pedagogical Asst Professor	08/15/2016		80,004.00	Initial Appointment	E&G	
Mathematics	Daniel Lee Clark	Assistant Professor	08/15/2016		60,000.00	Initial Appointment	E&G	
Mathematics	Manoj Lamichhane	Instructor I	08/15/2016		40,008.00	Initial Appointment	E&G	
Mathematics	Ahmet Ozkan Ozer	Assistant Professor	08/15/2016		60,000.00	Initial Appointment	E&G	
Modern Languages	Maria Alejandra Cerdas Cisneros	Instructor I	08/15/2016		38,772.00	Initial Appointment	E&G	
Modern Languages	Benjamin Todd Johnson	Instructor I	08/15/2016		38,772.00	Initial Appointment	E&G	
Music	Matthew J. Herman	Visiting Assistant Professor	08/15/2016		50,004.00	Initial Appointment	E&G	
Philosophy & Religion	Benjamin James Lennertz	Assistant Professor	08/15/2016		50,004.00	Initial Appointment	E&G	
Physics & Astronomy	Muhammad Sajjad	Visiting Assistant Professor	08/22/2016		48,600.00	Initial Appointment	E&G	
Psychology	Ryan L Farmer	Assistant Professor	08/15/2016		56,004.00	Initial Appointment	E&G	
Public Health	Xiuhua Ding	Assistant Professor	08/15/2016		58,008.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Edward Blake Crabb	Lecturer	08/15/2016		52,764.00	Initial Appointment	E&G	
School of Nursing	Miranda Dawn Peterson	Instructor I	08/15/2016		48,000.00	Initial Appointment	E&G	
School of Teacher Education	Erin Elizabeth Margarella	Assistant Professor	08/15/2016		54,000.00	Initial Appointment	E&G	
School of University Studies	Zachary Skiles Bettersworth	Instructor I	08/15/2016		35,004.00	Initial Appointment	E&G	
School of University Studies	Brenna Elizabeth Sherrill	Instructor I	08/15/2016		35,004.00	Initial Appointment	E&G	
Biology	Sneha Krishna Murthy	Instructor I	07/01/2016	34,200.00	40,008.00	Reappointment	E&G	
Ed Leadership Doctoral Program	Joseph P. Cangemi	Scholar in Residence	07/01/2016	29,412.00	29,412.00	Reappointment	E&G	
Gordon Ford College of Business	H. Randall Capps	Scholar-In-Residence	07/01/2016	28,500.00	33,504.00	Reappointment	E&G	
Honors College	Yang Liu	Instructor I	06/01/2016	39,264.00	39,264.00	Reappointment	E&G	
Honors College	Yandan Wang	Instructor I	06/01/2016	39,264.00	39,264.00	Reappointment	E&G	
Honors College	Ching-Hsuan Wu	Director	06/01/2016	60,000.00	60,000.00	Reappointment	Grant	
Library Public Services	Anthony Lee Paganelli	Librarian - WKU Elizabethtown	07/01/2016	40,008.00	40,008.00	Reappointment	Split E&G	

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Mathematics	Miriam Mahannah El-Farrah	Instructor I	07/01/2016	40,008.00	40,008.00	Reappointment	E&G	
School of Kinesiology, Rec. & Sport	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	07/01/2016	50,004.00	50,508.00	Reappointment	E&G	
WKU Center for Literacy	Kristy Lynn Cartwright	Instructor I	07/01/2016	39,276.00	39,672.00	Reappointment	E&G	
WKU Center for Literacy	Jeremy Ray Logsdon	Instructor I	07/01/2016	39,276.00	39,672.00	Reappointment	E&G	
School of Teacher Education	Wei Chen	Clinical Assistant Professor	08/17/2016		51,000.00	Rehire	E&G	
School of Teacher Education	Jessica Kristin Godfrey-Hurrell	Assistant Professor	01/01/2016	54,000.00	54,540.00	Rank Change/Tenure	E&G	
Agriculture	Roger L. Dennis	Clinical Assistant Professor	07/01/2016	44,256.00	60,000.00	Rank Change/Tenure	E&G	
Computer Science	Ismael Abumuhfouz	Instructor I	07/01/2016	45,000.00	50,004.00	Status Change-Temp to Reg	E&G	
Public Health	Melanie D. Eaton	Instructor I	07/01/2016	48,000.00	48,480.00	Status Change-Temp to Reg	E&G	
School of Nursing	Kimberly M. Bourne	Instructor I	07/01/2016	49,476.00	49,980.00	Status Change-Temp to Reg	E&G	
Accounting	Steve Carroll Wells	Professor	07/01/2016	156,228.00	127,824.00	Transfer	E&G	
Allied Health	Terry R. Dean	Department Head	07/01/2016	69,420.00	86,748.00	Transfer	E&G	
Department of Marketing	James Richard Shannon	Associate Professor	07/01/2016	131,964.00	107,976.00	Transfer	E&G	
Diversity & Community Studies	Dana Burr Bradley	Professor	07/01/2016	94,368.00	95,316.00	Transfer	E&G	
Economics	Dean Patrick Jordan	Instructor I	07/01/2016	55,560.00	56,124.00	Transfer	E&G	
English	Nicolette Isabel Bruner-Olson	Post-Doctoral Fellow	07/01/2016	24,000.00	45,000.00	Transfer	E&G	
Finance	Christopher Lloyd Brown	Professor	07/01/2016	139,740.00	115,440.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Lacee Chavonne Carmon-Johnson	Visiting Assistant Professor	07/01/2016	30,000.00	49,308.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Stacey A. Forsythe	Visiting Assistant Professor	07/01/2016	40,200.00	50,508.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Lauren Gabrielle McCoy	Assistant Professor	07/01/2016	50,508.00	52,008.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Lee J Winchester	Assistant Professor	07/01/2016	52,008.00	52,464.00	Transfer	E&G	
School of Nursing	Kara Sue Haughtigan	Assistant Professor	07/01/2016	48,504.00	54,456.00	Transfer	E&G	
School of Nursing	Kimberly Ann Link	Assistant Professor	07/01/2016	48,504.00	54,456.00	Transfer	E&G	
School of Nursing	Rhonda Brooks Quenzer	Instructor I	07/01/2016	45,000.00	48,000.00	Transfer	E&G	
School of University Studies	Timothy Brotherton	Assistant Professor	07/01/2016	75,468.00	62,376.00	Transfer	E&G	
School of University Studies	Elizabeth D. Hall	Director	08/01/2016	51,720.00	81,948.00	Transfer	E&G	
WKU Center for Literacy	Daniel J. Super	Clinical Assistant Professor	07/01/2016	45,396.00	54,000.00	Transfer	E&G	
Social Work	James D. May	Department Head	07/01/2016	105,312.00	106,320.00	Salary Increase	Split	ADDED
Agriculture	Hunter O'Neal Galloway	Assistant Professor	07/01/2016	58,500.00	60,588.00	Salary Increase	E&G	OTHSI
Chemistry	Brooke Blairraue Williams	Instructor I	07/01/2016	35,508.00	40,008.00	Salary Increase	E&G	OTHSI

Funding Source Codes:

E&G - Education and General
Grant - Grant Funded
Aux - Auxiliary
RD - Revenue Dependent
Split - Split between sources
FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties
DEGRE - Degree
DFMCP - Dept of Facilities Mgmt Career Path Program
MKTEQ - Market Equity
MSGIN - Minimum Salary Grade Increase
REORG - Departmental Reorganization
OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.
REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.
REHIRE - Used when an employee is rehired following a separation from WKU.
REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.
DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.
DFMCP - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.
MARKET/EQUITY INCREASE - Used when an employee receives a salary increase as the result of market or equity factors.
MSGIN - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.
OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.
FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.
RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.
REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.
FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.
STATUS CHANGE - used when an employee changes part time/full time status or temporary/ongoing status.
TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.
STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Agriculture	Elmer Gray	07/01/2016	7/31/2016	2,625.00	Reappointment	E&G
Art	Harold Gregory Strange	08/22/2016	12/31/2016	7,308.00	Reappointment	E&G
Center for Gerontology	Louise Marie Murray	07/01/2016	7/31/2016	1,875.00	Reappointment	E&G
Communication	Kayla M. Riley	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Communication	Larry James Winn	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	06/01/2016	6/30/2016	1,692.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	07/01/2016	7/31/2016	600.00	Reappointment	E&G
Communication Sciences & Disorders	Ashley Denise Ingram	07/01/2016	7/31/2016	4,272.00	Initial Appointment	E&G
Communication Sciences & Disorders	Carah Lindsay Summers	07/01/2016	7/31/2016	3,680.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	07/01/2016	12/31/2016	4,272.00	Initial Appointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/22/2016	12/31/2016	712.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Linda S Kerr	07/01/2016	7/31/2016	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	07/01/2016	7/31/2016	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	07/01/2016	7/31/2016	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	07/01/2016	7/31/2016	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	07/01/2016	7/31/2016	712.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Emily Lillian Nale	07/01/2016	7/31/2016	3,384.00	Initial Appointment	E&G
Communication Sciences & Disorders	Sarah Marie Young	07/01/2016	7/31/2016	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	07/01/2016	7/31/2016	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Sylvia Rae Boyd	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Tracy Pendley Wilson	07/01/2016	7/31/2016	4,272.00	Reappointment	E&G
Cyber Defense Lab Professional Serv	Melinda Whitfield Thomas	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Doctor of Physical Therapy	Kevin J Lawrence	06/01/2016	6/30/2016	6,030.00	Reappointment	E&G
Doctor of Physical Therapy	Kevin J Lawrence	07/01/2016	7/31/2016	6,030.00	Reappointment	E&G
Dual Credit	Daniel Webster Phillips	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
Dual Credit	Daniel Webster Phillips	08/22/2016	12/31/2016	2,280.00	Initial Appointment	RD
Dual Credit	Daniel Webster Phillips	08/22/2016	12/31/2016	2,280.00	Initial Appointment	RD
Dual Credit	Jennifer Lynn Smith	06/01/2016	6/30/2016	1,692.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	07/01/2016	7/31/2016	600.00	Reappointment	RD
Economics	David Michael Beckworth	06/01/2016	6/30/2016	4,500.00	Reappointment	E&G
Economics	David Michael Beckworth	07/01/2016	7/31/2016	300.00	Reappointment	E&G
Economics	David Michael Beckworth	08/22/2016	12/31/2016	2,700.00	Reappointment	E&G
Ed. Admin., Leadership & Research	James Stanley Flynn	06/01/2016	6/30/2016	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	James Stanley Flynn	07/01/2016	7/31/2016	600.00	Reappointment	E&G
Ed. Admin., Leadership & Research	James Stanley Flynn	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Kelly Anne Foster	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Miliska M. Knauft	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Richard David Keaster	07/01/2016	7/31/2016	4,500.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Richard David Keaster	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
English	Elizabeth M. Weixel	07/01/2016	7/31/2016	300.00	Initial Appointment	E&G
English	John A. Hagaman	08/22/2016	10/31/2016	2,280.00	Reappointment	E&G
English	Marie Guthrie	08/22/2016	12/31/2016	6,840.00	Reappointment	E&G

Entered May 25, 2016 through August 24, 2016

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
ESLI	Dawn Marie Winters	07/01/2016	7/31/2016	2,280.00	Reappointment	E&G
Extended Learning & Outreach (DELO)	SueAnn Strom	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Jamie Elizabeth Cole Wall	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
Family and Consumer Sciences	Kristine Sue-Costello Burton	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
Family and Consumer Sciences	Kristine Sue-Costello Burton	08/22/2016	12/31/2016	2,848.00	Initial Appointment	E&G
Family and Consumer Sciences	Susannah Dickman	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Family and Consumer Sciences	Susannah Dickman	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	06/01/2016	6/30/2016	1,692.00	Reappointment	E&G
Geography & Geology	Paul Grady Dixon	06/01/2016	6/30/2016	1,520.00	Reappointment	E&G
Graduate School	Kenyetta Valeda Martin	07/01/2016	7/31/2016	1,068.00	Initial Appointment	E&G
Graduate School	Kenyetta Valeda Martin	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Graduate School	Kenyetta Valeda Martin	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Journalism & Broadcasting	Kerry Northrup	07/01/2016	7/31/2016	450.00	Initial Appointment	E&G
Journalism & Broadcasting	Kerry Northrup	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
Music	Michael Newton Clark	08/22/2016	12/31/2016	1,824.00	Initial Appointment	E&G
Philosophy & Religion	Terry Dewayne Shoemaker	07/01/2016	7/31/2016	1,840.00	Reappointment	E&G
Philosophy & Religion	Terry Dewayne Shoemaker	08/01/2016	8/31/2016	300.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	06/01/2016	6/30/2016	2,280.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	07/01/2016	7/31/2016	300.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Psychology	Sara B Murphy	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Psychology	Sarah Elizabeth Humphreys	07/01/2016	7/31/2016	2,136.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Public Health	Amanda C Waid	07/01/2016	7/31/2016	3,384.00	Initial Appointment	E&G
Public Health	Amanda C Waid	08/22/2016	12/31/2016	3,384.00	Reappointment	RD
Public Health	Juliana Christine Pace	07/01/2016	7/31/2016	1,692.00	Initial Appointment	E&G
Public Health	Juliana Christine Pace	08/22/2016	12/31/2016	1,692.00	Reappointment	RD
Public Health	Juliana Christine Pace	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	08/22/2016	12/31/2016	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	11/01/2016	12/31/2016	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	08/22/2016	10/31/2016	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thaddeus R. Crews	08/22/2016	12/31/2016	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Thomas W. Compton	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	08/22/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	11/01/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	08/22/2016	12/31/2016	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	11/01/2016	12/31/2016	614.00	Reappointment	E&G
School of Nursing	Dan Burgess	08/22/2016	12/31/2016	4,000.00	Initial Appointment	E&G
School of Nursing	Laurie Ann Brown	08/22/2016	12/31/2016	6,000.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	06/01/2016	6/30/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	07/01/2016	7/31/2016	600.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	07/01/2016	7/31/2016	2,280.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Professional Studies	Susan Mary Fleschner	08/01/2016	8/31/2016	900.00	Reappointment	E&G
School of Teacher Education	Melissa England Gardner	08/22/2016	12/31/2016	2,280.00	Initial Appointment	E&G
School of Teacher Education	Pauletha Monique Butts	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Teacher Education	Pauletha Monique Butts	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
School of University Studies	Jacqueline Renee Gibbons	07/01/2016	7/31/2016	300.00	Reappointment	E&G
School of University Studies	Janet Karen Alford	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of University Studies	Jason R Stewart	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
Social Work	Autumn Kaye Grante Merriss	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
Social Work	Christopher B. Joffrion	07/01/2016	7/31/2016	1,840.00	Reappointment	E&G
Social Work	Laura Elizabeth Escobar-Ratliff	08/22/2016	12/31/2016	2,280.00	Initial Appointment	RD
Social Work	Laura Elizabeth Escobar-Ratliff	08/22/2016	12/31/2016	2,998.00	Initial Appointment	E&G
Social Work	Ricky Dale Garmon	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
Student Support Services	Imari Rashad Hazelwood	07/01/2016	7/31/2016	1,692.00	Reappointment	RD
Student Support Services	Imari Rashad Hazelwood	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Student Support Services	Mary Ann Brockman Bokkon	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Student Support Services	Terrance Christopher George	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Student Support Services	Cody James Turner	08/22/2016	12/31/2016	2,700.00	Reappointment	E&G
Student Technology	Jeffrey Arthur Beard	06/01/2016	6/30/2016	2,280.00	Reappointment	E&G
Theatre & Dance	Shauna L. Dever	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Theatre & Dance	Kathleen Alexandria Bush	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
University College	Deborah Ann Edds	06/01/2016	6/30/2016	2,109.00	Reappointment	E&G
WKU - E-town/Fort Knox	Mark Vaughn Biggers	07/01/2016	7/31/2016	3,204.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	06/01/2016	6/30/2016	2,280.00	Reappointment	RD
WKU - Glasgow	Robert F. Brock	07/01/2016	7/31/2016	600.00	Reappointment	RD
WKU - Owensboro	Brian Robert Howard	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	07/01/2016	7/31/2016	300.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	07/01/2016	7/31/2016	2,280.00	Reappointment	E&G

Department	Name	Start Date	End Date	Amount	Source
Accounting	Stacy Rickard Bibelhauser	7/1/2016	6/30/2017	5,000.00	FDN
Accounting	Yining Chen	7/1/2016	6/30/2017	16,008.00	FDN
Accounting	Sheri Lynn Henson	7/1/2016	6/30/2017	10,000.00	FDN
Accounting	Minwoo Lee	7/1/2016	6/30/2017	2,500.00	FDN
Accounting	Mark T. Ross	7/1/2016	6/30/2017	5,000.00	FDN
Accounting	Steve Carroll Wells	7/1/2016	6/30/2017	12,000.00	FDN
Allied Health	Joseph William Evans	7/1/2016	6/30/2017	7,524.00	E&G
Allied Health	Dianna Lynn Ransdell	7/1/2016	6/30/2017	4,008.00	E&G
Center for Gifted Studies	Julia Link Roberts	7/1/2016	6/30/2017	36,000.00	FDN
Communication Disorders - NY	Richard A. Dressler	7/1/2016	7/31/2016	1,800.00	RD
Dean CHHS	Vijay Golla	7/1/2016	6/30/2017	12,000.00	E&G
Dean CHHS	Vijay Golla	7/1/2016	8/15/2016	7,698.00	E&G
Dean CHHS	Ronald D. Ramsing	5/15/2016	8/15/2016	20,000.00	E&G
Dean Gordon Ford College Business	Michelle White Trawick	7/1/2016	6/30/2017	5,004.00	FDN
Dean, University College	Michelle Sharmaine Jones	7/1/2016	6/30/2017	10,500.00	E&G
Dean, University College	Michelle Sharmaine Jones	7/1/2016	7/31/2016	4,500.00	E&G
Department of Marketing	Lukas Forbes	7/1/2016	6/30/2017	8,004.00	E&G
Department of Marketing	Patricia R. Todd	7/1/2016	6/30/2017	6,504.00	FDN
Dietetic Practice	Jane Howard Simmons	7/1/2016	6/30/2017	9,000.00	E&G
Doctor of Nursing Practice	Maria Eve Main	7/1/2016	6/30/2017	6,000.00	E&G
Doctor of Physical Therapy	Sonia Nicole Young	7/1/2016	6/30/2017	6,888.00	E&G
Economics	Mary Catherine Carey	7/1/2016	6/30/2017	2,004.00	E&G
Economics	Brian Kent Strow	7/1/2016	6/30/2017	15,000.00	FDN
Economics	Dennis P. Wilson	7/1/2016	6/30/2017	2,004.00	E&G
Finance	Kam C. Chan	7/1/2016	6/30/2017	23,568.00	FDN
Finance	Indudeep S. Chhachhi	7/1/2016	6/30/2017	4,008.00	E&G
Finance	Andrew James Head	7/1/2016	6/30/2017	3,000.00	E&G
Finance	Ronald A Rhoades	7/1/2016	6/30/2017	2,004.00	E&G
Florist Shop	Roger L. Dennis	7/1/2016	6/30/2017	9,000.00	RD
History	Robert L. Dietle	7/1/2016	6/30/2017	4,800.00	E&G
Honors College	Ching-Hsuan Wu	5/15/2016	5/31/2016	2,222.00	Grant
Information Systems	John Kirk Atkinson	7/1/2016	6/30/2017	2,004.00	E&G
Information Systems	Thaddeus Reed Crews	7/1/2016	6/30/2017	900.00	FDN
Information Systems	Evelyn Holmes Thrasher	7/1/2016	6/30/2017	3,000.00	E&G
Information Systems	Scott Alan Dobler	7/1/2016	12/31/2016	3,000.00	E&G
Kentucky Mesonet	Dawn Langkamp Bolton	7/1/2016	6/30/2017	15,000.00	FDN
Management	Ismail Civelek	7/1/2016	6/30/2017	6,504.00	FDN

Management	Cecile Wilson Garmon	7/1/2016	6/30/2017	15,000.00 FDN
Management	Whitney Oliver Peake	7/1/2016	6/30/2017	15,000.00 FDN
Management	Paula Wurth Potter	7/1/2016	6/30/2017	4,008.00 FDN
Management	Michael Shane Spiller	7/1/2016	6/30/2017	3,000.00 E&G
Non Profit Administration	Raymond Arthur Poff	7/1/2016	6/30/2017	3,000.00 E&G
Office of Scholar Development	Audra Renee Jennings	7/1/2016	6/30/2017	10,008.00 E&G
Online Learning & Research Office	Gerhard K. Daday	7/1/2016	12/31/2016	9,786.00 RD
Physics & Astronomy	Michael T. Carini	7/1/2016	6/30/2017	21,456.00 E&G
Public Health	Janice Ray Hunt-Shepherd	7/1/2016	6/30/2017	1,698.00 E&G
Quality Enhancement Plan	Molly Beth Kerby	7/1/2016	6/30/2017	6,000.00 E&G
Quality Enhancement Plan	Stacy Wilson	7/1/2016	6/30/2017	6,000.00 E&G
School of Kinesiology, Rec. & Sport	Fred Wayne Gibson	7/1/2016	6/30/2017	22,500.00 E&G
School of Kinesiology, Rec. & Sport	Kenneth David Payne	7/1/2016	6/30/2017	4,500.00 E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	7/1/2016	6/30/2017	4,500.00 E&G
School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	7/1/2016	6/30/2017	4,500.00 E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	7/1/2016	6/30/2017	4,500.00 E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	7/1/2016	6/30/2017	4,500.00 E&G
School of Nursing	Cathy H. Abell	7/1/2016	6/30/2017	6,000.00 E&G
School of Nursing	Kimberly W. Harris	7/1/2016	6/30/2017	6,000.00 E&G
School of Nursing	Sherry Mays Lovan	7/1/2016	6/30/2017	6,000.00 E&G
School of Nursing	Lora Wills Moore	7/1/2016	6/30/2017	6,000.00 E&G
School of Nursing	Beverly Elaine Siegrist	7/1/2016	6/30/2017	6,000.00 E&G
School of Professional Studies	John Paul Baker	7/15/2016	8/15/2016	4,840.00 E&G
School of University Studies	Timothy John Brotherton	7/1/2016	8/15/2016	6,932.00 E&G
School of University Studies	Lee D. Emanuel	6/1/2016	6/30/2016	3,063.00 E&G
School of University Studies	Lee D. Emanuel	8/1/2016	8/31/2016	1,545.00 E&G
School of University Studies	Elizabeth D. Hall	6/1/2016	6/30/2016	2,987.00 E&G
School of University Studies	Elizabeth D. Hall	7/1/2016	7/31/2016	1,293.00 E&G
Social Work	Patricia L. Desrosiers	7/1/2016	6/30/2017	10,500.00 E&G
Social Work	April Lynn Murphy	7/1/2016	6/30/2017	2,508.00 E&G
Social Work	Dana June Sullivan	7/1/2016	6/30/2017	10,500.00 E&G
Student Radio	Jeanine Marie Cherry	9/1/2016	11/30/2016	1,200.00 E&G
WKU Center for Literacy	Kristy Lyn Cartwright	7/1/2016	6/30/2017	6,000.00 E&G
WKU Center for Literacy	Jeremy Ray Logsdon	7/1/2016	6/30/2017	6,000.00 E&G
WKU Center for Literacy	Daniel J. Super	7/1/2016	6/30/2017	6,000.00 E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Alumni Relations	Audrey L. Anton	Assistant Professor	8/31/2016	2,000.00	Awards	FDN
Alumni Relations	William David LeNoir	Professor	8/31/2016	2,000.00	Awards	FDN
Alumni Relations	Patricia Hagler Minter	Associate Professor	8/31/2016	2,000.00	Awards	FDN
Alumni Relations	Timothy S. Rich	Assistant Professor	8/31/2016	2,000.00	Awards	FDN
CHHS - DELO Distribution	Patricia L. Desrosiers	Associate Professor	8/31/2016	500.00	Awards	E&G
CHHS - DELO Distribution	Joseph William Evans	Associate Professor	8/31/2016	500.00	Awards	E&G
CHHS - DELO Distribution	Darbi Jean Haynes-Lawrence	Associate Professor	8/31/2016	500.00	Awards	E&G
CHHS - DELO Distribution	April Lynn Murphy	Assistant Professor	8/31/2016	500.00	Awards	E&G
CHHS - DELO Distribution	Jo L. Shackelford	Assistant Professor	6/30/2016	375.00	Awards	E&G
Center for Gifted Studies	Amanda Jo Ayer Brooks	Instructor I	6/30/2016	2,400.00	Consulting	RD
Center for Gifted Studies	Lhoussaine Guerwane	Instructor I	7/29/2016	3,000.00	Consulting	RD
Center for Gifted Studies	Walter B. Kessler	Department Head	7/29/2016	3,000.00	Consulting	RD
Center for Gifted Studies	Catherine G. Potect	Professional-In-Residence	7/29/2016	3,000.00	Consulting	FDN
Dean College of Education	Robin Latrice Ayers	Instructor II	6/30/2016	160.00	Consulting	Grant
Dean College of Education	David L. Bell	Professional-in-Residence	6/30/2016	160.00	Consulting	Grant
Dean College of Education	Lauren E. Bland	Associate Professor	6/30/2016	320.00	Consulting	Grant
Dean College of Education	Kristy Lyn Cartwright	Instructor I	8/31/2016	1,322.40	Consulting	Grant
Dean College of Education	Jennifer Dawn Cribbs	Assistant Professor	6/30/2016	160.00	Consulting	Grant
Dean College of Education	Kathy C. Croxall	Associate Professor	6/30/2016	220.00	Consulting	Grant
Dean College of Education	Janice C. Davenport	Professional-In-Residence	7/29/2016	160.00	Consulting	Grant
Dean College of Education	Martha M. Day	Associate Professor	6/30/2016	220.00	Consulting	Grant
Dean College of Education	Lynn Ann Hines	Professional-In-Residence	8/31/2016	600.00	Consulting	Grant
Dean College of Education	Pamela M. Jukes	Professor	7/29/2016	300.00	Consulting	Grant
Dean College of Education	Pamela M. Jukes	Professor	8/31/2016	300.00	Consulting	Grant
Dean College of Education	Jeremy Ray Logsdon	Instructor I	8/31/2016	1,322.40	Consulting	Grant
Dean College of Education	Lisa D. Murley	Associate Professor	6/30/2016	480.00	Consulting	Grant
Dean College of Education	Lisa D. Murley	Associate Professor	7/29/2016	300.00	Consulting	Grant
Dean College of Education	Lisa D. Murley	Associate Professor	8/31/2016	300.00	Consulting	Grant
Dean College of Education	Melissa Joy Wrenn Pendleton	Assistant Professor	8/31/2016	1,515.00	Consulting	Grant
Dean College of Education	Julia Link Roberts	Professor	7/29/2016	160.00	Consulting	Grant
Dean College of Education	Melissa Irene Rudloff	Professional-in-residence	6/30/2016	320.00	Consulting	Grant
Dean College of Education	Lee Ann Smith	Professional-In-Residence	7/29/2016	160.00	Consulting	Grant
Dean College of Education	Joseph Newton Stites	Assistant Professor	6/30/2016	480.00	Consulting	Grant
Dean College of Education	Rico T. Tyler	Professional-In-Residence	6/30/2016	480.00	Consulting	Grant
Police	H. Randall Capps	Scholar-In-Residence	6/30/2016	4,000.00	Consulting	E&G
School of Teacher Education	Rachel E. Leer	Instructor I	8/31/2016	350.00	Consulting	Grant
School of Teacher Education	Melissa Joy Wrenn Pendleton	Assistant Professor	8/31/2016	350.00	Consulting	Grant
South Central AHEC	Lester L. Pesterfield	Professor	6/30/2016	1,000.00	Consulting	Grant
South Central AHEC	Wieb Vandermeer	Professor	6/30/2016	1,275.00	Consulting	Grant
South Central AHEC	Aaron L. Wichman	Associate Professor	6/30/2016	650.00	Consulting	Grant
South Central AHEC	Kevin M. Williams	Professor	6/30/2016	1,050.00	Consulting	Grant
21st Century Media - POD	Benjamin LaPoe	Assistant Professor	8/31/2016	500.00	Supplemental Pay	E&G
21st Century Media - POD	Victoria Leigh LaPoe	Assistant Professor	7/29/2016	2,000.00	Supplemental Pay	E&G
Accounting	Allen K. Hunt	Assistant Professor	7/29/2016	5,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Accounting	Melloney C Simerly	Assistant Professor	6/30/2016	2,500.00	Supplemental Pay	E&G
Architect & Manufacturing Sciences	Kenneth Brent Askins	Professor	6/30/2016	1,379.13	Supplemental Pay	Grant
Athletic Administration (Academic)	Fred Wayne Gibson	Professor	6/30/2016	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Montael Oregon	Assistant Professor	6/30/2016	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Montael Oregon	Assistant Professor	7/29/2016	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Montael Oregon	Assistant Professor	8/31/2016	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	6/30/2016	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	7/29/2016	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	8/31/2016	1,500.00	Supplemental Pay	RD
Career & Workforce Development	Dana Michelle Cosby	Pedagogical Asst Professor	7/29/2016	600.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	7/29/2016	340.00	Supplemental Pay	RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	8/31/2016	1,622.50	Supplemental Pay	RD
CEBS - DELO Distribution	Elizabeth Lake Jones	Associate Professor	6/30/2016	200.00	Supplemental Pay	E&G
CEBS - Research Incentive	Gary Wayne Houchens	Associate Professor	6/30/2016	1,332.20	Supplemental Pay	E&G
CEBS - Research Incentive	Nancy Franklin Hulan	Assistant Professor	6/30/2016	1,071.80	Supplemental Pay	E&G
CEBS - Research Incentive	Antony Dilworth Norman	Director, Doctoral Studies	6/30/2016	961.10	Supplemental Pay	E&G
CEBS - Research Incentive	Jenni Lynne Redifer	Assistant Professor	6/30/2016	1,065.40	Supplemental Pay	E&G
CEBS - Research Incentive	Jie Zhang	Assistant Professor	6/30/2016	1,103.60	Supplemental Pay	E&G
CFL - Social Work	Patricia L. Desrosiers	Associate Professor	6/30/2016	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor I	6/30/2016	750.00	Supplemental Pay	RD
CFL - Social Work	James D. May	Department Head	6/30/2016	9,119.00	Supplemental Pay	RD
CHHS - Research Incentive	Colin Farrell	Assistant Professor	7/29/2016	3,115.34	Supplemental Pay	E&G
CHHS - Research Incentive	Colin Farrell	Assistant Professor	8/31/2016	3,115.34	Supplemental Pay	E&G
Cohort Programs	Gary Wayne Houchens	Associate Professor	6/30/2016	500.00	Supplemental Pay	RD
Cohort Programs	Molly Beth Kerby	Associate Professor	6/30/2016	2,000.00	Supplemental Pay	RD
Cohort Programs	Jane Olmsted	Department Head	6/30/2016	3,000.00	Supplemental Pay	RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	6/30/2016	500.00	Supplemental Pay	RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	7/29/2016	500.00	Supplemental Pay	RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	8/31/2016	500.00	Supplemental Pay	RD
Communication Disorders - NY	Leigh Anne Roden-Carrier	Clinical Assistant Professor	8/31/2016	3,000.00	Supplemental Pay	RD
Communication Disorders - NY	Jo L. Shackelford	Assistant Professor	6/30/2016	1,500.00	Supplemental Pay	RD
Communication Sciences & Disorders	Janice Carter Smith	Instructor I	6/30/2016	150.00	Supplemental Pay	E&G
Confucius Institute	Martha M. Day	Associate Professor	8/31/2016	3,630.00	Supplemental Pay	E&G
Confucius Institute	Lynn Ann Hines	Professional-In-Residence	8/31/2016	3,630.00	Supplemental Pay	E&G
Confucius Institute	Rebecca R. Stobaugh	Associate Professor	8/31/2016	3,630.00	Supplemental Pay	E&G
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	6/30/2016	618.75	Supplemental Pay	RD
Continuing & Prof Development Admin	Aaron Wilson Hughey	Professor	8/31/2016	552.50	Supplemental Pay	RD
Counseling and Student Affairs	Imelda N. Bratton	Assistant Professor	6/30/2016	4,500.00	Supplemental Pay	E&G
Counseling and Student Affairs	Imelda N. Bratton	Assistant Professor	8/31/2016	4,500.00	Supplemental Pay	E&G
CPD Consortium Training	Aaron Wilson Hughey	Professor	6/30/2016	600.00	Supplemental Pay	RD
Dean Potter College	Darlene Ann Applegate	Associate Professor	6/30/2016	2,000.00	Supplemental Pay	E&G
Dean Potter College	Jean-Luc Houle	Assistant Professor	6/30/2016	2,000.00	Supplemental Pay	E&G
DELO - MBA	John Paul Baker	Associate Professor	6/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	John Paul Baker	Associate Professor	7/29/2016	2,000.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
DELO - MBA	John Paul Baker	Associate Professor	8/31/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Joshua Hemsberger	Assistant Professor	6/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Joshua Hemsberger	Assistant Professor	7/29/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Joshua Hemsberger	Assistant Professor	8/31/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	6/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	7/29/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	8/31/2016	2,000.00	Supplemental Pay	RD
Dental Hygiene Student Material	Julee W. Burt	Instructor I	6/30/2016	750.00	Supplemental Pay	RD
Dental Hygiene Student Material	Terry R. Dean	Associate Professor	6/30/2016	2,350.00	Supplemental Pay	RD
Dental Hygiene Student Material	Joseph William Evans	Associate Professor	6/30/2016	1,800.00	Supplemental Pay	RD
Department of Marketing	Lukas Forbes	Associate Professor	6/30/2016	5,000.00	Supplemental Pay	E&G
Department of Marketing	Timothy G. Hawkins	Assistant Professor	7/29/2016	10,000.00	Supplemental Pay	E&G
Department of Marketing	Gregory T. McAmis	Assistant Professor	6/30/2016	10,000.00	Supplemental Pay	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Associate Professor	6/30/2016	2,000.00	Supplemental Pay	E&G
Department of Marketing	Patricia R. Todd	Chair	8/31/2016	2,000.00	Supplemental Pay	E&G
Distance Learning	John Kirk Atkinson	Associate Professor	8/31/2016	4,750.00	Supplemental Pay	RD
Distance Learning	Lorraine Bormann	Associate Professor	8/31/2016	150.00	Supplemental Pay	RD
Distance Learning	Jeffrey Lee Budziak	Assistant Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Margaret Elizabeth Crowder	Instructor II	8/31/2016	3,667.00	Supplemental Pay	RD
Distance Learning	Patricia L. Desrosiers	Associate Professor	8/31/2016	1,375.00	Supplemental Pay	RD
Distance Learning	Wesley Jay Gabbard	Professor	8/31/2016	1,375.00	Supplemental Pay	RD
Distance Learning	Xiaoxia Huang	Assistant Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	James W. Kanan	Associate Professor	8/31/2016	2,000.00	Supplemental Pay	RD
Distance Learning	Soyeon Kim	Assistant Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Eric Kondratieff	Associate Professor	8/31/2016	750.00	Supplemental Pay	RD
Distance Learning	Amy C. Krull	Associate Professor	8/31/2016	750.00	Supplemental Pay	RD
Distance Learning	Gayle Marcus Mallinger	Assistant Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Lauren Nicole McClain	Assistant Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Patricia Hagler Minter	Associate Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Evelyn Montaal Oregon	Assistant Professor	8/31/2016	750.00	Supplemental Pay	RD
Distance Learning	Bryan Reaka	Associate Professor	8/31/2016	2,000.00	Supplemental Pay	RD
Distance Learning	Kelly L. Reames	Associate Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Lindsey Berry Reynolds	Instructor I	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Lynette Sue Smith	Assistant Professor	8/31/2016	1,167.00	Supplemental Pay	RD
Distance Learning	Fred E. Stickle	Professor	8/31/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Judith Szerdahelyi	Associate Professor	8/31/2016	2,000.00	Supplemental Pay	RD
Diversity & Community Studies	Kristi R. Branham	Associate Professor	6/30/2016	2,250.00	Supplemental Pay	E&G
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	6/30/2016	3,000.00	Supplemental Pay	E&G
Dual Credit	Robin Laitice Ayers	Instructor II	6/30/2016	5,000.00	Supplemental Pay	RD
Dual Credit	Mary Catherine Carey	Department Head	8/31/2016	500.00	Supplemental Pay	RD
Dual Credit	Jeanine Marie Cherry	Instructor I	6/30/2016	500.00	Supplemental Pay	RD
Dual Credit	Lukas Forbes	Associate Professor	8/31/2016	500.00	Supplemental Pay	RD
Dual Credit	Said Ghezal	Assistant Professor	8/31/2016	2,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	8/31/2016	500.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dual Credit	Jessica Marie McClanahan	Instructor I	6/30/2016	2,500.00	Supplemental Pay	RD
Dual Credit	Laura Green McGee	Department Head	6/30/2016	500.00	Supplemental Pay	RD
Dual Credit	John M. Musalia	Associate Professor	6/30/2016	1,500.00	Supplemental Pay	RD
Dual Credit	Jean C. Snavey	Instructor II	6/30/2016	2,500.00	Supplemental Pay	RD
Dual Credit	Yerty Marcela Vandermolten	Instructor I	6/30/2016	3,000.00	Supplemental Pay	RD
Economics	Juan Sebastian Leguizamón	Assistant Professor	6/30/2016	5,000.00	Supplemental Pay	E&G
Economics	Susane Leguizamón	Assistant Professor	6/30/2016	10,000.00	Supplemental Pay	E&G
Economics	Stephen L. Locke	Assistant Professor	6/30/2016	5,000.00	Supplemental Pay	E&G
Economics	David Michael Zimmer	Associate Professor	6/30/2016	5,434.00	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Stacy R. Leggett	Assistant Professor	6/30/2016	2,280.00	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Stacy R. Leggett	Assistant Professor	8/31/2016	2,280.00	Supplemental Pay	E&G
Engineering	Farhad Ashrafzadeh	Associate Professor	6/30/2016	3,367.27	Supplemental Pay	Grant
Engineering	Farhad Ashrafzadeh	Associate Professor	6/30/2016	5,050.06	Supplemental Pay	Grant
Engineering	Farhad Ashrafzadeh	Associate Professor	7/29/2016	791.00	Supplemental Pay	Grant
English	Lloyd Guy Davies	Professor	6/30/2016	315.00	Supplemental Pay	E&G
English	Jerod Hollyfield	Assistant Professor	6/30/2016	210.00	Supplemental Pay	E&G
F&A - CHHS	Dana June Sullivan	Associate Professor	7/29/2016	898.00	Supplemental Pay	E&G
F&A - CHHS	Dana June Sullivan	Associate Professor	8/31/2016	898.09	Supplemental Pay	E&G
Finance	Christopher Lloyd Brown	Associate Professor	7/29/2016	5,000.00	Supplemental Pay	E&G
Finance	Indudeep S. Chhachhi	Chair	7/29/2016	3,000.00	Supplemental Pay	E&G
Geography & Geology	Patricia N. Kambesis	Instructor I	7/29/2016	750.00	Supplemental Pay	Grant
Geography & Geology	Leslie A. North	Assistant Professor	7/29/2016	2,000.00	Supplemental Pay	Grant
Health & Fitness Lab	Laetitia Tonicce Dye	Assistant Professor	6/30/2016	64.00	Supplemental Pay	E&G
Health & Fitness Lab	Laetitia Tonicce Dye	Assistant Professor	7/29/2016	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Laetitia Tonicce Dye	Assistant Professor	8/31/2016	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Quentin Maurice Hollis	Associate Professor	6/30/2016	16.00	Supplemental Pay	Grant
Health & Fitness Lab	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	6/30/2016	16.00	Supplemental Pay	E&G
History	Glenn W. LaFantasie	Professor	6/30/2016	3,000.00	Supplemental Pay	FDN
Information Systems	Mark D. Ciampa	Associate Professor	7/29/2016	5,000.00	Supplemental Pay	E&G
Institute for Rural Health	Chandra Chalette Ellis-Griffith	Instructor I	8/31/2016	2,318.75	Supplemental Pay	E&G
Instructional Activities-Misc	Jennifer J. Adam	Assistant Professor	7/29/2016	1,257.00	Supplemental Pay	E&G
Instructional Activities-Misc	Darlene Ann Applegate	Associate Professor	7/29/2016	1,274.00	Supplemental Pay	E&G
Instructional Activities-Misc	James W. Barker	Assistant Professor	7/29/2016	1,267.00	Supplemental Pay	E&G
Instructional Activities-Misc	Cortney S. Basham	Instructor I	7/29/2016	1,304.00	Supplemental Pay	E&G
Instructional Activities-Misc	Kristi R. Branham	Associate Professor	7/29/2016	640.00	Supplemental Pay	E&G
Instructional Activities-Misc	Jennifer Lee-Ann Brinkley	Pedagogical Asst Professor	7/29/2016	1,302.00	Supplemental Pay	E&G
Instructional Activities-Misc	Ingrid Adriana Cartwright	Associate Professor	7/29/2016	1,282.00	Supplemental Pay	E&G
Instructional Activities-Misc	Mark D. Ciampa	Associate Professor	7/29/2016	1,277.00	Supplemental Pay	E&G
Instructional Activities-Misc	Gerhard K. Daday	Exec Dir CFD, OLR0 & Asst Prof	7/29/2016	638.00	Supplemental Pay	E&G
Instructional Activities-Misc	Chunmei Du	Associate Professor	7/29/2016	1,267.00	Supplemental Pay	E&G
Instructional Activities-Misc	Gary M. English	Department Head	7/29/2016	1,281.00	Supplemental Pay	E&G
Instructional Activities-Misc	Paul A. Fischer	Associate Professor	7/29/2016	1,281.00	Supplemental Pay	E&G
Instructional Activities-Misc	Said Ghezal	Assistant Professor	7/29/2016	1,278.00	Supplemental Pay	E&G
Instructional Activities-Misc	Jean-Luc Houle	Assistant Professor	7/29/2016	1,294.00	Supplemental Pay	E&G

Faculty One Time Payments
For the Period June 1, 2016 through August 31, 2016

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Instructional Activities-Misc	Guy D. Jordan	Associate Professor	7/29/2016	1,303.00	Supplemental Pay	E&G
Instructional Activities-Misc	Barry Michael Kaufkins	Instructor I	7/29/2016	1,307.00	Supplemental Pay	E&G
Instructional Activities-Misc	Gayle Marcus Mallinger	Assistant Professor	7/29/2016	1,283.00	Supplemental Pay	E&G
Instructional Activities-Misc	Jeffrey David Miner	Assistant Professor	7/29/2016	1,282.00	Supplemental Pay	E&G
Instructional Activities-Misc	Jane Olmsted	Department Head	7/29/2016	639.00	Supplemental Pay	E&G
Instructional Activities-Misc	Bruce Alexander Schulte	Department Head	7/29/2016	1,302.00	Supplemental Pay	E&G
Instructional Activities-Misc	Nilesh Chandra Sharma	Instructor II	7/29/2016	1,276.00	Supplemental Pay	E&G
Instructional Activities-Misc	Fredrick D. Siewers	Associate Professor	7/29/2016	1,266.00	Supplemental Pay	E&G
Instructional Activities-Misc	Michael Kent Stokes	Professor	7/29/2016	653.00	Supplemental Pay	E&G
Instructional Activities-Misc	Aaron L. Wichman	Associate Professor	7/29/2016	1,273.00	Supplemental Pay	E&G
International Faculty Seminar	Timothy S. Rich	Assistant Professor	8/31/2016	3,000.00	Supplemental Pay	E&G
Journalism Academic Excell Projects	Timothy A. Broekema	Professor	6/30/2016	1,000.00	Supplemental Pay	E&G
Journalism Academic Excell Projects	Bradley Lucas Pennington	Assistant Professor	6/30/2016	1,000.00	Supplemental Pay	E&G
KIIS	Eddy Alain Cuisinier	Instructor I	7/29/2016	125.00	Supplemental Pay	RD
KIIS	William N. Mkania	Associate Professor	6/30/2016	100.00	Supplemental Pay	RD
KIIS	Melissa A. Stewart	Professor	7/29/2016	375.00	Supplemental Pay	RD
Learn and Earn	Yvette Qualls Getch	Associate Professor	7/29/2016	6,556.00	Supplemental Pay	E&G
Lifelong Learning	Amanda Gail Clark	Associate Professor	7/29/2016	700.30	Supplemental Pay	RD
Lifelong Learning	Andrea Kirk Jenkins	Assistant Professor	8/31/2016	100.00	Supplemental Pay	RD
Lifelong Learning	Meghen Leigh McKinley	Assistant Professor	7/29/2016	700.30	Supplemental Pay	RD
Lifelong Learning	Jill Duba Sauerheber	Department Head	8/31/2016	100.00	Supplemental Pay	RD
Management	Ismail Civelek	Associate Professor	7/29/2016	1,000.00	Supplemental Pay	E&G
Management	LeAnne Coder	Associate Professor	7/29/2016	5,000.00	Supplemental Pay	E&G
Management	Masood Jabarnjad	Assistant Professor	6/30/2016	5,000.00	Supplemental Pay	E&G
Management	Feng Helen Liang	Assistant Professor	7/29/2016	9,000.00	Supplemental Pay	E&G
MBA	Indudeep S. Chhaachhi	Chair	8/31/2016	1,960.00	Supplemental Pay	E&G
MBA	Ismail Civelek	Associate Professor	6/30/2016	3,640.00	Supplemental Pay	E&G
MBA	Patricia R. Todd	Chair	7/29/2016	5,320.00	Supplemental Pay	E&G
MSW Cohorts	Amy C. Cappiccie	Associate Professor	6/30/2016	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	7/29/2016	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	8/31/2016	375.00	Supplemental Pay	RD
Music	Jeffrey R. Bright	Associate Professor	7/29/2016	7,000.00	Supplemental Pay	E&G
Music	Jeffrey R. Bright	Associate Professor	8/31/2016	3,000.00	Supplemental Pay	E&G
Music	Joseph Newton Stites	Assistant Professor	6/30/2016	3,500.00	Supplemental Pay	E&G
Pre-College Strings Program	Sarah Grace Berry	Professional-In-Residence	7/29/2016	1,000.00	Supplemental Pay	E&G
Pre-College Strings Program	Ching-Yi Lin	Assistant Professor	7/29/2016	700.00	Supplemental Pay	E&G
Pre-College Strings Program	Brian A St John	Assistant Professor	7/29/2016	700.00	Supplemental Pay	E&G
Psychological Sciences	Amber Nicole Schroeder	Assistant Professor	7/29/2016	150.00	Supplemental Pay	E&G
Public Health	Ritchie Don Taylor	Associate Professor	6/30/2016	1,149.00	Supplemental Pay	Grant
Public Health	Ritchie Don Taylor	Associate Professor	6/30/2016	3,064.00	Supplemental Pay	Grant
Quality Enhancement Plan	John Christopher Ervin	Assistant Professor	6/30/2016	500.00	Supplemental Pay	E&G
Quality Enhancement Plan	Molly Beth Kerby	Associate Professor	7/29/2016	6,000.00	Supplemental Pay	E&G
Quality Enhancement Plan	Molly Beth Kerby	Associate Professor	8/31/2016	3,000.00	Supplemental Pay	E&G
Quality Enhancement Plan	Stacy Wilson	Professor	6/30/2016	6,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Nursing	Crista L. Briggs	Associate Professor	7/29/2016	1,000.00	Supplemental Pay	E&G
School of Nursing	Lacretia Tontice Dye	Assistant Professor	7/29/2016	200.00	Supplemental Pay	Grant
School of Nursing	Andrea Kirk Jenkins	Assistant Professor	7/29/2016	200.00	Supplemental Pay	Grant
School of Professional Studies	James B. Fulkerson	Instructor I	7/29/2016	400.00	Supplemental Pay	E&G
Social Work	Patricia L. Desrosiers	Associate Professor	6/30/2016	1,500.00	Supplemental Pay	E&G
Social Work	Patricia L. Desrosiers	Associate Professor	7/29/2016	1,500.00	Supplemental Pay	E&G
Social Work	Patricia L. Desrosiers	Associate Professor	8/31/2016	1,500.00	Supplemental Pay	E&G
Social Work	Gayle Marcus Mallinger	Assistant Professor	7/29/2016	2,250.00	Supplemental Pay	E&G
Social Work	Gayle Marcus Mallinger	Assistant Professor	8/31/2016	2,250.00	Supplemental Pay	E&G
Social Work	Kellye Marie McIntyre	Instructor I	6/30/2016	1,500.00	Supplemental Pay	E&G
Social Work	Kellye Marie McIntyre	Instructor I	7/29/2016	1,500.00	Supplemental Pay	E&G
Social Work	Kellye Marie McIntyre	Instructor I	8/31/2016	1,500.00	Supplemental Pay	E&G
Social Work	April Lynn Murphy	Assistant Professor	7/29/2016	1,300.00	Supplemental Pay	E&G
Social Work	April Lynn Murphy	Assistant Professor	8/31/2016	1,700.00	Supplemental Pay	E&G
Social Work	Dana June Sullivan	Associate Professor	6/30/2016	3,000.00	Supplemental Pay	E&G
Social Work	Dana June Sullivan	Associate Professor	7/29/2016	3,000.00	Supplemental Pay	E&G
Social Work	Dana June Sullivan	Associate Professor	8/31/2016	1,500.00	Supplemental Pay	E&G
Social Work	Richard Taylor	Assistant Professor	8/31/2016	1,000.00	Supplemental Pay	E&G
Study Away Program	Fred John DeGraves	Associate Professor	6/30/2016	750.00	Supplemental Pay	RD
Study Away Program	Fred John DeGraves	Associate Professor	8/31/2016	750.00	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Assistant Professor	6/30/2016	500.00	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Assistant Professor	8/31/2016	500.00	Supplemental Pay	RD
Study Away Program	Jennifer A. Hanley	Pedagogical Assc Professor	6/30/2016	1,126.00	Supplemental Pay	RD
Study Away Program	Paul Lawrence Hondorp	Professor	7/29/2016	1,000.00	Supplemental Pay	RD
Study Away Program	Leisa S. Hutchison	Clinical Assistant Professor	6/30/2016	500.00	Supplemental Pay	RD
Study Away Program	Leisa S. Hutchison	Clinical Assistant Professor	8/31/2016	500.00	Supplemental Pay	RD
Study Away Program	Soleiman Kiasatpour	Associate Professor	6/30/2016	2,250.00	Supplemental Pay	RD
Study Away Program	Soleiman Kiasatpour	Associate Professor	8/31/2016	2,250.00	Supplemental Pay	RD
Study Away Program	Leslie A. North	Assistant Professor	8/31/2016	2,000.00	Supplemental Pay	RD
Study Away Program	Evelyn Monteal Oregon	Assistant Professor	6/30/2016	1,500.00	Supplemental Pay	RD
Study Away Program	Jason Polk	Associate Professor	8/31/2016	2,000.00	Supplemental Pay	RD
Study Away Program	Lindsey Berry Reynolds	Instructor I	6/30/2016	2,250.00	Supplemental Pay	RD
Study Away Program	Nancy Ayers Rice	Professor	6/30/2016	2,250.00	Supplemental Pay	RD
Study Away Program	Nancy Ayers Rice	Professor	8/31/2016	2,250.00	Supplemental Pay	RD
Study Away Program	Bruce Alexander Schulte	Department Head	6/30/2016	900.00	Supplemental Pay	RD
Study Away Program	Bruce Alexander Schulte	Department Head	8/31/2016	1,350.00	Supplemental Pay	RD
Study Away Program	Thomas Bradley Stinnett	Assistant Professor	6/30/2016	4,500.00	Supplemental Pay	RD
Study Away Program	Michael Kent Stokes	Professor	6/30/2016	1,250.00	Supplemental Pay	RD
Study Away Program	Michael Kent Stokes	Professor	8/31/2016	1,250.00	Supplemental Pay	RD
Summer School	Barbara Crafton Bush	Associate Professor	7/29/2016	2,835.00	Supplemental Pay	E&G
Summer School	Joseph William Evans	Associate Professor	7/29/2016	2,835.00	Supplemental Pay	E&G
Summer School	Wendi J. Hulsey	Instructor I	7/29/2016	708.75	Supplemental Pay	E&G
Victorian Newsletter	Deborah A. Logan	Professor	6/30/2016	4,000.00	Supplemental Pay	E&G

Department **Employee** **Title** **Effective Date** **Payment Amount** **Payment Type** **Funding Source**

* **Funding Source Codes:**
E&G - Education and General
Grant - Grant Funded
Aux - Auxiliary
RD - Revenue Dependent
Split - Funding is split between sources
FDN - Foundation

Completed Staff Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Academic Outreach	Nikki Lee Roof	Student Support Specialist	08/01/2016		32,256.00	Initial Appointment	RD	
Admissions Office	Tyler Scott Rife	Admissions Counselor	08/08/2016		29,868.00	Initial Appointment	E&G	
Admissions Office	Ryan Nicholas Shutt	Admissions Counselor	08/08/2016		29,868.00	Initial Appointment	E&G	
Admissions Office	Lindsey Beth White	Admissions Counselor	08/08/2016		29,868.00	Initial Appointment	E&G	
Alumni Relations	Anthony Dean McAdoo	Executive Director	06/20/2016		110,004.00	Initial Appointment	E&G	
Athletics	Bryan Freund Fyalkowski	Coord, Ath Com/Media Relations	08/24/2016		32,508.00	Initial Appointment	E&G	
Athletics	Zachary Marshall Greenwell	Asst Dir, Athl Com/Media Rltns	06/06/2016		42,504.00	Initial Appointment	E&G	
Athletics	Gina E Knutson	Coord, Facilities & Event Mgmt	06/06/2016		32,004.00	Initial Appointment	E&G	
Athletics	Jennifer Lynn Wittenauer	Coord, Athletic Compliance	07/27/2016		40,008.00	Initial Appointment	E&G	
Confucius Institute	Chunmei Guan	Associate Director	06/01/2016		52,008.00	Initial Appointment	RD	
Dean College of Education	Kristiana Rose Ketterman	Office Associate	08/01/2016		34,008.00	Initial Appointment	E&G	
Dept of Facilities Management	Jacob Wesley Adams	Painter I	07/18/2016		34,378.50	Initial Appointment	Aux	
Director of Athletics	Randall Wade Magill	Assoc Ath Dir/ Business Affairs	09/06/2016		75,000.00	Initial Appointment	E&G	
Doctor of Physical Therapy	Lori C Marr	Office Associate	07/06/2016		26,004.00	Initial Appointment	E&G	
Enrollment Management	Sally Emmeline Essler	Office Coordinator	08/10/2016		28,008.00	Initial Appointment	E&G	
Environment, Health & Safety	Sarah Ann Grant	Laboratory Safety Officer	07/01/2016		43,080.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Chelisee Kiara Dalcourt	Counselor	08/01/2016		33,000.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Timiah Dickerson	Residential Counselor	08/01/2016		23,724.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Jacob Wesley Roberts	Residential Counselor	08/08/2016		23,088.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Morgan Lynna Rogers	Residential Counselor	08/01/2016		23,088.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Nicholas Farrell Zolman	Residential Counselor	08/01/2016		23,088.00	Initial Appointment	E&G	
Honors College	Christopher J Keller	Associate Director	07/01/2016		104,004.00	Initial Appointment	E&G	
Housing & Residence Life	Quiana Latrice Jenkins	Program Coordinator	07/18/2016		40,008.00	Initial Appointment	Aux	
Housing & Residence Life	Mark Alan Logan	Asst Residence Hall Director	07/11/2016		15,984.00	Initial Appointment	Aux	
Housing & Residence Life	Adam John Mayer	Residence Hall Director	07/11/2016		24,000.00	Initial Appointment	Aux	
Housing & Residence Life	James Jordan McKnight	Residence Hall Director	07/19/2016		24,000.00	Initial Appointment	Aux	
Housing & Residence Life	James C Owens	Coordinator, Apartment and LLC	07/11/2016		42,000.00	Initial Appointment	Aux	
Housing & Residence Life	Olivia Miller Perkins	Asst Residence Hall Director	07/11/2016		15,984.00	Initial Appointment	Aux	
Housing & Residence Life	Nicholas John Schiller	Coordinator, HRL	07/01/2016		32,508.00	Initial Appointment	Aux	
Housing & Residence Life	Justavian Deontae Tillman	Asst Residence Hall Director	07/11/2016		15,984.00	Initial Appointment	Aux	
Housing & Residence Life	Jennifer Elise Van Meter	Asst Residence Hall Director	07/11/2016		15,984.00	Initial Appointment	Aux	
Institute for Rural Health	Susan Renea Watkins	Registered Nurse	08/08/2016		40,008.00	Initial Appointment	E&G	
Institutional Advancement - Admin	Adriana Bitoun	Assistant Vice President	08/22/2016		90,000.00	Initial Appointment	E&G	
Men's Basketball	Mark Austen Martin	Video Coordinator	07/08/2016		22,500.00	Initial Appointment	E&G	
Men's Basketball	Erien Rennee Watson	Office Associate	08/01/2016		30,696.00	Initial Appointment	E&G	
Men's Basketball	Quannas Brandon White	Assistant Coach	06/21/2016		110,004.00	Initial Appointment	E&G	
Men's Basketball	Shammond Omar Williams	Assistant Coach	06/08/2016		120,000.00	Initial Appointment	E&G	
Office of the CFO	Wanda G Duke	Senior Payroll Associate	08/22/2016		30,000.00	Initial Appointment	E&G	

Completed Staff Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Public Radio Services	Rebecca Anne Schimmel	Multimedia Journalist	06/06/2016		37,500.00	Initial Appointment	Grant	
School of Professional Studies	Fallon Anne Willoughby	Advisor	08/01/2016		32,136.00	Initial Appointment	E&G	
Sports Information	Jessica Lauren Leifreith	Coord, Ath Comm/ Media Rltns	08/11/2016		32,508.00	Initial Appointment	E&G	
Study Abroad	Caryn Elisabeth Lindsay	Dir/Study Abrd/Global Learning	07/05/2016		77,004.00	Initial Appointment	E&G	
Tech Supp Serv - TopperTech	Jordan Tyler Cole	Help Desk Consultant	07/18/2016		38,640.00	Initial Appointment	Aux	
Technical Support Serv-IT Helpdesk	Donald R Ethington	Help Desk Consultant	07/20/2016		38,640.00	Initial Appointment	E&G	
Technical Support Serv-IT Helpdesk	Sarah Elizabeth Skaggs	Help Desk Consultant	07/18/2016		38,640.00	Initial Appointment	E&G	
Training/Technical Assistance Svcs	Kimberly F. Moody	Administrative Coordinator	08/11/2016		31,008.00	Initial Appointment	RD	
University Centers	Justin Lewis Burrus	Coordinator, Evening Program	06/01/2016		37,020.00	Initial Appointment	Aux	
WKU - Glasgow	Lauren E Swayne	Student Recruitment Specialist	08/01/2016		30,000.00	Initial Appointment	E&G	
WKU Store	Rebecca Scott Elder	Manager, Topper Corner	07/11/2016		48,000.00	Initial Appointment	Aux	
WKU Store	John Bradley Hornal	Supervisor, Course Materials	06/24/2016		35,997.00	Initial Appointment	Aux	
Women's Basketball	Brittany Rodnett Parker	Assistant Coach	07/01/2016		40,512.00	Initial Appointment	E&G	
Women's Softball	Kayla Bixel	Assistant Coach	08/05/2016		35,004.00	Initial Appointment	E&G	
Women's Softball	Jonathan Wayne Sanders	Assistant Coach	06/24/2016		45,000.00	Initial Appointment	E&G	
Biology	Devesh Shukla	Post-Doctoral Research Assoc.	06/01/2016	36,000.00	36,720.00	Reappointment	Grant	
Combustion Lab Center Prof Services	Martin G. Cohron	Coordinator, Research Support	06/01/2016	67,224.00	67,224.00	Reappointment	Split	
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Academic Coordinator	09/01/2016	38,004.00	38,004.00	Reappointment	Grant	
Educational Opportunity Center	Kathy Delane Fraim	Counselor	09/01/2016	32,040.00	32,040.00	Reappointment	Grant	
Educational Opportunity Center	Rita Rose Meredith	Counselor	09/01/2016	30,804.00	30,804.00	Reappointment	Grant	
Educational Opportunity Center	Michelle Ann Shutt	Coordinator III	09/01/2016	35,748.00	35,748.00	Reappointment	Grant	
Graduate School	Eric S. Reed	Interim Dean, Graduate School	07/01/2016	108,612.00	109,452.00	Reappointment	E&G	
Honors College	Jennifer C. Markin	Asst Dir, Chinese Flagship Prg	06/01/2016	49,008.00	49,008.00	Reappointment	Split	
Honors College	Sara Renee Moody	Coord, Chinese Lang. Flagship	06/01/2016	35,004.00	35,004.00	Reappointment	Grant	
Kentucky Climate Center - POD	William Nicholas Rodgers	Research Associate	06/01/2016	33,144.00	33,144.00	Reappointment	Grant	
Ogden College of Science & Engr	Pamela Gayle Pierce	Academic Advisor	07/01/2015	33,000.00	33,000.00	Reappointment	E&G	
School of Nursing	Debra B. Harper	Captionist	07/01/2016	27,803.88	27,803.88	Reappointment	E&G	
School of Nursing	Debra B. Harper	Captionist	08/01/2016	27,803.88	27,803.88	Reappointment	E&G	
Small Business Development Center	Nathan Reed Lee	Consultant, Small Business	10/01/2016	32,316.00	32,316.00	Reappointment	Grant	
Student Accessibility Resource Cntr	Veronica Lynn Hazard	Coord/Deaf and Hard of Hearing	07/01/2016	38,904.00	38,904.00	Reappointment	E&G	
Student Accessibility Resource Cntr	Veronica Lynn Hazard	Coord/Deaf and Hard of Hearing	08/01/2016	39,300.00	38,904.00	Reappointment	E&G	
Student Accessibility Resource Cntr	Hilary Lee Kingrey	Captionist	07/01/2016	27,804.00	27,804.00	Reappointment	E&G	
Student Accessibility Resource Cntr	Hilary Lee Kingrey	Captionist	08/01/2016	27,804.00	27,804.00	Reappointment	E&G	
Student Accessibility Resource Cntr	Karen Turner Porter	Captionist	07/01/2016	33,501.00	33,501.00	Reappointment	E&G	
Student Accessibility Resource Cntr	Karen Turner Porter	Captionist	08/01/2016	33,501.00	33,501.00	Reappointment	E&G	
Student Accessibility Resource Cntr	Peggy S. Wallace	Captionist	07/01/2016	33,501.00	33,501.00	Reappointment	E&G	
Student Accessibility Resource Cntr	Peggy S. Wallace	Captionist	08/01/2016	33,501.00	33,501.00	Reappointment	E&G	
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	07/01/2016	35,388.00	35,748.00	Reappointment	Grant	

Completed Staff Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Training/Technical Assistance Svcs	Katrina Lynn Abadia	Training Specialist	07/01/2016	62,508.00	62,508.00	Reappointment	RD	
Training/Technical Assistance Svcs	Adam Patrick Brownlee	Staff Assistant	07/01/2016	31,008.00	31,008.00	Reappointment	RD	
College of Health & Human Services	Ashlee RaeAnn Holmes	Advising Associate	08/01/2016	27,588.00	33,444.00	Employment Terms Change	E&G	
Ogden College of Science & Engr	Pamela Gayle Pierce	Academic Advisor	07/01/2016	33,000.00	27,780.00	Employment Terms Change	E&G	
Graduate School	Laura Beth Burchfield	Office Associate	08/15/2016		24,012.00	Rehire	E&G	
Men's Basketball	William Joseph Monts	Academic Advisor, Athletics	06/13/2016		35,004.00	Rehire	E&G	
Office of Scholar Development	Cory Lynn Doods	Coord, Natly Competitive Opp	08/16/2016		39,708.00	Rehire	E&G	
Parking Services	J. William Reynolds	Parking Field Technician	08/15/2016		23,112.00	Rehire	E&G	
WKU - Glasgow	Justin N. Pedigo	Building Services Attendant I	06/24/2016		20,514.00	Rehire	E&G	
Advancement Services	Theresa D. Clark	Asst Dir, Prospect Research	07/01/2016	36,756.00	44,016.00	Reclassification	E&G	
Alumni Relations	Angela Dawn Melvin	Accounts Specialist	07/01/2016	34,512.00	40,800.00	Reclassification	E&G	
Clinical Education Complex (CEC)	Kimberly Dawn Minton	Assistant Program Manager	07/01/2016	34,008.00	34,356.00	Reclassification	E&G	
College of Health & Human Services	Kelsi C Webb	Office Coordinator	07/01/2016	25,260.00	27,516.00	Reclassification	RD	
College of Health & Human Services	Vashon Sanchez Wells	Administrative Assistant	07/01/2016	32,268.00	37,008.00	Reclassification	E&G	
Dept of Facilities Management	Mark A. Updegraff	Superintendent, Maint Svcs.	07/01/2016	53,761.50	63,999.00	Reclassification	E&G	
Diversity & Community Studies	Julia Margarita Rivas	Program Support Specialist	07/01/2016	25,008.00	28,260.00	Reclassification	E&G	
Doctor of Nursing Practice	Melissa Blankenship Hamlin	Office Associate	07/01/2016	40,008.00	30,000.00	Reclassification	E&G	
Engineering	Phyllis Townsend	Office Coordinator	07/01/2016	28,512.00	31,680.00	Reclassification	E&G	
Enterprise Systems	William Busseil Wells	Manager, Systems Admin and Ops	07/01/2016	59,700.00	65,400.00	Reclassification	E&G	
Institutional Research	Leslie R. Davis	Research Coordinator	07/01/2016	36,504.00	39,648.00	Reclassification	E&G	
Public Radio Services	Emilee Ann England	Finance and Compliance Manager	07/01/2016	48,360.00	55,560.00	Reclassification	E&G	
Registrar's Office	Melissa Beth Haselhoff	Publications Coordinator	07/01/2016	32,016.00	36,348.00	Reclassification	E&G	
Registrar's Office	Janie Kay Pruitt	Student Records Specialist	07/01/2016	24,816.00	28,068.00	Reclassification	E&G	
Supply Chain Management	Mary Ellen Asposito	Sr. Accounts Payable Associate	07/01/2016	26,256.00	29,292.00	Reclassification	E&G	
Supply Chain Management	Jenny Lee Castaldo	Sr. Purchasing Associate	07/01/2016	27,252.00	29,376.00	Reclassification	E&G	
Supply Chain Management	Lynne M. Hutcheson	Sr. Accounts Payable Associate	07/01/2016	27,300.00	29,424.00	Reclassification	E&G	
Supply Chain Management	Melia Rose Schrader	Sr. Purchasing Associate	07/01/2016	27,732.00	29,352.00	Reclassification	E&G	
Tech Supp Serv - Topper/Tech	Rebekah Elaine Russell	Office Coordinator	07/01/2016	32,244.00	35,832.00	Reclassification	E&G	
Technical Support Serv-IT Helpdesk	Kalilegh Anna Belda	Knowledge Coordinator	07/01/2016	39,936.00	45,408.00	Reclassification	E&G	
Academic Outreach	Rachel A. Keightley	Academic Outreach Specialist	07/05/2016	\$12.50/hr	30,612.00	Status Change PT to FT	RD	
Agriculture	Deanna L. Durrant	Office Associate	08/23/2016	\$9.00/hr	25,776.00	Status Change PT to FT	E&G	
Child Care	Sarah Elizabeth Pyzola	Teacher	08/22/2016	\$11.22/hr	22,080.00	Status Change PT to FT	RD	
Cntr. for Career and Prof. Develop.	Rachel Marie Jones	Career Counselor	06/06/2016	\$10.00/hr	32,508.00	Status Change PT Temp to FT Reg	E&G	
Communication Technologies	Taylor Joseph Averdick	Communications Support Spec.	08/16/2016	\$13.13/hr	35,568.00	Status Change PT to FT	E&G	
Honors College	Aimee Kristin Bettersworth	Admissions Counselor	07/01/2016	29,868.00	32,004.00	Status Change Temp to Reg	E&G	
School of Kinesiology, Rec. & Sport	Sarah Phillips Gracey	Office Associate	07/11/2016	\$12.50/hr	27,204.00	Status Change PT to FT	E&G	
WKU Store	Curtis Schwister	Supv, Shipping & Receiving	07/05/2016	\$10.00/hr	29,640.00	Status Change PT to FT	Aux	
Supply Chain Management	Maxine R. Hardin	Senior Purchasing Agent	07/01/2016	51,360.00	51,876.00	Title Change	E&G	

Completed Staff Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Supply Chain Management	Marci Caldwell Morehead	Purchasing Agent	07/01/2016	39,804.00	40,212.00	Title Change	E&G	
Academic Advising and Retention Ctr	Kathryn A. Burchfield	Advising Services Coordinator	07/01/2016	36,564.00	36,936.00	Transfer	E&G	
Child Care	Rebekah Ann Johnson	Component Coordinator	08/01/2016	26,628.00	38,388.00	Transfer	RD	
Clinical Education Complex (CEC)	Mary Elena Johnson	Office Coordinator	08/15/2016	26,268.00	30,504.00	Transfer	E&G	
College Heights Foundation	Jessica Martin Carver	Vice President	06/07/2016	52,536.00	79,980.00	Transfer	RD	
Communication Sciences & Disorders	Mary Lloyd Moore	Executive Director - CEC	07/01/2016	63,192.00	102,012.00	Transfer	E&G	
Communication Technologies	Clint E. Hooper	Communications Support Spec.	08/16/2016	30,336.00	35,568.00	Transfer	E&G	
Dean CHHS	Susan Dover Megahee	Communications Specialist	07/11/2016	29,808.00	39,000.00	Transfer	E&G	
Dean CHHS	Jo Ellen Scruggs	Grant Accounts Specialist	08/15/2016	30,240.00	33,000.00	Transfer	E&G	
Dean Gordon Ford College Business	Jenna Foltz Aikins	Manager, Budgets and Resources	09/06/2016	43,944.00	43,500.00	Transfer	E&G	
Dept of Facilities Management	Robert Alton Bridges	Equip Oper/Groundskeeper I	06/13/2016	18,057.00	24,375.00	Transfer	E&G	
Dept of Facilities Management	Charles Andrew Miller	Equip Oper/Groundskeeper I	06/13/2016	18,057.00	24,375.00	Transfer	E&G	
Ed Leadership Doctoral Program	Wendi Dawn Kelley	Office Coordinator	08/01/2016	33,732.00	34,152.00	Transfer	E&G	
Enterprise Applications & Prgrmg	Brandi Nicole Fowler	Applications & Prog Group Mgr	07/01/2016	60,624.00	68,616.00	Transfer	E&G	
Enterprise Systems	Nicholas Scott Schoenbaechler	Systems Administrator I	08/16/2016	48,516.00	50,004.00	Transfer	E&G	
Gatton Academy of Math and Science	Danetra Alicia Hodge	Student Activities Coordinator	07/01/2016	23,592.00	30,000.00	Transfer	E&G	
Gatton Academy of Math and Science	Laura Ashley Johnson	Alumni Rltms & Recrtmnt Coord	07/01/2016	28,008.00	33,000.00	Transfer	E&G	
Gatton Academy of Math and Science	Cheryl Christine Kirby-Stokes	Academic Opportunities Coord	07/18/2016	38,904.00	40,008.00	Transfer	E&G	
Gordon Ford College of Business	Jesse Daniel Willcutt	Information Tech Consultant	06/13/2016	38,256.00	41,520.00	Transfer	E&G	
Health & Fitness Lab	Alissa Denise Arnold	Asst Dir, Health & Fitness	07/11/2016	36,516.00	47,484.00	Transfer	E&G	
Health & Fitness Lab	Lauren Tuttle	Coordinator, Student Wellness	07/01/2016	32,508.00	33,444.00	Transfer	E&G	
Housing & Residence Life	Holly Lynn Brandewie	Residence Hall Director	07/11/2016	15,984.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Lisa M Brun	Coordinator, HRL	07/01/2016	22,320.00	32,508.00	Transfer	Aux	
Housing & Residence Life	Amanda Brittany Pascoe	Residence Hall Director	07/11/2016	15,984.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Beverly Arlene Taylor	Facility Svcs. Coord. I	06/20/2016	24,784.50	33,150.00	Transfer	Aux	
Intramural - Recreational Sports	Sean Stewart Sherwood	Assistant Director, Programs	08/01/2016	33,780.00	47,484.00	Transfer	E&G	
Military Science	Beth Ann Dillon	Advisor/Program Coordinator	08/15/2016	28,296.00	29,004.00	Transfer	E&G	
Police	Timothy Dewayne Gray	Police Officer	06/20/2016	36,912.00	41,904.00	Transfer	E&G	
School of Nursing	Debra B. Harper	Office Associate	08/15/2016	27,803.88	26,208.00	Transfer	E&G	
Student Accessibility Resource Cntr	Hayley M Rigsby	Office Assistant	06/13/2016	18,057.00	26,508.00	Transfer	E&G	
Tech Support Serv-Desktop Support	Casey Brent Scruggs	Desktop Support Consultant	07/16/2016	39,480.00	43,008.00	Transfer	E&G	
Technical Support Serv-IT Helpdesk	Michael Courtney Moore	Manager, Library Systems	06/27/2016	42,072.00	52,440.00	Transfer	E&G	
Transit Services	Robert Roosevelt Boyden	Transit Driver I	08/08/2016	23,107.50	23,341.50	Transfer	E&G	
WKU - Glasgow	Annette Stratton	Administrative Assistant	08/04/2016	26,268.00	36,000.00	Transfer	E&G	
WKU Store	Jenna Foltz Aikins	Financial Manager	07/01/2016	43,500.00	43,944.00	Transfer	Aux	
Communication Sciences & Disorders	Shannon Bridges	Office Associate	08/15/2016	26,268.00	29,004.00	Temporary Rate Increase Begin	E&G	
Communication Sciences & Disorders	Shannon Bridges	Office Associate	01/01/2017	29,004.00	26,532.00	Temporary Rate Increase End	E&G	
Facilities Management	Gary Steven Croslin	Central Team Coordinator I	07/01/2016	40,852.50	44,869.50	Temporary Rate Increase Begin	E&G	

Completed Staff Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Facilities Management	Gary Steven Croslin	Central Team Coordinator I	12/31/2016	44,869.50	40,852.50	Temporary Rate Increase End	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2016	32,148.00	38,472.00	Temporary Rate Increase Begin	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2016	38,472.00	32,796.00	Temporary Rate Increase End	E&G	
Human Resources	Sondra Elise Humphries	Benefits Analyst	08/01/2016	35,880.00	38,880.00	Temporary Rate Increase End	E&G	
Human Resources	Sondra Elise Humphries	Benefits Analyst	07/01/2017	38,880.00	39,240.00	Temporary Rate Increase Begin	E&G	
Ogden College of Science & Engr	Lucinda T. Graham	Manager, Budgets and Resources	07/01/2016	46,860.00	52,080.00	Temporary Rate Increase Begin	E&G	
Ogden College of Science & Engr	Lucinda T. Graham	Manager, Budgets and Resources	07/01/2017	52,080.00	47,820.00	Temporary Rate Increase End	E&G	
Ogden College of Science & Engr	Lisa Rena Wood	Administrative Assistant	07/01/2016	38,004.00	42,228.00	Temporary Rate Increase Begin	E&G	
Ogden College of Science & Engr	Lisa Rena Wood	Administrative Assistant	07/01/2017	42,228.00	38,772.00	Temporary Rate Increase End	E&G	
Academic Outreach	Cynthia Dawn Troutman	Prgm Mgr, Academic Outreach	07/01/2016	41,580.00	46,380.00	Salary Increase	RD	ADDED
Athletics	Allan Craig Biggs	Assoc Athletics Dir/Fac & Tkts	07/01/2016	89,532.00	92,436.00	Salary Increase	E&G	ADDED
Athletics	Leslie D. Forsythe	Dir, Ath Facils & Event Mgmt	07/01/2016	50,004.00	52,512.00	Salary Increase	E&G	ADDED
Athletics	John Daryl McCammon	Associate Director	07/01/2016	72,504.00	75,744.00	Salary Increase	E&G	ADDED
Athletics	Adam Ross Mercer	Coordinator, Ticket Sales	07/01/2016	32,508.00	35,352.00	Salary Increase	E&G	ADDED
Athletics	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	07/01/2016	75,528.00	80,784.00	Salary Increase	E&G	ADDED
Athletics	Jon E Warren	Coordinator, Ticket Operations	07/01/2016	32,508.00	37,344.00	Salary Increase	E&G	ADDED
Center for R&D	Kevin Duckett	Technical Support Specialist	07/01/2016	40,774.50	46,839.00	Salary Increase	E&G	ADDED
Distance Learning	Steven S. Kirtley	Instructional Technologist	07/01/2016	51,012.00	55,812.00	Salary Increase	E&G	ADDED
Enterprise Systems	Nicholas Scott Schoenbaechler	Network Specialist (Video Sur)	07/01/2016	47,028.00	48,516.00	Salary Increase	E&G	ADDED
Enterprise Systems	Robert N. VanFleet	Systems Administrator II	07/01/2016	51,216.00	58,716.00	Salary Increase	E&G	ADDED
Extended Learning & Outreach (DELO)	Megan Brooke Klaine	Office Associate	07/01/2016	25,440.00	28,440.00	Salary Increase	RD	ADDED
Honors College	Allison Leigh Smith	Asst Dir/Recruiting & Admsns	07/01/2016	43,008.00	48,012.00	Salary Increase	E&G	ADDED
Housing & Residence Life	David L. Baskett	Coordinator of Facilities	07/01/2016	41,172.00	45,420.00	Salary Increase	Aux	ADDED
Housing & Residence Life	Catherine McCurdy Corbin	Marketing Coordinator	07/01/2016	39,792.00	45,408.00	Salary Increase	Aux	ADDED
Housing & Residence Life	Elizabeth Blair Jensen	Asst Dir, Residential Programs	07/01/2016	48,504.00	55,500.00	Salary Increase	Aux	ADDED
Potter College of Arts & Letters	F. Andrew McMichael	Associate Dean	07/01/2016	82,440.00	107,268.00	Salary Increase	Aux	ADDED
Supply Chain Management	Jacqueline Faye Alford	Sr. Accounts Payable Associate	07/01/2016	28,896.00	30,408.00	Salary Increase	E&G	ADDED
Supply Chain Management	Brittney Leigh Green	Office Coordinator	07/01/2016	28,296.00	31,800.00	Salary Increase	E&G	ADDED
Supply Chain Management	Teresa M. Jackson	Procurement Associate	07/01/2016	24,240.00	25,992.00	Salary Increase	E&G	ADDED
Talent Search	Martha Jane Sales	Director	07/01/2016	74,856.00	90,900.00	Salary Increase	Split	ADDED
Tech Support Serv-Desktop Support	Robert A. Renfrow	Desktop Support Consultant	07/01/2016	43,008.00	45,456.00	Salary Increase	E&G	ADDED
Academic Advising and Retention Ctr	Holly Hurt Johnson	Admissions Associate	07/01/2016	23,616.00	29,916.00	Salary Increase	E&G	ADDED
Academic Technology	Michael Joe Loftis	Computer Lab Consultant	07/01/2016	41,112.00	43,524.00	Salary Increase	E&G	ADDED
Academic Technology	Joshua James Marble	Sr. Info Tech Consultant	07/01/2016	44,532.00	47,976.00	Salary Increase	E&G	ADDED
Academic Technology	Charles Nicklaus McCoy	Information Tech Consultant	07/01/2016	40,224.00	44,328.00	Salary Increase	Split	ADDED
Academic Technology	Daniel F. Pawley	Library Technology Consultant	07/01/2016	37,704.00	39,096.00	Salary Increase	E&G	ADDED
Academic Technology	Brian Lee Taylor	Sr. Info Tech Consultant	07/01/2016	43,884.00	47,328.00	Salary Increase	E&G	ADDED
Academic Technology	Julie Michelle Taylor	Information Tech Consultant	07/01/2016	38,448.00	41,832.00	Salary Increase	E&G	ADDED

Completed Staff Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Annual Fund	Heather Leigh McWhorter	Director, Lead Annual Giving	07/01/2016	55,008.00	70,008.00	Salary Increase	E&G	MKTEQ
Comm Tech - AV Services	Matthew C. Cox	AV Systems Specialist	07/01/2016	33,840.00	38,616.00	Salary Increase	E&G	MKTEQ
Communication Technologies	Tammi R. Beach	Communications Support Spec.	07/01/2016	35,208.00	36,576.00	Salary Increase	E&G	MKTEQ
Development Creative Services	Deanna M. Jenkins	Communications Specialist	07/01/2016	34,656.00	40,008.00	Salary Increase	E&G	MKTEQ
Gatton Academy of Math and Science	April Celeste Gaskey	Coord, Academic Services	07/01/2016	39,576.00	43,932.00	Salary Increase	E&G	MKTEQ
Gatton Academy of Math and Science	Sara Beth Hawke	Asst Dir, Residential Life	07/01/2016	44,880.00	49,824.00	Salary Increase	E&G	MKTEQ
Gatton Academy of Math and Science	Derick Brandon Strode	Asst Dir, Academic Services	07/01/2016	50,868.00	56,472.00	Salary Increase	E&G	MKTEQ
Honors College	Denis Mujic	Information Tech Consultant	07/01/2016	38,172.00	41,568.00	Salary Increase	E&G	MKTEQ
Institute for Rural Health	Matthew Lloyd Hunt	Director	07/01/2016	75,756.00	79,272.00	Salary Increase	E&G	MKTEQ
Police	John Henry Bailey	Special Operations (Captain)	07/01/2016	48,960.00	54,852.00	Salary Increase	E&G	MKTEQ
Police	Rafael Jose Casas	Special Operations (Sergeant)	07/01/2016	51,672.00	57,564.00	Salary Increase	E&G	MKTEQ
Police	Jerry Raymond Corbitt	Police Officer	07/01/2016	34,128.00	40,020.00	Salary Increase	E&G	MKTEQ
Police	Michael Robert Cox	Police Officer	07/01/2016	33,600.00	39,492.00	Salary Increase	E&G	MKTEQ
Police	Linda Sue Cromer	Communications/Data Associate	07/01/2016	26,256.00	28,344.00	Salary Increase	E&G	MKTEQ
Police	Charles L. Hall	Communications Officer	07/01/2016	25,488.00	27,576.00	Salary Increase	E&G	MKTEQ
Police	Joe Dale Harbaugh	Assistant Chief (Major)	07/01/2016	67,656.00	73,548.00	Salary Increase	E&G	MKTEQ
Police	Scott M. Harmon	Corporal	07/01/2016	36,912.00	42,804.00	Salary Increase	E&G	MKTEQ
Police	Kerry L. Hatchett	Assistant Chief of Police	07/01/2016	65,376.00	71,268.00	Salary Increase	E&G	MKTEQ
Police	Anthony Roger Honeycutt	Police Officer	07/01/2016	39,504.00	45,396.00	Salary Increase	E&G	MKTEQ
Police	John William Houghton	Police Officer	07/01/2016	33,600.00	39,492.00	Salary Increase	E&G	MKTEQ
Police	Brandon Thomas Humphries	Detective Investigations (Sgt)	07/01/2016	45,768.00	51,660.00	Salary Increase	E&G	MKTEQ
Police	Chad Franklin Keen	Police Officer	07/01/2016	33,600.00	39,492.00	Salary Increase	E&G	MKTEQ
Police	Nancy Helen Kinkade	Communications/Data Associate	07/01/2016	32,592.00	34,680.00	Salary Increase	E&G	MKTEQ
Police	Dustin M. Lee	Police Officer	07/01/2016	33,600.00	39,492.00	Salary Increase	E&G	MKTEQ
Police	Rodney Lynn McMillin	Police Officer	07/01/2016	33,600.00	39,492.00	Salary Increase	E&G	MKTEQ
Police	Brandon Patrick Miller	Police Officer	07/01/2016	41,352.00	47,244.00	Salary Increase	E&G	MKTEQ
Police	Elizabeth Rose Mills	Communications Officer	07/01/2016	25,176.00	27,264.00	Salary Increase	E&G	MKTEQ
Police	Daniel Allen Minton	Corporal	07/01/2016	37,296.00	43,188.00	Salary Increase	E&G	MKTEQ
Police	Connie June Myers	Communications Officer	07/01/2016	30,840.00	32,928.00	Salary Increase	E&G	MKTEQ
Police	Kathleen Woodward Orndorff	Police Officer	07/01/2016	33,600.00	39,492.00	Salary Increase	E&G	MKTEQ
Police	Dominic P. Ossello	Communications/Staff Svc Cmndr	07/01/2016	48,648.00	54,540.00	Salary Increase	E&G	MKTEQ
Police	Dustin Blake Perkins	Communications Officer	07/01/2016	25,200.00	27,288.00	Salary Increase	E&G	MKTEQ
Police	Ryan Michael Petty	Police Officer	07/01/2016	34,128.00	40,020.00	Salary Increase	E&G	MKTEQ
Police	Tyler Afton Shaw	Communications Officer	07/01/2016	24,648.00	26,736.00	Salary Increase	E&G	MKTEQ
Police	Justin Ryan Kurt Taylor	Shift Commander (Sgt)	07/01/2016	41,184.00	47,076.00	Salary Increase	E&G	MKTEQ
Police	Mitchell Lee Walker	Patrol Operations (Captain)	07/01/2016	48,120.00	54,012.00	Salary Increase	E&G	MKTEQ
Police	Leor Angela Young	Communications Officer	07/01/2016	25,200.00	27,288.00	Salary Increase	E&G	MKTEQ
Registrar's Office	Dana F. Jones	Degree Certification Officer	07/01/2016	34,164.00	38,520.00	Salary Increase	E&G	MKTEQ

S-6

Completed Staff Personnel Actions Subject to Board Approval
Entered May 25, 2016 through August 24, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Registrar's Office	Marsha L. Wagoner	Degree Certification Officer	07/01/2016	34,164.00	38,520.00	Salary Increase	E&G	MKTEQ
Student Technology	Todd Matthew Chappel	Information Tech Consultant	07/01/2016	38,880.00	40,776.00	Salary Increase	E&G	MKTEQ
Student Technology	Stephanie Wiles Coy	Manager, Computer Laboratory	07/01/2016	42,444.00	44,868.00	Salary Increase	E&G	MKTEQ
Student Technology	Nathan Dudley Digges-Elliott	Information Tech Consultant	07/01/2016	39,036.00	43,128.00	Salary Increase	E&G	MKTEQ
Student Technology	Drew Thompson	Lab Services Technician	07/01/2016	37,740.00	41,832.00	Salary Increase	E&G	MKTEQ
Student Technology	Lee Underwood	Information Tech Consultant	07/01/2016	38,904.00	42,300.00	Salary Increase	E&G	MKTEQ
WKU - E-town/Fort Knox	Sondra Henderson Johnson	Information Tech Consultant	07/01/2016	38,484.00	41,868.00	Salary Increase	E&G	MKTEQ
WKU - Glasgow	Thomas Oren Gaffin	Information Tech Consultant	07/01/2016	42,840.00	46,272.00	Salary Increase	E&G	MKTEQ
Chief Info Tech Officer	Gordon L. Johnson	Vice President	07/01/2016	130,008.00	140,424.00	Salary Increase	E&G	OTHSI
College Heights Foundation	Laurie V. Basham	Coordinator III	07/01/2016	46,152.00	47,544.00	Salary Increase	RD	OTHSI
College Heights Foundation	Gena Lee Gooding	Treasurer, College Heights Fnd	07/01/2016	59,448.00	61,224.00	Salary Increase	RD	OTHSI
College Heights Foundation	Bethany D. Keltner	Office Associate	07/01/2016	37,344.00	38,472.00	Salary Increase	RD	OTHSI
College Heights Foundation	Sarah B. Reynolds	Office Associate	07/01/2016	30,720.00	31,656.00	Salary Increase	RD	OTHSI
College Heights Foundation	Donald L. Smith	President, CHF	07/01/2016	126,000.00	129,780.00	Salary Increase	RD	OTHSI
Police	Bryan Dale Jones	Police Officer	07/01/2016	38,592.00	39,492.00	Salary Increase	E&G	OTHSI
Police	Justin Heath Rios	Police Officer	07/01/2016	38,592.00	39,492.00	Salary Increase	E&G	OTHSI
Building Services	Freddy T. Horn	Building Services Attendant II	07/01/2016	25,681.50	27,904.50	Salary Increase	E&G	DFMCP
Building Services	Tina Marie Sneed	Building Services Attendant II	07/01/2016	24,667.50	26,871.00	Salary Increase	E&G	DFMCP
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	07/01/2016	70,908.00	56,004.00	Salary Decrease	E&G	
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	07/01/2016	37,500.00	31,560.00	Salary Decrease	Grant	

Funding Source Codes:

E&G - Education and General
Grant - Grant Funded
Aux - Auxiliary
RD - Revenue Dependent
Split - Split between sources
FDN - Foundation

Salary Increase Codes:

ADDED - Added Duties
DEGRE - Degree
DFMCP - Dept of Facilities Mgmt Career Path Program
MKTEQ - Market Equity
MSGIN - Minimum Salary Grade Increase
REORG - Departmental Reorganization
OTHSI - Other Salary Increase

Action Definitions:

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.
SECONDARY APPOINTMENT - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.
REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.
REHIRE - Used when an employee is rehired following a separation from WKU.
REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.
ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.
DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.
DFMCP - Used when an employee receives a salary increase due to participation in the Dept of Facilities Mgmt Career Path Program.
MARKET/EQUITY INCREASE - Used when employee receives a salary increase as the result of market or equity factors.
MSGIN - Used when an employee receives a salary increase in order to reach the range of the assigned salary grade.
OTHER SALARY INCREASE - Used when an employee receives a salary increase due to reasons not covered by other salary increase reason codes.
FISCAL YEAR RATE INCREASE - Used when a rate increase is effective July 1.
RECLASSIFICATION - Used when an employee's job title, salary grade and/or salary are changed as the result of a material increase in duties/responsibilities.
REORGANIZATION - Used when an employee receives a salary increase as the result of a departmental reorganization.
FISCAL YEAR SALARY INCREASE - Used when a salary increase is effective on July 1.
STATUS CHANGE - used when an employee changes part time/full time status or temporary/ongoing status.
TRANSFER - Used when an employee moves from one position to another position regardless of department and/or salary change.
STIPEND - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

Explanation for Salary Increases Greater Than \$5,000	
James Matthew Morrison	Mr Morrison is receiving \$4,500 additional increase due to increasing his work load from moving a full-time staff member to a part-time staff member. Therefore, employee will move from \$75,528 to \$80,784 (\$75,528+\$745+\$4500).
Kevin Duckett	Refer to requisition 84178 Mr. Duckett's hourly rate will increase to \$24.02 from \$20.91 effective July 1, 2016. The new rate was reviewed from an internal and external equity perspective during the interview exchange process that was approved on May 13, 2016 and the 1% increase.
Robert N. VanFleet	Requisition 88413 Rob's position was reclassified through the IE process to Senior Systems Administrator. He will be given \$6,468 for the reclassification and a 1% increase based on his FY16 salary of \$51,732 or \$516.00 for a total increase of \$6984 or \$58,716.
Allison Leigh Smith	From \$43,440 Reviewed by Mindy Hutchins, Compensation Analyst The salary increase is to meet equitable pay standards of other Assistant Directors across campus.
Catherine McCurdy Corbin	Additional job duties have been assigned to this position. Position has been updated through the Interview Exchange system and has been through the approval process.
Elizabeth Blair Jensen	Additional job duties have been assigned to this position. Position has been updated through the Interview Exchange system and has been through the approval process.
F. Andrew McMichael	new title Associate Dean approved by Mindy Hutchins Andrew McMichael is moving from Assistant Dean to Associate Dean of Potter College. From \$83,268 to \$107,268.

Martha Jane Sales	From \$75,612 Approve per Tony Glisson. Additional Duties---director of Intercultural Student Engagement Center
Holly Hurt Johnson	Reviewed by Mindy Hutchins, Compensation Analyst Holly received a temporary rate increase on a previous EPAF that should have been a permanent rate increase. Her original salary was 23616, increased amount was 29616. Added 1% increase to make new amount \$29912.16. Changed to \$29916 to make divisible by 12.
Heather Leigh McWhorter	Approve per Tony Glisson. From \$55,560
Deanna M. Jenkins	Approve per Tony Glisson. From \$35,004 Salary increase based on added responsibilities and market value compensation change per Marc Archambault.
Derick Brandon Strode	Reviewed by Mindy Hutchins, Compensation Analyst Updated 4/27/16 - Recommended salary increased by \$509 to accommodate the 1% increase (from original salary) announced to take effect July 1. From the Compensation Analysis completed by HR:
John Henry Bailey	Salary Increase - \$48,960+\$900 (KLEFPF increase)=\$49,860 + \$4,992 (permanent pay increase) = \$54,852.
Rafael Jose Casas	Salary increase-\$51,672+\$900 (KLEFPF increase) = \$52,572+\$4,992 (permanent pay increase)=\$57,564.
Jerry Raymond Corbitt	Salary increase-\$34,128 + \$900 (KLEFPF increase)=\$35,028+\$4,992 (permanent pay increase)=\$40,020.

Michael Robert Cox	Salary increase - \$33,600 + \$900 (KLEFPF increase) = \$34,500 + \$4,992 (permanent pay increase) = \$39,492.
Joe Dale Harbaugh	Salary increase - \$67,656 + \$900 (KLEFPF increase) = \$68,556 + \$4,992 (permanent pay increase) = \$73,548.
Scott M. Harmon	Salary increase - \$36,912 + \$900 (KLEFPF increase) = \$37,812 + \$4,992 (permanent pay increase) = \$42,804.
Kerry L. Hatchett	Salary increase - \$65,376 + \$900 (KLEFPF increase) = \$66,276 + \$4,992 (permanent pay increase) = \$71,268.
Anthony Roger Honeycutt	Salary increase - \$39,504 + \$900 (KLEFPF increase) = \$40,404 + \$4,992 (permanent pay increase) = \$45,396.
John William Houghton	Salary increase - \$33,600 + \$900 (KLEFPF increase) = \$34,500 + \$4,992 (permanent pay increase) = \$39,492.
Brandon Thomas Humphries	Salary increase - \$45,768 + \$900 (KLEFPF increase) = \$46,668 + \$4,992 (permanent pay increase) = \$51,660.
Chad Franklin Keen	Salary increase - \$33,600 + \$900 (KLEFPF increase) = \$34,500 + \$4,992 (permanent pay increase) = \$39,492.

Dustin M. Lee	Salary increase - \$33,600 + \$900 (KLEFPF increase) = \$34,500 + \$4,992 (permanent pay increase) = \$39,492.
Rodney Lynn McMillin	Salary increase - \$33,600 + \$900 (KLEFPF increase) = \$34,500 + \$4,992 (permanent pay increase) = \$39,492.
Brandon Patrick Miller	Salary increase - \$41,352 + \$900 (KLEFPF increase) = \$42,252 + \$4,992 (permanent pay increase) = \$47,244.
Daniel Allen Minton	Salary increase - \$37,296 + \$900 (KLEFPF increase) = \$38,196 + \$4,992 (permanent pay increase) = \$43,188.
Kathleen Woodward Orndorff	Salary increase - \$33,600 + \$900 (KLEFPF increase) = \$34,500 + \$4,992 (permanent pay increase) = \$39,492.
Dominic P. Ossello	Salary increase - \$48,648 + \$900 (KLEFPF increase) = \$49,548 + \$4,992 (permanent pay increase) = \$54,540.
Ryan Micahel Petty	Salary increase - \$34,128 + \$900 (KLEFPF increase) = \$35,028 + \$4,992 (permanent pay increase) = \$40,020.
Justin Ryan Kurt Taylor	Salary increase - \$41,184 + \$900 (KLEFPF increase) = \$42,084 + \$4,992 (permanent pay increase) = \$47,076.

Mitchell Lee Walker	From 998992 Patrol Operations (Captain), Salary Grade 109, Salary \$54,012.
Gordon L. Johnson	Title: Vice President From Chief Info Technology Officer, Salary \$131,316 to Vice President. Title change to Vice President, Information Technology.

Department	Name	Start Date	End Date	Amount	Source
Budget	Kimberly Kay Reed	7/1/2016	6/30/2017	20,004.00	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	7/1/2016	6/30/2017	4,008.00	E&G
Counseling & Testing Center	Karl Stanley Laves	7/1/2016	6/30/2017	2,500.00	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	7/1/2016	6/30/2017	2,004.00	E&G
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	7/1/2016	6/30/2017	3,600.00	Grant
Educational Television Services	Jessica Blue Gibbs	7/1/2016	9/30/2016	14,208.00	Split
F&A - Incentive - Research	Christina Ann Murphy	7/1/2016	6/30/2017	3,000.00	E&G
Housing & Residence Life	Alicia Cohea Golston	7/1/2016	9/30/2016	1,755.00	Aux
Men's Football	Gregory Oscar Brohm	8/1/2016	6/30/2017	4,675.00	E&G
Public Affairs	Carmen Maria Herrera	7/1/2016	6/30/2017	6,000.00	E&G
Sponsored Programs	Cheryl Diane Davis	7/1/2016	12/31/2016	13,002.00	E&G
Student Athlete Success Center	Lacey Chavonne Carmon-Johnsor	7/1/2016	6/30/2017	6,000.00	E&G
Student Athlete Success Center	Tanner Alden Siewert	12/1/2016	12/31/2016	4,000.00	E&G
Talisman	Kurt Douglas Fattic	7/1/2016	6/30/2017	4,002.00	Split
WKU - Owensboro	Gerald E. Tice	7/1/2016	6/30/2017	14,508.00	E&G
WKU Foundation	Marc Leonard Archambault	7/1/2016	6/30/2017	19,188.00	E&G
WKU Research Foundation	Cheryl Lynn Stevens	7/1/2016	6/30/2017	24,240.00	E&G
Women's Basketball	Ronitta Michelle Clark-Heard	7/1/2016	6/30/2017	6,000.00	E&G
Women's Tennis	Jonatan Berhane	7/1/2016	6/30/2017	5,400.00	E&G
Women's Tennis	Jonatan Berhane	8/1/2016	5/31/2017	10,000.00	FDN

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Caroline Alexander Hudson	Assistant Clinical Director	6/30/2016	375.00	Awards	E&G
CHHS - DELO Distribution	Renee Fuqua Kilgore	Coordinator	8/31/2016	500.00	Awards	E&G
College Heights Foundation	Stephanie M. Scott	Office Coordinator	8/31/2016	1,000.00	Awards	FDN
Dean Gordon Ford College Business	Karen S. Braun	Office Associate	8/15/2016	100.00	Awards	E&G
Dean Gordon Ford College Business	Karen Irene Gogel	Office Assistant	8/15/2016	250.00	Awards	E&G
WKU Foundation	Allison Leigh Smith	Asst Dir/Recruiting & Admsns	8/31/2016	1,000.00	Awards	FDN
Center for Gifted Studies	Tracy Ford Inman	Associate Director	7/29/2016	3,000.00	Consulting	RD
South Central AHEC	Kenneth Mark Crawford	Associate Dean	6/30/2016	3,000.00	Consulting	Grant
21st Century Media - POD	Charlotte Hill Turtle	Talisman Advisor	6/30/2016	3,000.00	Supplemental Pay	E&G
21st Century Media - POD	Kathy Jo Williams	Office Coordinator	7/29/2016	200.00	Supplemental Pay	E&G
Arena Management	Bryant Keen Bloodgett	Coordinator, Events	8/31/2016	300.00	Supplemental Pay	RD
Athletic Facilities	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	6/30/2016	40.00	Supplemental Pay	E&G
Athletic Facilities	Zachary K. Ryle	Asst Dir, Admsns & Pub Relatns	6/30/2016	120.00	Supplemental Pay	E&G
Campus and Community Events	Bryant Keen Bloodgett	Coordinator, Events	6/30/2016	250.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Bloodgett	Coordinator, Events	6/30/2016	400.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Bloodgett	Coordinator, Events	7/29/2016	100.00	Supplemental Pay	RD
Campus and Community Events	Gina E Knutson	Coord, Facilities & Event Mgmt	8/31/2016	100.00	Supplemental Pay	RD
Campus and Community Events	Sarah E. Thomas	Events Associate	8/31/2016	150.00	Supplemental Pay	RD
Center for Gifted Studies	Danetra Alicia Hodge	Student Activities Coordinator	7/29/2016	75.00	Supplemental Pay	RD
Center for Gifted Studies	Chloe Sinclair Muller	Residential Counselor	7/29/2016	90.00	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	6/30/2016	678.75	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	7/29/2016	1,006.90	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	8/31/2016	2,087.53	Supplemental Pay	RD
Dental Hygiene Student Material	Jo Ellen Scruggs	Office Coordinator	6/30/2016	250.00	Supplemental Pay	RD
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	7/29/2016	11,318.06	Supplemental Pay	E&G
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	8/31/2016	1,500.00	Supplemental Pay	FDN
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Coord, Tech & Communications	6/30/2016	336.75	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator, Student Wellness	6/30/2016	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator, Student Wellness	7/29/2016	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Asst Dir, Health & Fitness	8/31/2016	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	6/15/2016	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	6/30/2016	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	7/15/2016	80.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	7/29/2016	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	8/15/2016	32.00	Supplemental Pay	E&G
Housing & Residence Life	Douglas Allen Tate	Residence Hall Director	6/30/2016	3,311.42	Supplemental Pay	Aux
Housing & Residence Life	Douglas Allen Tate	Residence Hall Director	7/29/2016	495.95	Supplemental Pay	Aux
International Student Office	Mary Lou Romero	Intl Student & Scholar Advisor	7/29/2016	2,000.00	Supplemental Pay	E&G
Journalism Academic Excell Projects	Charles Edward Clark	Director	6/30/2016	1,300.00	Supplemental Pay	E&G
Lifelong Learning	Karen Dinwiddie Bridges	Program/Event Mgmt. Specialist	7/15/2016	80.75	Supplemental Pay	RD
Lifelong Learning	Peggy Ann Crowe	Director	8/31/2016	525.00	Supplemental Pay	RD
Military Student Services	Kent A. Johnson	Military Student Svcs Asst	8/31/2016	500.00	Supplemental Pay	E&G
Music	Jeffrey Alan Smith	Technical Dir/AV Coordinator	6/30/2016	1,450.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	6/30/2016	3,055.88	Supplemental Pay	FDN

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	7/29/2016	8,344.64	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	8/31/2016	1,092.60	Supplemental Pay	FDN
School of Teacher Education	Karen C. Long	Coordinator, SKy Teach	6/30/2016	1,500.00	Supplemental Pay	Grant
Study Away Program	Rita Rose Meredith	Counselor	6/30/2016	900.00	Supplemental Pay	RD
Study Away Program	Rita Rose Meredith	Counselor	8/31/2016	900.00	Supplemental Pay	RD
Teacher Services	David K. Emerson	Assoc. Dir, Student Activities	7/29/2016	400.00	Supplemental Pay	Grant
Teacher Services	Denise Murrell Hardesty	Coord/MinorityTchrRecruitment	6/30/2016	2,200.00	Supplemental Pay	Grant
Teacher Services	Candace Renee Lee	Certification Officer	6/30/2016	192.00	Supplemental Pay	E&G
Teacher Services	Candace Renee Lee	Certification Officer	8/31/2016	96.00	Supplemental Pay	E&G
University Centers	William A. Elliott	Testing Specialist	7/29/2016	60.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	8/31/2016	145.00	Supplemental Pay	Aux
University Centers	Aimee Michelle Huffstetler	Coord, Mnry Sidnt Recruitment	6/30/2016	167.50	Supplemental Pay	Aux
University Centers	Aimee Michelle Huffstetler	Coord, Mnry Sidnt Recruitment	7/29/2016	62.50	Supplemental Pay	Aux
University Centers	Alexandria L. Kennedy	Coord, Student Activities	6/30/2016	137.50	Supplemental Pay	Aux
University Centers	Alexandria L. Kennedy	Coord, Student Activities	7/29/2016	125.00	Supplemental Pay	Aux
VP Development and Alumni Relations	Anthony Dean McAdoo	Executive Director	8/31/2016	5,000.00	Supplemental Pay	E&G
WKU Foundation	Marc Leonard Archambault	Vice President	8/31/2016	15,000.00	Supplemental Pay	E&G
WKU Store	Mary D. Meffert	Assistant Director	6/30/2016	500.00	Supplemental Pay	Aux
WKU Store	Teresa L. Wheate	Asst. Dir (General Accounting)	6/30/2016	500.00	Supplemental Pay	Aux
Women's Tennis	Jonathan Berthane	Head Coach	8/31/2016	1,500.00	Supplemental Pay	FDN

* Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

WKU 2016 GENERAL RECEIPTS BONDS, SERIES B & C

At its July 22, 2016 meeting, the Board of Regents authorized the issuance and sale of WKU General Receipts Obligations for construction of Parking Structure 3, and WKU General Receipts Refunding Obligations in anticipation of the advanced refunding of a portion of WKU 2009 Series A Obligations. The Board authorized K. Ann Mead, as treasurer, to accept the lowest bid, award the bonds, and report back to the Board the results of said actions.

WKU 2016 General Receipts Bonds, Series B were sold on October 11, 2016 in an adjusted principal amount of \$8,905,000. The purchaser was J. P. Morgan Securities, LLC with a true interest cost (TIC) of 2.98% per annum.

WKU 2016 General Receipts Refunding Bonds, Series C were sold on October 11, 2016 in an adjusted principal amount of \$27,395,000. The purchaser was Hilltop Securities Inc., with a true interest cost (TIC) of 2.26% per annum. The total net present value savings on this bond refunding is \$2,502,323, while the annual budgetary savings is an average of approximately \$229,000 per year through final maturity in 2028. The net present value savings as a percentage of refunded principal is 8.82%. The bond sale was completed on October 25, 2016.

Standard & Poor's Ratings Services assigned an "A-" underlying rating with a stable outlook and an "A" long term rating with a stable outlook to Western Kentucky University's 2016 Series B and Series C bonds. At the same time, Standard & Poor's affirmed the "A-" underlying and "A" long term ratings on outstanding WKU General Receipts Bonds. Following are selected comments from the Standard & Poor's rating document:

- The 'A-' rating reflects our assessment of WKU's strengths:
 - Continued financial support from Kentucky (A+/Stable), which represents about 19% of fiscal 2016 revenues;
 - Stabilizing enrollment and generally solid demand characteristics;
 - Adequate available resources for the rating category at June 30, 2016; and
 - Moderate pro forma maximum annual debt service (MADS) burden of 4.93% of fiscal 2016 adjusted operating expenses.

- These strengths are tempered by our assessment of WKU's weaknesses, including:
 - Significantly weakened operating results and limited operating flexibility given the university's extraordinary endowment spend rate of approximately 6.2% in fiscal 2015, although for fiscal 2016, the spend reduced to 3.5%, along with modest improvement in operations; and
 - A continued constrained state budget and appropriation environment, with potential state funding cuts anticipated though mitigated by the university's maintenance of operating reserves.

- The stable outlook reflects our expectation that WKU will likely maintain stable enrollment, use reserves to offset operating and capital funding challenges, at a minimum maintain financial resource ratios, and return to balanced financial operations on a full-accrual basis in the next two years.
- Although we view a downgrade during our outlook period as unlikely, we could consider a negative rating action if the university's financial operations do not continue to improve on a full-accrual basis for fiscal 2017 and beyond or if financial resource ratios deteriorate from current levels.

Moody's Investors Service, Inc. assigned an "A2" underlying rating with a stable outlook and an "Aa3" enhanced rating with a stable outlook to the 2016 Series B General Receipts Bonds and 2016 Series C General Receipts Refunding Bonds. At the same time, Moody's affirmed the "A2" underlying and "Aa3" enhanced ratings on outstanding WKU General Receipts Bonds. Following are selected comments from the Moody's rating document:

- The Aa3 enhanced rating and stable outlook are derived from the structure and mechanics of the Kentucky Public University Intercept Program, which is based on the Commonwealth of Kentucky's Aa2 issuer rating and stable outlook.
- The A2 underlying rating reflects WKU's sizable scope of operations and steady net tuition revenue growth as a large comprehensive regional public institution serving central Kentucky. The rating is tempered by high leverage and a large unfunded pension liability. Given recent trends of declining operating performance, softening enrollment, ongoing capital needs, and Commonwealth of Kentucky appropriation cuts, WKU will be challenged to rebuild financial reserves in a meaningful manner.

Each rating reflects only the views of the respective rating agency and may include consideration of the debt of associated foundations. Both Standard & Poor's and Moody's ratings were unchanged since the last rating actions in February 2016.