



Board of Regents

FOURTH QUARTERLY MEETING

December 14, 2018 – 12:00 pm (CT)
Jody Richards Hall / Cornelius A. Martin Regents Room



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ Fourth Quarterly Meeting

December 14, 2018 ~ 12:00 pm (CT)
Jody Richards Hall / Cornelius A. Martin Regents Room

AGENDA

- Call to Order (*Dr. Phillip W. Bale, Chair*)
- Roll Call (*Mr. Frederick A. Higdon, Secretary*)
- Approval of Minutes
 - May 11, 2018 – Second Quarterly Meeting
 - August 3, 2018 – Third Quarterly Meeting
 - October 26, 2018 – Special Called Meeting

**June 22 meeting minutes were approved at the August 3 meeting*

EXECUTIVE COMMITTEE

Action Items:

- EX-1 Approval of Naming Designated Rooms / Areas [p 1]
- EX-2 Authorization to Accept Ownership of 1660 Mimosa Alley [p 2]
- * EX-3 Authorization to enter into Lease Agreement on 1818 US 31W Bypass [pp 3-4]

**This item was not presented at the October 26 committee meetings and shall be pulled from the consent agenda for a separate discussion and vote.*

Information Item:

- WKU Commons Project (*Dr. Susann deVries, Committee Chair / Gensler Architect*)

FINANCE AND BUDGET COMMITTEE

Action Items:

- FB-1 Approval of Personnel Actions [p 1 and attached reports]
 - Faculty [pp F1-F22]
 - Staff [pp S1-S14]
- FB-2 Acceptance for filing the First Quarter Statement of Revenue and Expenditures [pp 2-3]
- FB-3 Auditor's Report & Financial Statements for the fiscal year ended June 30, 2018 [pp 4-5]

Information Item:

- RAMP Presentation (*Mr. Andrew Laws, Huron Consulting Group*)

ACADEMIC AFFAIRS COMMITTEE

Action Items:

- AA-1 Approval of Thompson Complex Center Wing Name Change [p 1]
 - AA-2 Approval of Agriculture Department Name Change [p 2]
 - AA-3 Approval of Strategic Sport Communications Graduate Certificate [pp 3-6]
 - AA-4 Approval of Emeriti Appointments [p 7]
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OTHER BUSINESS

- Bylaws Discussion (*Ms. Julie Harris Hinson, Regent / Bylaws Committee Chair*)
-

ANNOUNCEMENTS

Upcoming calendar dates:

- February 8 – Committee Meetings
 - March 1 – First Quarterly Meeting
 - April 12 – Committee Meetings
 - May 10 – Second Quarterly Meeting
 - May 11 - Commencement
 - June 21 – Special Budget Approval Meeting AND Committee Meetings
 - August 1 – Retreat
 - August 2 – Third Quarterly Meeting
 - October 25 – Committee Meetings
 - December 13 – Fourth Quarterly Meeting
 - December 14 – College Recognition Ceremonies
-

ADJOURN



Board of Regents

EXECUTIVE

APPROVAL OF NAMING DESIGNATED ROOMS / AREAS

REQUEST:

Acceptance for naming the room / area noted herein in honor of the contribution of the individual designated.

FACTS:

Contributions received for designated area listed below:

L.T. Smith Stadium

Room/Area: Hilltopper Football office suite
Location: 2nd floor
Donor: Joseph and Sunshine Micatrotto
Room/Area Name: Joe and Sunshine Micatrotto Football Office Suite

E.A. Diddle Arena

Room/Area: Men’s Basketball office
Location: 1st floor
Donor: Steve and Leisa Shirley
Room/Area Name: Steve and Leisa Shirley Men’s Basketball Office Suite

Room/Area: ROTC Conference Room
Location: 1st floor
Donor: Various for Col. Bud Sydnor
Room/Area Name: Colonel Elliott P. “Bud” Sydnor Conference Room

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the naming of the room / area in honor of the individual designated.

MOTION:

To approve naming the room / area as identified herein in honor of the contributions of the individual designated.

AUTHORIZATION TO ACCEPT OWNERSHIP OF 1660 MIMOSA ALLEY

REQUEST:

Authorization for WKU to accept the transfer of 1660 Mimosa Alley from the WKU Real Estate Corporation.

FACTS:

The WKU Real Estate Corporation (WKUREC) purchased 1660 Mimosa Alley on January 26, 2007, to hold in reserve for the benefit of WKU. The WKUREC continued renting the property to the existing tenant until December 31, 2014. On January 1, 2015, WKU entered into a lease agreement with the WKUREC to use the facility as a visiting scholar house. The property currently has no outstanding debt.

During July 2018, The WKU Real Estate Corporation Board approved to transfer ownership to WKU.

BUDGETARY IMPLICATIONS:

Closing costs associated with the transfer of title, to be paid by the University. The property will continue to be used as a visiting scholar house with the income being used to maintain the property and support the Honors College.

RECOMMENDATION:

President Timothy C. Caboni recommends that WKU accept the transfer of 1660 Mimosa Alley from the WKU Real Estate Corporation.

MOTION:

Authorize to accept the transfer of 1660 Mimosa Alley from the WKU Real Estate Corporation.

AUTHORIZATION FOR OPTION ON 1818 US 31 W (former Alive Center)

REQUEST:

Authorization to enter into a lease agreement that may result in the surplus and sale of 1818 US 31W for \$250,000.

FACTS:

The property located at 1818 US 31W Bypass, formally known as the Alive Center, was purchased on February 15, 2005, for \$207,500. The purchase was secured from \$175,000 of funding from the sale of 1425 State Street and \$32,500 from university operating funds.

The Alive Center programs merged with the WKU Center for Citizenship and Social Justice, leaving the facility unoccupied. Because of the condition and location of the property, no university department has been willing to spend the money necessary to upgrade and occupy the property. Additionally, the property's use by the university is limited as it is physically isolated from other university holdings. While the property is located on an improving commercial section of US 31W Bypass, the building's only entrance remains somewhat restricted by the construction of the Nashville Road roundabout.

WKU has secured appraisals that indicate the estimated value of the property is from \$275,000 - \$315,000. Based on the present condition and limiting factors, we believe the property to be worth approximately \$275,000.

A non-profit agency called The HIVE has approached WKU desiring to acquire the property. The HIVE's mission is to work with disabled individuals desiring to help create a barrier-free community in which all individuals may live, work, and enjoy access to limitless opportunities as valued citizens.

The HIVE expressed its intention to work closely with the university to create and expand applied student opportunities. Presently, they support university students with applied student opportunities and experiences in Social Work, Nursing, and Education. Additionally, The HIVE supports the Suzanne Vitale Clinical Education Complex, the Kelly Autism Program, and the WKU Best Buddies Chapter.

The HIVE would like to lease 1818 US 31W for \$500 a month for three years with an option to purchase the property, as is, from the University at any time during the term for \$250,000. WKU would agree that all lease payments made by The Hive during the period would be applied towards the purchase of the property should the option be exercised. The HIVE agrees that if they choose not to exercise the option, the university will retain all payments made and improvements on the property.

BUDGETARY IMPLICATIONS:

The HIVE will be responsible for utilities, grounds, on-going maintenance and internal improvements to the facility, during the term of the lease. The University will retain any lease payments, and improvements made to the property should the option not be exercised.

RECOMMENDATION:

President Timothy C. Caboni recommends authorization to enter into a lease agreement that may result in the surplus and sale of 1818 US 31 W for \$250,000.

MOTION:

Approve WKU enter into a lease agreement that may result in the surplus and sale of 1818 US 31W for \$250,000.



Board of Regents

FINANCE AND BUDGET

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 05/24/2018 – 09/25/2018, one-time compensation payments executed through the payroll system cover the period 06/01/2018 – 09/30/2018, and promotion and tenure recommendations.

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.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of all faculty and staff personnel actions and promotion and tenure recommendations.

MOTION:

Approve faculty and staff personnel actions and promotion and tenure recommendations.

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Biology	Kevin Thomas Bilyk	Assistant Professor	08/15/2018		60,000.00	Initial Appointment	E&G
Communication	Joseph Michele Hoffswell	Assistant Professor	08/15/2018		52,500.00	Initial Appointment	E&G
Communication	Sean Patrick Ward	Instructor I	08/15/2018		41,004.00	Initial Appointment	E&G
Department of Marketing	Kendra Hurt Sewell	Executive-in-Residence	08/15/2018		64,500.00	Initial Appointment	E&G
Doctor of Psychology	Timothy Scott Thornberry	Assistant Professor	08/15/2018		58,596.00	Initial Appointment	E&G
Economics	Jacob P Byl	Assistant Professor	08/15/2018		85,008.00	Initial Appointment	E&G
Engineering & Applied Sciences	Kirolos Maged Haleem Meshiha	Assistant Professor	08/15/2018		75,000.00	Initial Appointment	E&G
Engineering & Applied Sciences	Osama E Mansour	Assistant Professor	09/01/2018		64,008.00	Initial Appointment	E&G
Engineering & Applied Sciences	Asghar Rezasoltani	Assistant Professor	08/15/2018		75,000.00	Initial Appointment	E&G
English	Felicia Ann Stinson	Instructor I	08/15/2018		38,772.00	Initial Appointment	E&G
History	Katherine Elizabeth Brown	Assistant Professor	08/15/2018		52,008.00	Initial Appointment	E&G
Journalism & Broadcasting	Andrea Billups Kneeland	Visiting Prof/In-Residence	08/15/2018		50,508.00	Initial Appointment	E&G
Management	Pedro Tonhozi de Oliveira	Visiting Assistant Professor	08/15/2018		100,008.00	Initial Appointment	E&G
Mathematics	Nicholas Charles Fortune	Assistant Professor	08/15/2018		60,000.00	Initial Appointment	E&G
Mathematics	Lukun Zheng	Assistant Professor	07/01/2018		60,000.00	Initial Appointment	E&G
Music	Charles Allen Kennedy	Visiting Assistant Professor	08/15/2018		52,008.00	Initial Appointment	E&G
Music	Lauren Elizabeth Whitham	Assistant Professor	08/15/2018		52,500.00	Initial Appointment	E&G
Philosophy & Religion	Jannai Milcah Shields	Instructor I	08/15/2018		38,772.00	Initial Appointment	E&G
Psychological Sciences	Katrina Ann Burch	Assistant Professor	08/15/2018		68,004.00	Initial Appointment	E&G
Psychological Sciences	Catherine Mae Luna	Instructor 1	08/15/2018		40,008.00	Initial Appointment	E&G
Public Health	Nadia Farah Houchens	Instructor I	08/27/2018		48,444.00	Initial Appointment	RD
Public Health	Edrisa Saanyang	Assistant Professor	08/15/2018		60,000.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Sarah Lynn Herrick	Pedagogical Asst Professor	08/15/2018		52,008.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	Allie Elizabeth McCreary	Assistant Professor	08/15/2018		53,208.00	Initial Appointment	E&G
Agriculture	Danielle Louise Berkshire	Instructor I	07/01/2018	43,272.00	43,272.00	Reappointment	E&G
Agriculture	Leanne Matthews Galloway	Instructor I	07/01/2018	40,416.00	40,416.00	Reappointment	E&G
Biology	Gregory Richard Charles Blass	Instructor I	07/01/2018	40,008.00	40,008.00	Reappointment	E&G
Biology	Michael W. Killen	Instructor I	07/01/2018	46,380.00	46,380.00	Reappointment	E&G
Chemistry	Yan Cao	Professor	06/01/2018	78,072.00	78,072.00	Reappointment	Split
Chemistry	Edwin David Stevens	Scholar-in-Residence	07/01/2018	80,292.00	80,292.00	Reappointment	E&G
Chemistry	David Edward Wolfgang	Instructor II	07/01/2018	45,036.00	45,036.00	Reappointment	E&G
Communication Sciences & Disorders	Holly Bean Bryant	Instructor I	07/01/2018	40,008.00	40,008.00	Reappointment	E&G
Ed. Adm'n., Leadership & Research	Winifred Lynn Cohron	Visiting Associate Professor	07/01/2018	50,004.00	50,004.00	Reappointment	Grant
English	Elisa Leah Berry	Instructor I	07/01/2018	34,008.00	34,008.00	Reappointment	E&G
English	John Ewins Conley	Instructor I	07/01/2018	34,008.00	34,008.00	Reappointment	E&G
Gordon Ford College of Business	H. Randall Capps	Scholar-in-Residence	07/01/2018	65,004.00	65,004.00	Reappointment	E&G
History	David Anthony Serafini	Instructor I	07/01/2018	39,960.00	39,960.00	Reappointment	E&G
Journalism & Broadcasting	Jonathan Daniel Adams	Visg Professional-in-Residence	07/01/2018	50,508.00	50,508.00	Reappointment	E&G
Library Public Services	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	07/01/2018	40,008.00	40,008.00	Reappointment	E&G
Management	Kay H Weggers	Executive-in-Residence	07/01/2018	61,404.00	65,004.00	Reappointment	E&G

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Mathematics	Miriam Mahannah El-Farrah	Instructor I	07/01/2018	41,232.00	41,232.00	Reappointment	E&G
Mathematics	Julie Flanigan Payne	Instructor I	07/01/2018	41,244.00	41,244.00	Reappointment	E&G
Modern Languages	Lhousseine Guenwane	Instructor I	07/01/2018	39,960.00	39,960.00	Reappointment	E&G
Modern Languages	Huizhang Huang	Instructor I	06/01/2018	39,600.00	39,600.00	Reappointment	Grant
Modern Languages	Huizhang Huang	Assistant Professor (Clinical)	07/01/2018	51,528.00	51,528.00	Reappointment	E&G
Philosophy & Religion	Judy Ruth Russell	Visiting Assistant Professor	07/01/2018	50,004.00	50,004.00	Reappointment	E&G
Philosophy & Religion	Jeffrey Samuels	Department Head	07/01/2018	89,712.00	89,712.00	Reappointment	E&G
Psychological Sciences	Leslie Lee Bayliss	Associate Professor	07/01/2018	71,664.00	71,664.00	Reappointment	E&G
Psychological Sciences	Matthew Jacob Woodward	Visiting Assistant Professor	07/01/2018	52,008.00	52,008.00	Reappointment	E&G
Public Health	Jacqueline Royce Basham	Instructor I	07/01/2018	41,244.00	41,244.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Sally Lynn Hope	Instructor I	07/01/2018	43,272.00	43,272.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Terry L. Obbe	Instructor I	07/01/2018	47,820.00	47,820.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	07/01/2018	51,528.00	51,528.00	Reappointment	E&G
Social Work	Allison Gibson	Instructor I	07/01/2018	49,992.00	49,992.00	Reappointment	RD
Theatre & Dance	Carol Jordan	Instructor I	07/01/2018	39,960.00	39,960.00	Reappointment	E&G
Doctor of Physical Therapy	Michael W. Kennedy	Asst Prof/Assoc Dir Clinical Ed	07/02/2018	92,004.00	92,004.00	Rehire	E&G
History	William Robert Black	Instructor I	08/15/2018	38,772.00	38,772.00	Rehire	E&G
Journalism & Broadcasting	Brian David Elliott	Visiting Prof-in-Residence	08/15/2018	50,508.00	50,508.00	Rehire	E&G
School of Nursing	Talitha Winquist Richards	Instructor I	08/15/2018	49,440.00	49,440.00	Rehire	E&G
Social Work	Erin Taylor Warfel	Instructor I	08/15/2018	48,000.00	48,000.00	Rehire	RD
Mathematics	Mark P. Robinson	Professor	07/01/2018	90,900.00	81,816.00	Status Change (12mo to 9mo)	E&G
School of Nursing	Maribeth A. Wilson	Instructor II	07/01/2018	54,228.00	59,184.00	Promo	E&G
Applied Human Sciences	Sylvia Stokes Gaiko	Professor	07/01/2018	116,796.00	95,568.00	Transfer	E&G
Applied Human Sciences	Fatemeh Soltani	Visiting Assistant Professor	07/01/2018	44,400.00	50,448.00	Transfer	E&G
Art	Kristina Elisabeth Arnold	Department Head	07/01/2018	57,660.00	88,008.00	Transfer	E&G
Communication	Sally J. Ray	Associate Professor	07/01/2018	107,388.00	81,972.00	Transfer	E&G
Doctor of Physical Therapy	Elizabeth Stone Norris	Director of DPT	07/01/2018	84,312.00	130,056.00	Transfer	E&G
Engineering & Applied Sciences	Ali R Buendia Garcia	Research Assistant Professor	07/01/2018	58,176.00	82,008.00	Transfer	Split
English	Joseph William Austin	Instructor I	07/01/2018	38,772.00	38,772.00	Transfer	E&G
English	Elizabeth D. Hall	Professor	07/01/2018	89,004.00	59,100.00	Transfer	E&G
Geography & Geology	Jonathan Le Mar Oglesby	Instructor I	07/01/2018	37,764.00	40,008.00	Transfer	E&G
Journalism & Broadcasting	Robert L. Dietle	Director	07/01/2018	100,008.00	100,008.00	Transfer	E&G
Management	Robert D. Hatfield	Associate Professor	07/01/2018	138,648.00	113,436.00	Transfer	E&G
Mathematics	Lindsey Nicole Brown	Instructor I	07/01/2018	34,008.00	40,008.00	Transfer	E&G
Modern Languages	Ke Peng	Director	07/01/2018	56,988.00	84,420.00	Transfer	E&G
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	Professor	07/01/2018	129,828.00	85,044.00	Transfer	E&G
School of Kinesiology, Rec. & Sport	Richard Charles Miller	Professor	07/01/2018	138,132.00	113,016.00	Transfer	E&G
School of Teacher Education	Sylvia L. Dietrich	Professor	08/27/2018	126,360.00	74,964.00	Transfer	E&G
School of Teacher Education	Blair C. Thompson	Director, School of Teacher Ed	09/01/2018	58,344.00	99,312.00	Transfer	E&G
Social Work	Patricia L. Desrosiers	Department Head	07/01/2018	61,728.00	93,120.00	Transfer	E&G
Social Work	Austin Garrett Griffiths	Assistant Professor	07/01/2018	53,424.00	52,008.00	Transfer	E&G
Theatre & Dance	Michael Peter Frohling	Assistant Professor	07/01/2018	38,772.00	51,000.00	Transfer	E&G
Mathematics	Patrick T. Brown	Instructor I	07/01/2018	45,348.00	48,348.00	Salary Increase (OTHSI)	E&G
English	Deborah A. Logan	Professor	07/01/2018	74,160.00	74,160.00	Sabbatical	E&G

Meeting Date: December 7, 2018

Completed Faculty Personnel Actions Subject to Board Approval
Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Social Work	Dana June Sullivan	Associate Professor	08/16/2018	63,468.00	63,468.00	Sabbatical	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Applied Human Sciences	Gloria Ann Carrico	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
Applied Human Sciences	Margaret E. Cook-Newell	06/04/2018	07/31/2018	1,602.00	Initial Appointment	E&G
Applied Human Sciences	Gloria Ann Carrico	08/27/2018	12/31/2018	2,580.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/27/2018	12/31/2018	2,751.00	Reappointment	E&G
Applied Human Sciences	Susannah Dickman	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Applied Human Sciences	Lisa Marie Dix	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
Applied Human Sciences	Sara Michelle Glanz	08/27/2018	12/31/2018	1,840.00	Initial Appointment	E&G
Applied Human Sciences	Christabell Dwan Graham	08/27/2018	12/31/2018	6,408.00	Reappointment	E&G
Applied Human Sciences	Jonell H Henderson	08/27/2018	12/31/2018	2,337.00	Reappointment	E&G
Applied Human Sciences	Wendy Marie Kublin	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Applied Human Sciences	Ethan John Mattingly	08/27/2018	12/31/2018	1,840.00	Initial Appointment	E&G
Applied Human Sciences	Richard Frederick Patterson	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Applied Human Sciences	Diane J. Sprowl	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Applied Human Sciences	Janice I Wassel	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Applied Human Sciences	Janice I Wassel	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
Applied Human Sciences	Caitlin Shae Williams	08/27/2018	12/31/2018	1,692.00	Initial Appointment	E&G
Architect & Manufacturing Sciences	Shawn Micheal Brown	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	David L Frazier	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Terry Lynn Pasley	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
Art	Sandra K. Carter	08/27/2018	12/31/2018	2,436.00	Reappointment	E&G
Art	Samuel Clay Hunt	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
Art	Matthew Ryan Kirby	08/27/2018	12/31/2018	3,984.00	Reappointment	E&G
Art	Robert Patteson Love	08/27/2018	12/31/2018	2,580.00	Reappointment	E&G
Art	Leslie Erin Nichols	08/27/2018	12/31/2018	3,680.00	Reappointment	E&G
Art	Julie Banner Schuck	08/27/2018	12/31/2018	3,984.00	Initial Appointment	E&G
Biology	Harold Gregory Strange	08/27/2018	12/31/2018	7,740.00	Reappointment	E&G
Center for Gerontology	William Leo Lynch	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Center for Gerontology	Patrice Blanchard	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Chemistry	Louise Marie Murray	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Chemistry	Robert F. Forsythe	08/27/2018	12/31/2018	2,848.00	Reappointment	E&G
Chemistry	Cynthia Collins Paisley	08/27/2018	12/31/2018	2,848.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	11/01/2018	12/31/2018	2,136.00	Reappointment	E&G
Communication	Karl Anne Atkins	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Communication	Jessica Trent Byers	06/04/2018	12/31/2018	1,692.00	Reappointment	RD
Communication	Jessica Trent Byers	08/01/2018	12/31/2018	1,692.00	Reappointment	RD
Communication	Jessica Trent Byers	08/27/2018	12/31/2018	5,076.00	Reappointment	RD
Communication	Sabine Chai	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Communication	Stephanie Anne Dopson	08/27/2018	12/31/2018	2,280.00	Initial Appointment	E&G
Communication	Chelsea Ann Fancher	08/27/2018	12/31/2018	1,692.00	Initial Appointment	E&G
Communication	Gerald Dean Gifford	08/27/2018	12/31/2018	3,384.00	Reappointment	E&G
Communication	Carl L. Kell	08/27/2018	12/31/2018	4,500.00	Reappointment	E&G
Communication	Heather C. Lashley	08/27/2018	12/31/2018	3,680.00	Reappointment	E&G
Communication	Tara Rae Ohning	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G

Communication	Lauren Michelle Willian	06/04/2018	12/31/2018	1,692.00	Reappointment	E&G
Communication	Lauren Michelle Willian	08/01/2018	12/31/2018	1,692.00	Reappointment	E&G
Communication	Lauren Michelle Willian	08/27/2018	12/31/2018	5,076.00	Reappointment	E&G
Communication	Larry James Winn	08/27/2018	12/31/2018	4,500.00	Reappointment	E&G
Communication Sciences & Disorders	Dakshika W Bandaranayake	06/04/2018	07/31/2018	2,736.00	Initial Appointment	E&G
Communication Sciences & Disorders	Stephanie Denise Barr	06/11/2018	07/31/2018	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	08/27/2018	12/31/2018	3,680.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle K. Bradley	06/11/2018	12/31/2018	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessam Broyles	08/27/2018	07/31/2018	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Jamie D Fisher	06/11/2018	12/31/2018	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/27/2018	12/31/2018	2,280.00	Initial Appointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/27/2018	12/31/2018	712.00	Reappointment	E&G
Communication Sciences & Disorders	Danna Jean Bratcher Frank	08/27/2018	12/31/2018	1,424.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/27/2018	12/31/2018	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	06/11/2018	12/31/2018	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Communication Sciences & Disorders	Heather Elizabeth Kirtley	06/11/2018	07/31/2018	4,272.00	Initial Appointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	06/11/2018	12/31/2018	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/27/2018	12/31/2018	8,544.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Emily Laffin Orr	06/11/2018	07/31/2018	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Kimberly Jean Smith	08/27/2018	12/31/2018	4,272.00	Initial Appointment	E&G
Communication Sciences & Disorders	Carolyn Denise Sotto	06/04/2018	12/31/2018	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Carolyn Denise Sotto	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Communication Sciences & Disorders	Carah Lindsay Summers	06/11/2018	12/31/2018	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Carah Lindsay Summers	08/27/2018	12/31/2018	2,454.00	Reappointment	E&G
Communication Sciences & Disorders	Deborah Lynn Ward	08/27/2018	12/31/2018	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Tracy Pendley Wilson	06/11/2018	07/31/2018	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Sarrah Marie Young	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
Communication Sciences & Disorders	Georgaanna Carol Gibson	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Department of Marketing	Megan Michell Ormon	08/27/2018	12/31/2018	8,100.00	Reappointment	E&G
Department of Marketing	Edward Goeb Rottmann	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Department of Marketing	Geoffrey Allen Wigner	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Department of Marketing	Geoffrey Allen Wigner	08/27/2018	12/31/2018	3,829.00	Reappointment	E&G
Diversity & Community Studies	Brandi Nichole Button	08/27/2018	12/31/2018	3,680.00	Reappointment	E&G
Diversity & Community Studies	Kenneth Stewart Casey	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Diversity & Community Studies	Wendy Rhondel Wood	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
Doctor of Physical Therapy	William Raymond Vanwyne	07/09/2018	08/31/2018	1,400.00	Reappointment	E&G
Dual Credit	James Baffour Asare	08/01/2018	12/31/2018	2,280.00	Reappointment	RD
Dual Credit	James Baffour Asare	08/27/2018	12/31/2018	6,840.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	06/04/2018	12/31/2018	2,136.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/27/2018	12/31/2018	4,272.00	Reappointment	RD
Dual Credit	Kayla Jean Beard	08/27/2018	12/31/2018	2,136.00	Reappointment	RD
Dual Credit	David Robert Brooks	08/27/2018	12/31/2018	2,136.00	Reappointment	RD
Dual Credit	Zeambo Wwynger Dahnweih	08/27/2018	12/31/2018	1,692.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	08/27/2018	12/31/2018	4,272.00	Reappointment	RD
Dual Credit	Arthur Donnelly Garvin	08/27/2018	12/31/2018	5,520.00	Reappointment	RD
Dual Credit	Marisa Suzanne Hopkins	08/27/2018	12/31/2018	2,136.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/01/2018	12/31/2018	1,840.00	Reappointment	RD

Dual Credit	Dual Credit	Scott Lester Huff	08/27/2018	12/31/2018	1,840.00	Reappointment	RD
Dual Credit	Dual Credit	Elizabeth Dalton Markle	06/04/2018	12/31/2018	1,692.00	Reappointment	RD
Dual Credit	Dual Credit	Daniel Webster Phillips	08/27/2018	12/31/2018	5,076.00	Reappointment	RD
Dual Credit	Dual Credit	Trina Sturgeon Rickard	08/27/2018	12/31/2018	6,840.00	Reappointment	RD
Dual Credit	Dual Credit	Crystal Hodges Rowland	08/27/2018	12/31/2018	1,840.00	Reappointment	RD
Dual Credit	Dual Credit	Eric LeWayne Self	08/27/2018	12/31/2018	6,986.00	Initial Appointment	RD
Dual Credit	Dual Credit	Kristina Jo Sidebottom	08/27/2018	12/31/2018	5,520.00	Initial Appointment	RD
Dual Credit	Dual Credit	Jennifer Lynn Smith	06/04/2018	12/31/2018	1,692.00	Reappointment	RD
Dual Credit	Dual Credit	Jennifer Lynn Smith	08/01/2018	12/31/2018	1,692.00	Reappointment	RD
Dual Credit	Dual Credit	Jennifer Lynn Smith	08/27/2018	12/31/2018	5,076.00	Reappointment	RD
Dual Credit	Dual Credit	James M Sutherland	08/27/2018	12/31/2018	1,840.00	Reappointment	RD
Dual Credit	Dual Credit	Christopher Andy Vaught	06/04/2018	12/31/2018	2,136.00	Reappointment	RD
Dual Credit	Dual Credit	Christopher Andy Vaught	08/01/2018	12/31/2018	2,136.00	Reappointment	RD
Dual Credit	Dual Credit	Christopher Andy Vaught	08/27/2018	12/31/2018	6,408.00	Reappointment	RD
Economics	Economics	Melvin V. Borland	08/27/2018	12/31/2018	9,000.00	Reappointment	E&G
Economics	Economics	Michael Lynn Roberson	08/27/2018	12/31/2018	6,090.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Ed. Admin., Leadership & Research	Benny Cameron Lile	06/04/2018	12/31/2018	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Ed. Admin., Leadership & Research	Benny Cameron Lile	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Ed. Admin., Leadership & Research	Jason Thomas Radford	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Ed. Admin., Leadership & Research	Jason Thomas Radford	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Educational Enhancement Programs	Educational Enhancement Programs	Judy F. Brooks	08/27/2018	12/31/2018	4,908.00	Reappointment	E&G
Engineering & Applied Sciences	Engineering & Applied Sciences	Chester Murrah Cunningham	08/27/2018	12/31/2018	6,000.00	Reappointment	E&G
Engineering & Applied Sciences	Engineering & Applied Sciences	Barry D Phelps	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
Engineering & Applied Sciences	Engineering & Applied Sciences	Cheryl Ann Purdy	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
Engineering & Applied Sciences	Engineering & Applied Sciences	Lucas Lee Staley	08/27/2018	12/31/2018	4,000.00	Initial Appointment	E&G
English	English	Jimmy D. Browning	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
English	English	Nicolette Isabel Bruner-Olson	06/04/2018	07/31/2018	5,100.00	Reappointment	E&G
English	English	Karen Hubler Chronister	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
English	English	Kelsey Leann Fox	08/27/2018	12/31/2018	5,076.00	Initial Appointment	E&G
English	English	David Pharis Gifford	08/27/2018	12/31/2018	5,076.00	Reappointment	E&G
English	English	John A. Hagaman	08/27/2018	12/31/2018	4,500.00	Reappointment	E&G
English	English	Terry Ryan Hall	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
English	English	Shanon D Huston-Willis	08/27/2018	12/31/2018	4,394.00	Reappointment	E&G
English	English	Mary Lou Mathews	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
English	English	Cortney Meshel Paris	08/27/2018	12/31/2018	5,520.00	Reappointment	E&G
English	English	Amy E. Pope	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
English	English	Velda Ruth Rogers	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
English	English	Mari Beth Stanley	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
English	English	Catherine P. Ware	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
English	English	Tammy Lynn Willinger-Frederick	08/27/2018	12/31/2018	6,408.00	Initial Appointment	E&G
English	English	Sherry Wilson Youngquist	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
ESLI	ESLI	Dawn Marie Winters	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
Extended Learning & Outreach (DELO)	Extended Learning & Outreach (DELO)	SueAnn Strom	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Finance	Finance	Zachary Paul Jones	08/27/2018	12/31/2018	2,700.00	Initial Appointment	E&G
Finance	Finance	Zachary Paul Jones	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Finance	Finance	James Edmond Slaton	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Folk Studies & Anthropology	Folk Studies & Anthropology	James Jeremy Miller	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G

Folk Studies & Anthropology	Theresa May Osborne	06/11/2018	07/31/2018	2,740.00	Reappointment	E&G
Geography & Geology	Paul Grady Dixon	06/11/2018	07/31/2018	1,520.00	Reappointment	E&G
History	James Thomas Baker	08/27/2018	12/31/2018	5,790.00	Reappointment	E&G
History	Nicole Marie Bettendorf	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
History	Gary L. Ferguson	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
History	Gregory A Marshall	08/27/2018	12/31/2018	6,408.00	Reappointment	E&G
History	Kathryn Erin Reetzke	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	08/27/2018	12/31/2018	2,600.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	08/27/2018	12/31/2018	2,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	08/27/2018	12/31/2018	5,200.00	Reappointment	E&G
Information Systems	Ryan Thomas Pigford	08/27/2018	12/31/2018	5,200.00	Reappointment	E&G
Information Systems	Phillip Wayne Stagner	08/27/2018	12/31/2018	2,600.00	Reappointment	E&G
Information Systems	John Bryan Lesieur	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Kentucky Museum	John Bryan Lesieur	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Kentucky Museum	Edwin Buchanan	08/27/2018	12/31/2018	5,400.00	Reappointment	E&G
Management	Edwin Buchanan	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Management	Titus Mitchell Carter	08/27/2018	12/31/2018	5,400.00	Initial Appointment	E&G
Management	Terry Lynn Goodin	08/27/2018	12/31/2018	8,100.00	Reappointment	E&G
Management	Cynthia Vanaey Hines	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/27/2018	12/31/2018	5,400.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Management	Michael Joseph Richardson	08/27/2018	12/31/2018	5,400.00	Reappointment	E&G
Management	Kelcey Dane Rock	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
Management	David Thomas Sparks	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Management	Joseph Michael Ertl	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Modern Languages	Ekaterina Myakshina	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Music	Debra Jane Belcher	08/27/2018	12/31/2018	2,848.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	08/27/2018	12/31/2018	6,166.00	Reappointment	E&G
Music	Jeffrey R. Bright	08/01/2018	08/31/2018	3,840.00	Reappointment	E&G
Music	Jeremy A. Kelly	08/27/2018	12/31/2018	3,795.00	Reappointment	E&G
Music	Marilyn Emma Nije	08/27/2018	12/31/2018	2,860.00	Reappointment	E&G
Music	Jeanie L. Orr	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Music	Keith W Sorrels	08/27/2018	12/31/2018	3,868.00	Reappointment	E&G
Music	Alesia L. Speer	08/24/2018	12/31/2018	4,984.00	Reappointment	E&G
Music	Christopher Michael Strautman	08/27/2018	12/31/2018	1,227.00	Initial Appointment	E&G
Philosophy & Religion	Stephen M. Kershner	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Philosophy & Religion	Terry Dewayne Shoemaker	06/04/2018	07/31/2018	1,840.00	Reappointment	RD
Philosophy & Religion	Terry Dewayne Shoemaker	06/04/2018	07/31/2018	1,840.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	08/27/2018	12/31/2018	1,840.00	Reappointment	RD
Political Science	Walter Richards	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Psychological Sciences	Scott B. Shadrick	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Psychology	Joseph Charles Case	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
Psychology	Chancellor Keith Littrell	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Psychology	Brittany Morgan Marshall	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	06/04/2018	12/31/2018	2,280.00	Reappointment	RD
Psychology	Jodi Lynn McKnight	08/27/2018	12/31/2018	4,560.00	Reappointment	RD
Psychology	Jodi Lynn McKnight	09/01/2018	12/31/2018	2,280.00	Reappointment	E&G
Psychology	Sara B Murphy	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G

Psychology	Rachel Nicole Severs	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Public Health	Margaret Annelle White	08/27/2018	12/31/2018	4,272.00	Reappointment	RD
Public Health	Charles McClane Cann	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Public Health	Dennis R. Chaney	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
Public Health	David C. Duncan	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Public Health	Kelsey Jo Haislip	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
Public Health	Ben A. Howard	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Public Health	Dwight Justin Ladd	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
Public Health	Juliana Christine Pace	08/27/2018	12/31/2018	1,692.00	Reappointment	RD
Public Health	Juliana Christine Pace	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Public Health	Amanda C Waid	08/27/2018	12/31/2018	3,384.00	Reappointment	RD
Public Health	Derek Blaine White	08/27/2018	12/31/2018	760.00	Reappointment	E&G
Public Health	Derek Blaine White	08/27/2018	12/31/2018	3,040.00	Reappointment	RD
Public Health	Derek Blaine White	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Public Health	Anita Ruth Block	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	06/04/2018	12/31/2018	4,800.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	06/04/2018	07/31/2018	4,800.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	07/09/2018	12/31/2018	4,800.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Lacey Chavonne Carmon-Johnson	08/27/2018	12/31/2018	4,560.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Thaddaus R. Crews	08/27/2018	12/31/2018	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	08/27/2018	12/31/2018	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James R. Honaker	08/27/2018	12/31/2018	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Phillip C. Jones	08/27/2018	10/31/2018	1,228.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	10/18/2018	12/31/2018	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	08/27/2018	12/31/2018	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	11/01/2018	12/31/2018	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	08/27/2018	12/31/2018	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	11/01/2018	12/31/2018	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Adriana Odett Allison	08/27/2018	12/31/2018	9,000.00	Initial Appointment	RD
School of Nursing	Janay Smith Atkinson	08/27/2018	10/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Aeron Elizabeth Barrow	08/27/2018	12/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Aeron Elizabeth Barrow	08/27/2018	12/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Jamie Lynn Blair	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Sunni Dae Carver-Gregory	08/27/2018	12/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Sheila Ann Cattlett	08/27/2018	12/31/2018	5,000.00	Reappointment	E&G
School of Nursing	Sarah K Colbert	08/27/2018	12/31/2018	12,000.00	Reappointment	E&G
School of Nursing	Stephanie Renee Combs	08/27/2018	12/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Jennifer Marie Daniel	08/27/2018	12/31/2018	5,000.00	Reappointment	E&G
School of Nursing	Laura Blackburn Deaton	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Jodie Lynn Dunkelberger	08/27/2018	12/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Jacqueline Nichole Felts	07/01/2018	07/31/2018	2,700.00	Reappointment	RD
School of Nursing	Jacqueline Nichole Felts	08/27/2018	12/31/2018	9,000.00	Reappointment	RD
School of Nursing	Cory Stewart Gearlds	08/27/2018	12/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Lena Marie Gokey	08/27/2018	12/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Sarah Herrington Harrison	08/27/2018	12/31/2018	14,000.00	Reappointment	E&G
School of Nursing	Deidre Marie Jessup	08/27/2018	12/31/2018	14,000.00	Reappointment	E&G
School of Nursing	Shelby Nicole Johnson	08/27/2018	12/31/2018	6,000.00	Reappointment	E&G

School of Nursing	Melinda C. Joyce	08/27/2018	12/31/2018	4,000.00	Reappointment	E&G
School of Nursing	Jessica Annette Kelley	08/27/2018	12/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Kelly S. Kim	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Nursing	Levita Jean Larson	07/01/2018	07/31/2018	1,200.00	Reappointment	RD
School of Nursing	Mollie Elizabeth Lawson	08/27/2018	12/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Breanna Nicole Lee	08/27/2018	12/31/2018	6,000.00	Initial Appointment	E&G
School of Nursing	Leigh Keeton Lindsey	08/27/2018	12/31/2018	1,000.00	Reappointment	E&G
School of Nursing	Leigh Keeton Lindsey	08/27/2018	12/31/2018	5,000.00	Reappointment	E&G
School of Nursing	Stacy Lea Logsdon	08/27/2018	12/31/2018	2,000.00	Reappointment	E&G
School of Nursing	Alexandra Jane Massey	08/27/2018	12/31/2018	9,000.00	Initial Appointment	RD
School of Nursing	Marguerite Vernette McBride	08/27/2018	12/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Vivian Gail McClellan	08/27/2018	12/31/2018	2,000.00	Reappointment	E&G
School of Nursing	Krystal Brooke McKain	08/27/2018	12/31/2018	6,000.00	Reappointment	E&G
School of Nursing	Veletta Lynn Ogaz	08/27/2018	12/31/2018	5,000.00	Reappointment	E&G
School of Nursing	Samantha Leigh Peebles	08/27/2018	12/31/2018	14,000.00	Reappointment	E&G
School of Nursing	Beverly Jill Phelps	08/27/2018	12/31/2018	14,000.00	Reappointment	E&G
School of Nursing	Patrick N. Pitcock	08/27/2018	12/31/2018	12,000.00	Reappointment	E&G
School of Nursing	Patrick N. Pitcock	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Megan Renee Porter	08/27/2018	12/31/2018	7,000.00	Initial Appointment	E&G
School of Nursing	Kathleen Lynne Riley	08/27/2018	10/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Heather Joyce Scarborough	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Angela R. Shehan	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Stacey Annette Steele	08/27/2018	12/31/2018	9,000.00	Reappointment	RD
School of Nursing	Angela Lee Swift	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Tracey Wheeler Toms	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Megan Nicole Tucker	08/27/2018	10/31/2018	3,000.00	Reappointment	E&G
School of Nursing	Deana Marie Walls	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Deana Marie Walls	08/27/2018	12/31/2018	7,000.00	Reappointment	E&G
School of Nursing	Crystal Dawn Whitehouse	08/27/2018	12/31/2018	2,000.00	Initial Appointment	E&G
School of Nursing	Kenneth Neil Whitley	08/27/2018	12/31/2018	2,848.00	Reappointment	E&G
School of Nursing	James B. Williams	08/27/2018	12/31/2018	5,000.00	Reappointment	E&G
School of Professional Studies	Michael A. Armstead	06/04/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Michael A. Armstead	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Kelli Nicole Ayers	11/01/2018	12/31/2018	3,384.00	Reappointment	E&G
School of Professional Studies	Charles Baker	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
School of Professional Studies	Eric Keith Baker	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	06/11/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	08/27/2018	12/31/2018	6,840.00	Reappointment	E&G
School of Professional Studies	Carol Luann Clyde Gallagher	08/27/2018	12/31/2018	2,280.00	Initial Appointment	E&G
School of Professional Studies	Gregg T Cobb	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Gregg T Cobb	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Pamela Jo Decker	08/27/2018	12/31/2018	4,272.00	Initial Appointment	E&G
School of Professional Studies	Michelle Lee Dyer	08/27/2018	12/31/2018	3,384.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	06/04/2018	12/31/2018	2,880.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	11/01/2018	12/31/2018	2,280.00	Reappointment	E&G

School of Professional Studies	Brentli Danielle Henderson	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Jennifer Lynne Jackson	06/04/2018	12/31/2018	2,436.00	Reappointment	E&G
School of Professional Studies	David M Kerr	08/24/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	David M Kerr	06/04/2018	12/31/2018	2,292.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	08/27/2018	12/31/2018	3,384.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	06/04/2018	12/31/2018	4,272.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Julie Lents-Sutton	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Ronald T. Spears	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
School of Professional Studies	Maria Stewart	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
School of Professional Studies	Michael W Sweeney	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	06/04/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	08/01/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	08/27/2018	12/31/2018	1,068.00	Reappointment	E&G
School of Professional Studies	Sophia A Sweeney	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Wouter Van Alebeek	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
School of Professional Studies	Wouter Van Alebeek	06/04/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Wouter Van Alebeek	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Wouter Van Alebeek	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Professional Studies	Thomas W. Weakley	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
School of Professional Studies	Brandt Michelle Wyatt-Hughes	06/04/2018	12/31/2018	3,384.00	Reappointment	E&G
School of Teacher Education	Henrietta Moore Adams	06/04/2018	12/31/2018	2,136.00	Reappointment	RD
School of Teacher Education	Henrietta Moore Adams	06/04/2018	12/31/2018	600.00	Reappointment	E&G
School of Teacher Education	Henrietta Moore Adams	08/27/2018	12/31/2018	6,408.00	Reappointment	E&G
School of Teacher Education	Denise C. Garner	08/27/2018	12/31/2018	6,408.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Cheryl Potter Hughes	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Marion T. Napier	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Laura J. Pillow	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Catherine J. Rogier	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
School of Teacher Education	Robert T. Davis	06/04/2018	07/31/2018	6,400.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
School of University Studies	Karen Renae Hall	08/27/2018	12/31/2018	5,696.00	Reappointment	E&G
School of University Studies	Sara Lauren Jones	08/27/2018	12/31/2018	5,076.00	Reappointment	E&G
School of University Studies	Tracy Leean Reels	08/27/2018	12/31/2018	2,256.00	Reappointment	E&G
School of University Studies	John Timothy Simpson	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
School of University Studies	Carolyn Steele	08/01/2018	08/31/2018	4,800.00	Reappointment	E&G
School of University Studies	Ruth M. Stewart	08/27/2018	12/31/2018	5,696.00	Reappointment	E&G
School of University Studies	Christina Marie Witt	08/27/2018	12/31/2018	4,908.00	Reappointment	E&G
School of University Studies	Lorene Jeanette Ward	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Social Work	Laura Helen Bain-Selbo	08/27/2018	12/31/2018	2,280.00	Reappointment	RD
Social Work	Georgena Ann Brackett	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	Heather Hazelwood Dausman	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	Christina Robin Donahue	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
Social Work	Shannon Monique Fedderman	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	Laura Simpson Gaines	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	Rudolph Garcia	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Social Work	Ricky Dale Garmon	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G

Social Work	Debra Lynn Hall	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	Angelia Marie Judd	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	Sherry Lynn Litchfield	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	April Leigh-Ann Martin	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Social Work	Erica Starr McComas-Church	08/27/2018	12/31/2018	4,272.00	Initial Appointment	E&G
Social Work	Venisha L McGregor	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Social Work	Therese Marie Petzold	08/27/2018	12/31/2018	2,136.00	Initial Appointment	E&G
Social Work	Tina Louise Smajlagic	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Social Work	Kelley Clay Varner	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Sociology	Stacey Denise Hendershot	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Sociology	Tambra Dawn Steelman	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Sociology	Craig H. Taylor	08/27/2018	12/31/2018	9,000.00	Reappointment	E&G
Sociology	Carlous B Yates	07/09/2018	08/31/2018	2,136.00	Reappointment	RD
Student Support Programs	Terrance Christopher George	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Student Support Services	Imari Rashad Hazelwood	08/27/2018	12/31/2018	1,692.00	Reappointment	E&G
Tech Support Serv - Acad Field Serv	Cody James Turner	08/27/2018	12/31/2018	5,400.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/27/2018	12/31/2018	6,840.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	08/27/2018	12/31/2018	2,280.00	Reappointment	RD
Theatre & Dance	Jessica Jo Johnson-Frohling	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
Theatre & Dance	Jessica Jo Johnson-Frohling	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
Theatre & Dance	Roberto Valdez Sifontes	08/27/2018	12/31/2018	3,384.00	Reappointment	E&G
Theatre & Dance	Rebecca Lynn Wright	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
Theatre & Dance	Rebecca Lynn Wright	08/27/2018	12/31/2018	1,840.00	Reappointment	RD
Theatre & Dance	Stacey Carnes-Reyes	08/27/2018	12/31/2018	3,680.00	Reappointment	E&G
WKU - E-town/Fort Knox	William Thomas Carroll	08/27/2018	12/31/2018	2,889.00	Reappointment	E&G
WKU - E-town/Fort Knox	Susan Jean Collins	08/27/2018	12/31/2018	4,386.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	08/27/2018	12/31/2018	2,538.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	10/18/2018	12/31/2018	2,538.00	Reappointment	E&G
WKU - E-town/Fort Knox	Linda G. Howard	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Karl William Olive	08/27/2018	12/31/2018	2,436.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	11/01/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michelle McEwan Sanborn	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Donna L. Bennett	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
WKU - Glasgow	Mark Vaughn Biggers	08/27/2018	12/31/2018	3,204.00	Reappointment	E&G
WKU - Glasgow	Lisa Marie Boswell	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - Glasgow	Starla M. Buckley	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - Glasgow	Richard C. Fitzpatrick	08/27/2018	12/31/2018	2,528.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	08/27/2018	12/31/2018	3,829.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/27/2018	12/31/2018	3,426.00	Reappointment	E&G
WKU - Glasgow	Kathryn Cole Laslie	08/27/2018	12/31/2018	2,337.00	Initial Appointment	E&G
WKU - Glasgow	Kenny D. Lee	08/27/2018	12/31/2018	3,140.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/27/2018	12/31/2018	3,340.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/27/2018	12/31/2018	2,136.00	Reappointment	RD
WKU - Glasgow	Gerald John Lundin	08/27/2018	12/31/2018	2,136.00	Reappointment	RD
WKU - Glasgow	Gerald John Lundin	10/18/2018	12/31/2018	2,136.00	Reappointment	RD

WKU - Glasgow	Gabrielle Frassinelli Madison	08/27/2018	12/31/2018	2,996.00	Reappointment	E&G
WKU - Glasgow	Sammie Dewayne Parsley	08/27/2018	12/31/2018	2,800.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	08/27/2018	12/31/2018	3,726.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	10/18/2018	12/31/2018	2,280.00	Reappointment	RD
WKU - Glasgow	Melissa N. Schoeck	08/27/2018	12/31/2018	2,588.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/27/2018	12/31/2018	2,436.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/27/2018	12/31/2018	2,700.00	Reappointment	E&G
WKU - Glasgow	Shawna Cawthorn Turner	08/27/2018	12/31/2018	1,993.00	Reappointment	E&G
WKU - Glasgow	Shawna Cawthorn Turner	08/27/2018	12/31/2018	1,993.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	08/27/2018	12/31/2018	2,136.00	Reappointment	RD
WKU - Glasgow	Billy-Clyde Childress	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	RonSohnyn Clark	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/27/2018	12/31/2018	4,272.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/27/2018	12/31/2018	3,161.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	08/27/2018	12/31/2018	3,203.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	08/27/2018	12/31/2018	3,356.00	Reappointment	E&G
WKU - Owensboro	James Howell Edwards	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	08/27/2018	12/31/2018	4,560.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/27/2018	10/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/27/2018	12/31/2018	2,280.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/27/2018	12/31/2018	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	08/27/2018	12/31/2018	2,136.00	Reappointment	E&G
WKU - Owensboro	Zachary Dale Ward	08/27/2018	12/31/2018	1,840.00	Reappointment	E&G
WKU - Owensboro	Zachary Dale Ward	11/01/2018	12/31/2018	1,840.00	Reappointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	08/27/2018	12/31/2018	5,400.00	Reappointment	E&G

Department	Name	Start Date	End Date	Amount	Source
Accounting	Jason Marlin Bergner	07/01/2018	06/30/2019	5,304.00	E&G
Accounting	Yining Chen	07/01/2018	06/30/2019	19,500.00	FDN
Accounting	Steve Carroll Wells	07/01/2018	06/30/2019	4,008.00	E&G
Allied Health	Dianna Lynn Ransdell	07/01/2018	06/30/2019	4,008.00	E&G
Applied Research & Technology - POD	Ajay Srivastava	07/01/2018	06/30/2019	7,200.00	E&G
Campus & Comm. Events-Institutional	Roger L. Dennis	08/01/2018	06/30/2019	9,000.00	E&G
Center for Gifted Studies	Julia Link Roberts	07/01/2018	06/30/2019	36,000.00	FDN
CFL - Social Work	James D. May	07/01/2018	08/14/2018	4,760.00	RD
Communication Sciences & Disorders	Lauren E. Bland	07/01/2018	06/30/2019	5,004.00	E&G
Communication Sciences & Disorders	Jo L. Shackelford	08/01/2018	08/31/2018	955.24	E&G
Cft-Applied Science Health&Aging	Kenneth Jason Crandall	08/01/2018	08/31/2018	13,325.35	RD
Cft-Applied Science Health&Aging	Jean Neils-Strunjas	08/01/2018	08/31/2018	4,534.37	RD
Ctr for Env. & Workplace Health	Jacqueline Royce Basham	05/15/2018	06/30/2018	3,665.80	E&G
Ctr for Env. & Workplace Health	Jacqueline Royce Basham	07/01/2018	07/31/2018	917.20	E&G
Ctr for Env. & Workplace Health	Jooyeon Hwang	06/01/2018	06/30/2018	6,868.00	E&G
Ctr for Env. & Workplace Health	Gretchen Marie Brown Macy	06/01/2018	06/30/2018	3,036.87	E&G
Ctr for Env. & Workplace Health	Gretchen Marie Brown Macy	07/01/2018	07/31/2018	3,763.38	E&G
Ctr for Env. & Workplace Health	Ritchie Don Taylor	05/15/2018	05/31/2018	1,973.67	E&G
Ctr for Env. & Workplace Health	Ritchie Don Taylor	08/01/2018	08/15/2018	3,946.67	E&G
Ctr for Env. & Workplace Health	Cecilia Michelle Watkins	07/01/2018	07/31/2018	8,448.00	E&G
Dean CHHS	Heather Marie Payne-Emerson	07/01/2018	08/14/2018	6,378.66	E&G
Dean Gordon Ford College Business	Michelle White Trawick	07/01/2018	06/30/2019	5,004.00	FDN
Department of Marketing	Christopher J. Derry	07/01/2018	06/30/2019	6,504.00	FDN
Department of Marketing	Lukas Forbes	07/01/2018	06/30/2019	8,004.00	SPLIT
Dietetic Practice	Jane Howard Simmons	07/01/2018	08/14/2018	4,934.00	E&G
Diversity & Community Studies	Molly Beth Kerby	08/01/2018	12/31/2018	8,875.00	E&G
Doctor of Nursing Practice	Rhonda Brooks Quenzer	07/01/2018	12/31/2018	8,004.00	E&G
Doctor of Physical Therapy	Sonia Nicole Young	07/01/2018	06/30/2019	6,960.00	E&G
Economics	Mary Catherine Carey	07/01/2018	06/30/2019	11,004.00	FDN
Economics	Brian Kent Strow	07/01/2018	06/30/2019	15,000.00	FDN
Economics	Dennis P. Wilson	07/01/2018	06/30/2019	2,004.00	E&G
Economics	David Michael Zimmer	07/01/2018	06/30/2019	4,008.00	E&G
F&A - Education	Jenni Lynne Redifer	06/01/2018	06/30/2018	4,800.00	E&G
Finance	Kam C. Chan	07/01/2018	06/30/2019	23,568.00	FDN
Finance	Indudeep S. Chhachhi	07/01/2018	06/30/2019	4,008.00	E&G
Finance	Andrew James Head	07/01/2018	06/30/2019	4,008.00	E&G
Finance	Ronald A Rhoades	07/01/2018	06/30/2019	2,004.00	E&G
Honors College	Michael E. Smith	08/01/2018	06/30/2019	33,924.00	E&G

Information Systems	John Kirk Atkinson	07/01/2018	06/30/2019	3,000.00	SPLIT
Information Systems	John Kirk Atkinson	07/01/2018	12/31/2018	1,008.00	FDN
Information Systems	Phillip Duane Coleman	07/01/2018	06/30/2019	3,000.00	FDN
Information Systems	Thaddeus Reed Crews	07/01/2018	06/30/2019	1,008.00	FDN
KRS Contract Programs	Fred Wayne Gibson	07/01/2018	06/30/2019	7,500.00	RD
Management	Cecile Wilson Garmon	07/01/2018	06/30/2019	15,000.00	FDN
Management	Whitney Oliver Peake	07/01/2018	06/30/2019	15,000.00	FDN
Management	Whitney Oliver Peake	07/01/2018	06/30/2019	4,008.00	FDN
Management	Paula Wurth Potter	07/01/2018	06/30/2019	4,008.00	FDN
MSW Cohorts	Amy C. Cappiccie	07/01/2018	06/30/2019	5,004.00	RD
Non Profit Administration	Raymond Arthur Poff	07/01/2018	06/30/2019	7,500.00	E&G
Political Science	Julia Frances Shadoan	07/01/2018	06/30/2019	6,000.00	E&G
Public Health	Janice Ray Hunt-Shepherd	07/01/2018	06/30/2019	5,004.00	E&G
Public Health	Grace K. Larley	07/01/2018	06/30/2019	5,004.00	E&G
Public Health	Ritchie Don Taylor	05/01/2018	06/30/2018	7,894.00	E&G
Public Health	Ritchie Don Taylor	07/01/2018	06/30/2019	7,500.00	E&G
Public Health	Fred Wayne Gibson	08/01/2018	08/31/2018	1,714.62	SPLIT
School of Kinesiology, Rec. & Sport	Kenneth David Payne	07/01/2018	06/30/2019	4,500.00	E&G
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	08/01/2018	08/31/2018	450.31	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafar	08/01/2018	08/31/2018	3,883.77	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafar	07/01/2018	06/30/2019	7,500.00	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	07/01/2018	06/30/2019	5,004.00	E&G
School of Teacher Education	Sylvia L. Dietrich	08/27/2018	12/31/2018	13,688.00	E&G
School of University Studies	Michelle A. Jackson	06/01/2018	06/30/2018	6,226.67	E&G
SON Contract Programs	Lora Wills Moore	06/01/2018	06/30/2018	1,200.82	RD
WKU Center for Literacy	Kristy Lyn Cartwright	07/01/2018	06/30/2019	6,000.00	E&G

Department	Employee	Rank	Effective Date	Current Rate/Salary	*Proposed Rate/Salary	Type Action
Journalism and Broadcasting Management	Richard Shumate	Assistant Professor	07/01/2018	\$48,804	\$50,004	Faculty Rank
Modern Languages	Mariah D. Yates	Assistant Professor	07/01/2018	\$90,900	\$105,000	Faculty Rank
School of Teacher Education	Terry Ballman	***Professor	08/01/2018	\$255,000	\$255,000	Faculty Rank and Tenure
	Corinne Murphy	***Professor	08/01/2018	\$143,000	\$143,000	Faculty Rank and Tenure

***Not the employee's current title (i.e., faculty administrator)

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Kenneth Jason Crandall	Associate Professor	7/31/2018	1,000.00 Awards		E&G
CHHS - DELO Distribution	Darbi Jean Haynes-Lawrence	Associate Professor	7/31/2018	500.00 Awards		E&G
CHHS - DELO Distribution	Larry W. Owens	Associate Professor	7/31/2018	500.00 Awards		E&G
CHHS - DELO Distribution	Thomas Bradley Stinnett	Assistant Professor	7/31/2018	1,000.00 Awards		E&G
Provost/VP Academic Affairs	Kenneth Jason Crandall	Associate Professor	8/31/2018	1,500.00 Awards		FDN
Provost/VP Academic Affairs	Ching-Yi Lin	Associate Professor	8/31/2018	1,500.00 Awards		FDN
Provost/VP Academic Affairs	Ke Peng	Director	8/31/2018	1,500.00 Awards		FDN
Provost/VP Academic Affairs	Thomas Bradley Stinnett	Assistant Professor	8/31/2018	1,500.00 Awards		FDN
Dean College of Education	Janet Lee Applin	Associate Professor	6/29/2018	182.80 Consulting		Grant
Dean College of Education	Lauren E. Bland	Associate Professor	6/29/2018	320.00 Consulting		Grant
Dean College of Education	Miwon Choe	Professor	6/29/2018	320.00 Consulting		Grant
Dean College of Education	Martha M. Day	Associate Professor	6/29/2018	320.00 Consulting		Grant
Dean College of Education	Martha M. Day	Associate Professor	6/29/2018	220.00 Consulting		Grant
Dean College of Education	Catherine G. Polet	Professional-In-Residence	6/29/2018	160.00 Consulting		Grant
Dean College of Education	Melissa Irene Rudloff	Professional-In-Residence	6/29/2018	160.00 Consulting		Grant
Dean College of Education	Gary Thomas Schallert	Professor	6/29/2018	320.00 Consulting		Grant
Dean College of Education	Dana Michelle Cosby	Pedagogical Asst Professor	9/28/2018	4,800.00 Consulting		E&G
Human Resources	Susan Keesey	Assistant Professor	7/31/2018	375.00 Consulting		Grant
School of Teacher Education	Christina Roantree Noel	Assistant Professor	8/31/2018	150.00 Consulting		Grant
School of Teacher Education	Lester L. Pesterfield	Professor	7/31/2018	900.00 Consulting		Grant
South Central AHEC	Wieb Vandermeer	Professor	7/31/2018	1,200.00 Consulting		Grant
South Central AHEC	Aaron L. Wichman	Associate Professor	7/31/2018	900.00 Consulting		Grant
South Central AHEC	Kevin M. Williams	Associate Professor	7/31/2018	900.00 Consulting		Grant
South Central AHEC	Jie-Young Kong	Associate Professor	9/28/2018	1,000.00 Overload		E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Professor	9/28/2018	1,000.00 Overload		E&G
Economics	Dennis P. Wilson	Professor	9/28/2018	1,000.00 Overload		E&G
History	Jennifer A. Hanley	Pedagogical Asst Professor	9/28/2018	1,000.00 Overload		E&G
History	Eric S. Reed	Department Head	9/28/2018	1,000.00 Overload		E&G
Honors College Student Membership	Daniel P. Boden	Assistant Professor	9/28/2018	1,000.00 Overload		RD
Information Systems	Ray Blankenship	Chair	9/28/2018	1,000.00 Overload		E&G
Information Systems	James Hubert Lindsey	Instructor II	9/28/2018	1,000.00 Overload		E&G
Information Systems	Evelyn Holmes Thrasher	Associate Professor	9/28/2018	1,000.00 Overload		E&G
Information Systems	Bradley J. Pranger	Associate Professor	9/28/2018	1,000.00 Overload		E&G
Management & Broadcasting	Dana Michelle Cosby	Pedagogical Asst Professor	9/28/2018	1,000.00 Overload		E&G
Management & Broadcasting	Robin Latrice Ayers	Instructor II	9/28/2018	1,000.00 Overload		E&G
Mathematics	Laura Green McGee	Department Head	9/28/2018	1,000.00 Overload		E&G
Modern Languages	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	9/28/2018	1,000.00 Overload		E&G
WKU - E-town/Fort Knox	Jason Martin Berger	Assistant Professor	6/29/2018	5,000.00 Supplemental Pay		E&G
Accounting	Kenneth Brent Askins	Professor	6/29/2018	3,049.20 Supplemental Pay		Grant
Architect & Manufacturing Sciences	Dana Mischelle Cosby	Pedagogical Asst Professor	9/28/2018	25.00 Supplemental Pay		RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	6/29/2018	1,685.00 Supplemental Pay		RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	8/31/2018	530.00 Supplemental Pay		RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	9/28/2018	1,625.00 Supplemental Pay		RD
Career & Workforce Development	Scott W. Arnett	Associate Professor	6/29/2018	1,000.00 Supplemental Pay		RD
Center for Gifted Studies	Scott W. Arnett	Associate Professor	7/31/2018	2,000.00 Supplemental Pay		RD
Center for Gifted Studies	Patricia E. Berke	Instructor I	6/29/2018	1,200.00 Supplemental Pay		RD

Meeting Date: December 7, 2018

Faculty One Time Payments
For the Period June 1, 2018 through September 30, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Center for Gifted Studies	Lhoussaine Guerwane	Instructor I	6/29/2018	1,000.00	Supplemental Pay	RD
Center for Gifted Studies	Lhoussaine Guerwane	Instructor I	7/31/2018	2,000.00	Supplemental Pay	RD
Center for Gifted Studies	Walter B. Kessler	Department Head	6/29/2018	1,000.00	Supplemental Pay	RD
Center for Gifted Studies	Walter B. Kessler	Department Head	7/31/2018	2,000.00	Supplemental Pay	RD
Center for Gifted Studies	Rico T. Tyler	Professional-In-Residence	7/31/2018	5,500.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Destroisiers	Department Head	7/31/2018	4,606.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor I	6/29/2018	5,500.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor I	7/31/2018	3,500.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor I	9/28/2018	2,250.00	Supplemental Pay	RD
CFL - Social Work	Austin Garrett Griffiths	Assistant Professor	8/31/2018	2,500.00	Supplemental Pay	RD
CFL - Social Work	Austin Garrett Griffiths	Assistant Professor	9/28/2018	250.00	Supplemental Pay	RD
CFL - Social Work	Kelyle Marie McIntyre	Instructor I	6/29/2018	2,500.00	Supplemental Pay	RD
CFL - Social Work	Kelyle Marie McIntyre	Instructor I	7/31/2018	2,500.00	Supplemental Pay	RD
CFL - Social Work	April Lynn Murphy	Assistant Professor	9/28/2018	2,500.00	Supplemental Pay	RD
CHHS - Research Incentive	Kenneth Jason Crandall	Associate Professor	6/29/2018	4,110.69	Supplemental Pay	E&G
CHHS - Research Incentive	Jean Neils-Strunjas	Department Head	6/29/2018	2,733.42	Supplemental Pay	E&G
CHHS - Research Incentive	Evelyn Montreal Oregon	Assistant Professor	6/29/2018	711.20	Supplemental Pay	E&G
CHHS - Research Incentive	Dana June Sullivan	Associate Professor	6/29/2018	1,721.60	Supplemental Pay	E&G
CHHS - Research Incentive	Rachel Ann Timius	Assistant Professor	6/29/2018	900.00	Supplemental Pay	E&G
CHHS - Research Incentive	Dawn Garrett Wright	Professor	6/29/2018	1,904.08	Supplemental Pay	E&G
Cohort Programs	Janet Lee Applin	Associate Professor	8/31/2018	5,300.00	Supplemental Pay	RD
Cohort Programs	John Paul Baker	Associate Professor	8/31/2018	5,300.00	Supplemental Pay	RD
Cohort Programs	John Paul Baker	Associate Professor	9/28/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Thomas J. Butterfield	Director	8/31/2018	2,750.00	Supplemental Pay	RD
Cohort Programs	Sylvia L. Dietrich	Director, School of Teacher Ed	8/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Hunter O'Neal Galloway	Assistant Professor	9/28/2018	1,500.00	Supplemental Pay	RD
Cohort Programs	Said Ghezal	Assistant Professor	8/31/2018	2,750.00	Supplemental Pay	RD
Cohort Programs	Said Ghezal	Assistant Professor	9/28/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Jennifer C Gill	Assistant Professor	8/31/2018	2,750.00	Supplemental Pay	RD
Cohort Programs	Kristie Broadbent Guffey	Pedagogical Asst Professor	8/31/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Kristie Broadbent Guffey	Pedagogical Asst Professor	9/28/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Xiaoxia Huang	Associate Professor	7/31/2018	4,000.00	Supplemental Pay	RD
Cohort Programs	Elizabeth Gail Kirby	Associate Professor	8/31/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Margaret G. Maxwell	Professor	8/31/2018	5,300.00	Supplemental Pay	RD
Cohort Programs	Margaret G. Maxwell	Professor	9/28/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	8/31/2018	3,600.00	Supplemental Pay	RD
Cohort Programs	Anthony Lee Paganelli	Librarian, WKU Elizabethtown	9/28/2018	400.00	Supplemental Pay	RD
Cohort Programs	Rebecca R. Stobaugh	Associate Professor	8/31/2018	5,300.00	Supplemental Pay	RD
Cohort Programs	Rebecca R. Stobaugh	Associate Professor	9/28/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Rebecca R. Stobaugh	Associate Professor	6/29/2018	150.00	Supplemental Pay	E&G
Commentent	Gary Thomas Schallert	Associate Professor	8/31/2018	7,000.00	Supplemental Pay	RD
Ctr -Innovative Teaching & Learning	Molly Dunkum	Associate Professor	8/31/2018	6,760.00	Supplemental Pay	RD
Ctr -Innovative Teaching & Learning	Rebecca R. Stobaugh	Associate Professor	6/29/2018	6,000.00	Supplemental Pay	E&G
CUSA Bands	Jeffrey R. Bright	Associate Professor	6/29/2018	4,474.00	Supplemental Pay	E&G
Dean Gordon Ford College Business	Mary Catherine Carey	Department Head	6/29/2018	8,845.33	Supplemental Pay	E&G
Dean Ogden College	Lester L. Pesterfield	Professor	6/29/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Chair	6/29/2018	2,000.00	Supplemental Pay	RD

Meeting Date: December 7, 2018

Faculty One Time Payments
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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
DELO - MBA	Indudeep S. Chhachhi	Chair	7/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Chair	8/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Robert D. Hatfield	Associate Professor	9/28/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Chair	9/28/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Professor	6/29/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Professor	7/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Professor	8/31/2018	2,000.00	Supplemental Pay	RD
DELO - PH Contract Programs	Melanie D. Eaton	Instructor I	9/28/2018	1,600.00	Supplemental Pay	RD
DELO - PH Contract Programs	Colin Farrell	Assistant Professor	9/28/2018	1,600.00	Supplemental Pay	RD
DELO - PH Contract Programs	Marilyn M. Gardner	Associate Professor	8/31/2018	9,600.00	Supplemental Pay	RD
Department of Marketing	Mary Jane Gardner	Executive-In-Residence	6/29/2018	1,759.33	Supplemental Pay	E&G
Department of Marketing	Mary Jane Gardner	Assistant Professor	7/31/2018	1,759.33	Supplemental Pay	E&G
Department of Marketing	Mary Jane Gardner	Assistant Professor	8/31/2018	462.67	Supplemental Pay	E&G
Department of Marketing	Kathryn Joanna Phillips Melancon	Professor	6/29/2018	2,500.00	Supplemental Pay	E&G
Diversity & Community Studies	Kristi R. Branham	Associate Professor	6/29/2018	4,500.00	Supplemental Pay	E&G
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	6/29/2018	4,500.00	Supplemental Pay	E&G
Doctor of Physical Therapy	Jacob Patrick-Eugene Smith	Instructor I	6/29/2018	2,275.00	Supplemental Pay	E&G
Dual Credit	Ismail Abumuhfouz	Instructor I	9/28/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Robin Latrice Ayers	Instructor II	9/28/2018	5,000.00	Supplemental Pay	RD
Dual Credit	Timothy John Brotherton	Associate Professor	6/29/2018	4,000.00	Supplemental Pay	RD
Dual Credit	Lukas Forbes	Professor	6/29/2018	500.00	Supplemental Pay	RD
Dual Credit	Said Ghezal	Assistant Professor	8/31/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor II	7/31/2018	500.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	9/28/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	7/31/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Jeanine M. Huss	Professor	9/28/2018	3,500.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Jones	Associate Professor	9/28/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Thomas W. Kingery	Associate Professor	6/29/2018	500.00	Supplemental Pay	RD
Dual Credit	Thomas W. Kingery	Associate Professor	9/28/2018	1,000.00	Supplemental Pay	RD
Dual Credit	John E. Martin	Instructor II	6/29/2018	500.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor II	6/29/2018	3,500.00	Supplemental Pay	RD
Dual Credit	John M. Musallia	Professor	6/29/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Associate Professor	9/28/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Jean C. Snavely	Instructor II	6/29/2018	2,000.00	Supplemental Pay	RD
Dual Credit	Paula Ann Upright	Associate Professor	6/29/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Yertty Marcela Vandermolen	Instructor I	6/29/2018	3,500.00	Supplemental Pay	RD
Dual Credit	Steven Richard Waininger	Co-Department Head	6/29/2018	4,500.00	Supplemental Pay	RD
Economics	Christopher John Biolsi	Assistant Professor	6/29/2018	5,000.00	Supplemental Pay	E&G
Economics	Susanne Leguizamon	Assistant Professor	6/29/2018	5,374.00	Supplemental Pay	E&G
Economics	Stephen L. Locke	Assistant Professor	6/29/2018	5,305.33	Supplemental Pay	E&G
Economics	Claudia Wood Strow	Professor	7/31/2018	5,000.00	Supplemental Pay	E&G
Economics	David Michael Zimmer	Professor	6/29/2018	5,295.33	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Marguerita Kaleks Desander	Department Head	6/29/2018	4,369.40	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Gary Wayne Houchens	Professor	6/29/2018	1,372.80	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Stacy R. Leggett	Associate Professor	6/29/2018	1,319.20	Supplemental Pay	E&G

Meeting Date: December 7, 2018

Faculty One Time Payments
For the Period June 1, 2018 through September 30, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Ed. Admin., Leadership & Research	Thomas Alan Stewart	Associate Professor	6/29/2018	1,360.00	Supplemental Pay	E&G
English	Lloyd Guy Davies	Professor	6/29/2018	180.00	Supplemental Pay	E&G
English	Jerod Hollyfield	Associate Professor	6/29/2018	120.00	Supplemental Pay	E&G
F&A - Ogden College	Thomas W. Kingery	Associate Professor	6/29/2018	6,996.00	Supplemental Pay	E&G
F&A - Ogden College	Natalie Jeanne Jones Mounifoy	Pedagogical Asst Professor	7/31/2018	6,533.33	Supplemental Pay	E&G
F&A - Ogden College	Mathew Clinton Shake	Associate Professor	6/29/2018	5,250.00	Supplemental Pay	E&G
F&A - Ogden College	Mathew Clinton Shake	Associate Professor	7/31/2018	1,750.00	Supplemental Pay	E&G
Finance	Christopher Lloyd Brown	Associate Professor	6/29/2018	6,425.91	Supplemental Pay	E&G
Finance	Indudeep S. Chhachhi	Professor	6/29/2018	3,574.09	Supplemental Pay	E&G
Florist Shop	Roger L. Dennis	Clinical Assistant Professor	6/29/2018	6,733.33	Supplemental Pay	RD
Folk Studies & Anthropology	Ann Katherine Ferrill	Associate Professor	6/29/2018	4,800.00	Supplemental Pay	E&G
Frock Professorship	Glenn W. LaFantasie	Professor	6/29/2018	8,729.33	Supplemental Pay	FDN
Frock Professorship	Glenn W. LaFantasie	Professor	7/31/2018	8,729.33	Supplemental Pay	FDN
Geography & Geology	Patricia N. Kambesis	Instructor I	6/29/2018	2,000.00	Supplemental Pay	Grant
Health & Fitness Lab	Lacretia Toniece Dye	Associate Professor	6/29/2018	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Associate Professor	7/31/2018	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Associate Professor	9/28/2018	32.00	Supplemental Pay	E&G
High School Media Institute	Bradley Lucas Pennington	Assistant Professor	7/31/2018	1,000.00	Supplemental Pay	RD
History	Alexander I Olson	Assistant Professor	8/31/2018	2,011.00	Supplemental Pay	Grant
Information Systems	John Kirk Atkinson	Associate Professor	6/29/2018	5,000.00	Supplemental Pay	E&G
Journalism & Broadcasting	Ronald R. DeMarse	Associate Professor	8/31/2018	3,000.00	Supplemental Pay	FDN
KHS	Maire M Blankenship	Assistant Professor	8/31/2018	2,230.00	Supplemental Pay	RD
KHS	Melissa A. Stewart	Professor	6/29/2018	375.00	Supplemental Pay	RD
KHS	Sheri Lynn Hanson	Instructor II	6/29/2018	1,100.00	Supplemental Pay	RD
Lifelong Learning	Ismail Civelek	Associate Professor	6/29/2018	2,946.00	Supplemental Pay	E&G
Management	Ismail Civelek	Associate Professor	7/31/2018	2,324.00	Supplemental Pay	E&G
Management	Aqesha D Daniels	Pedagogical Asst Professor	7/31/2018	8,978.67	Supplemental Pay	E&G
Management	Aqesha D Daniels	Pedagogical Asst Professor	8/31/2018	1,021.33	Supplemental Pay	E&G
Management	Mariah Danielle Yates	Assistant Professor	6/29/2018	5,000.00	Supplemental Pay	E&G
MBA - Full Time	Indudeep S. Chhachhi	Chair	7/31/2018	4,800.00	Supplemental Pay	E&G
MBA - Full Time	Indudeep S. Chhachhi	Chair	8/31/2018	1,225.00	Supplemental Pay	E&G
MBA - Full Time	Ismail Civelek	Associate Professor	9/28/2018	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Dana Mischelle Cosby	Pedagogical Asst Professor	9/28/2018	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Feng Helen Liang	Assistant Professor	8/31/2018	3,185.00	Supplemental Pay	E&G
MBA - Full Time	Yung Ling Lo	Associate Professor	9/28/2018	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Craig A. Martin	Professor	8/31/2018	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Craig A. Martin	Professor	9/28/2018	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Patricia R. Todd	Chair	7/31/2018	6,125.00	Supplemental Pay	E&G
Music	Jeffrey R. Bright	Associate Professor	7/31/2018	1,000.00	Supplemental Pay	E&G
Music	Joseph Newton Sites	Associate Professor	7/31/2018	1,500.00	Supplemental Pay	E&G
Online Program Development	Taha Hassan Alyouset	Assistant Professor	8/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Nicole D. Breazeale	Associate Professor	6/29/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Jeffrey Lee Budzjak	Associate Professor	8/31/2018	750.00	Supplemental Pay	RD
Online Program Development	Dana Michelle Cuomo	Assistant Professor	8/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Holli R. Drummond	Professor	8/31/2018	2,000.00	Supplemental Pay	RD
Online Program Development	Charlotte Ann Elder	Instructor II	8/31/2018	2,750.00	Supplemental Pay	RD

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Online Program Development	Hunter O'Neal Galloway	Assistant Professor	9/28/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Bashar Fayed Haddad	Assistant Professor	8/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Roderick Wayne Jones	Assistant Professor	8/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Amy C. Krull	Associate Professor	8/31/2018	2,000.00	Supplemental Pay	RD
Online Program Development	John E. Martin	Instructor II	8/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Kelly L. Reames	Associate Professor	8/31/2018	750.00	Supplemental Pay	RD
Online Program Development	Andrew J. Rosa	Associate Professor	8/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Bruce Alexander Schulte	Department Head	9/28/2018	750.00	Supplemental Pay	RD
Online Program Development	Cheryl Pence Wolf	Assistant Professor	9/28/2018	5,500.00	Supplemental Pay	RD
Play Production	Amanda Gail Clark	Professor	6/29/2018	850.00	Supplemental Pay	RD
Play Production	Meghen Leigh McKinley	Assistant Professor	6/29/2018	850.00	Supplemental Pay	RD
Play Production	Anna Livia Patsfall	Assistant Professor	6/29/2018	500.00	Supplemental Pay	RD
Political Science	Daniel P. Boden	Assistant Professor	6/29/2018	3,200.00	Supplemental Pay	E&G
Pre-College Strings Program	Sarah Grace Berry	Professional-In-Residence	6/29/2018	937.50	Supplemental Pay	E&G
Pre-College Strings Program	Ching-Yi Lin	Associate Professor	6/29/2018	1,592.50	Supplemental Pay	E&G
Pre-College Strings Program	Ching-Yi Lin	Associate Professor	6/29/2018	800.00	Supplemental Pay	E&G
Quality Enhancement Plan	Molly Beth Kerby	Associate Professor	6/29/2018	4,500.00	Supplemental Pay	E&G
Quality Enhancement Plan	Molly Beth Kerby	Associate Professor	8/31/2018	4,500.00	Supplemental Pay	E&G
Quality Enhancement Plan	Bruce Alexander Schulte	Department Head	9/28/2018	1,314.00	Supplemental Pay	E&G
Quality Enhancement Plan	Stacy Wilson	Director	6/29/2018	3,000.00	Supplemental Pay	E&G
Quality Enhancement Plan	Stacy Wilson	Director	8/31/2018	3,000.00	Supplemental Pay	E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	Instructor I	6/29/2018	3,000.00	Supplemental Pay	FDN
School of Teacher Education	Antonia M Szymanski	Associate Professor	8/31/2018	5,000.00	Supplemental Pay	FDN
School of Teacher Education	Janet Lynne Tassell	Associate Professor	8/31/2018	3,750.00	Supplemental Pay	FDN
SON Contract Programs	William Spencer Cole	Instructor I	9/28/2018	1,500.00	Supplemental Pay	RD
SON Contract Programs	Mary Kimberly Green	Associate Professor	9/28/2018	2,500.00	Supplemental Pay	RD
SON Contract Programs	Lindsay Spears Wheat	Instructor I	9/28/2018	1,000.00	Supplemental Pay	RD
SON Contract Programs	Fabian Alvarez	Instructor II	6/29/2018	250.00	Supplemental Pay	RD
Study Away Program	Daniel P. Boden	Assistant Professor	7/31/2018	2,880.00	Supplemental Pay	RD
Study Away Program	Jeffrey R. Bright	Associate Professor	6/29/2018	1,000.00	Supplemental Pay	RD
Study Away Program	Jeffrey R. Bright	Associate Professor	7/31/2018	1,000.00	Supplemental Pay	RD
Study Away Program	Jeffrey Lee Budziak	Associate Professor	8/31/2018	960.00	Supplemental Pay	RD
Study Away Program	Scott Alan Dobler	Instructor II	8/31/2018	1,250.00	Supplemental Pay	RD
Study Away Program	Scott Alan Dobler	Instructor II	9/28/2018	1,250.00	Supplemental Pay	RD
Study Away Program	Simon Peter Funge	Assistant Professor	7/31/2018	2,000.00	Supplemental Pay	RD
Study Away Program	Elizabeth D. Hall	Professor	7/31/2018	1,920.00	Supplemental Pay	RD
Study Away Program	Paul Lawrence Hondorp	Professor	6/29/2018	750.00	Supplemental Pay	RD
Study Away Program	Paul Lawrence Hondorp	Professor	7/31/2018	750.00	Supplemental Pay	RD
Study Away Program	Theodore R. Hovet	Professor	7/31/2018	1,920.00	Supplemental Pay	RD
Study Away Program	Soleiman Kiasapour	Associate Professor	7/31/2018	1,920.00	Supplemental Pay	RD
Study Away Program	Soleiman Kiasapour	Associate Professor	8/31/2018	1,920.00	Supplemental Pay	RD
Study Away Program	Philip W. Lienesch	Associate Professor	6/29/2018	750.00	Supplemental Pay	RD
Study Away Program	Philip W. Lienesch	Associate Professor	7/31/2018	750.00	Supplemental Pay	RD
Study Away Program	Philip W. Lienesch	Associate Professor	7/31/2018	750.00	Supplemental Pay	RD
Study Away Program	Amy Tracy Nemon	Instructor II	7/31/2018	1,000.00	Supplemental Pay	RD
Study Away Program	Amy Tracy Nemon	Instructor II	8/31/2018	1,250.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Study Away Program	Amy Tracy Nemon	Instructor II	9/28/2018	1,250.00	Supplemental Pay	RD
Study Away Program	Alexander I Olson	Assistant Professor	6/29/2018	2,160.00	Supplemental Pay	RD
Study Away Program	Alexander I Olson	Assistant Professor	7/31/2018	2,160.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	7/31/2018	5,400.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	8/31/2018	5,400.00	Supplemental Pay	RD
Study Away Program	Gary Thomas Schallert	Professor	6/29/2018	1,000.00	Supplemental Pay	RD
Study Away Program	Gary Thomas Schallert	Professor	7/31/2018	1,000.00	Supplemental Pay	RD
Study Away Program	William M. Simpson	Associate Professor	6/29/2018	1,000.00	Supplemental Pay	RD
Study Away Program	William M. Simpson	Associate Professor	9/28/2018	1,000.00	Supplemental Pay	RD
Study Away Program	Michael Kent Stokes	Professor	6/29/2018	1,250.00	Supplemental Pay	RD
Study Away Program	Michael Kent Stokes	Professor	7/31/2018	1,250.00	Supplemental Pay	RD
Summer School	Barbara Carlton Bush	Associate Professor	6/29/2018	2,551.50	Supplemental Pay	E&G
Summer School	Joseph William Evans	Associate Professor	6/29/2018	2,551.50	Supplemental Pay	E&G
Summer School	Wendi J. Hulsey	Instructor I	6/29/2018	756.00	Supplemental Pay	E&G
Summer School	Pamela Jean Petty	Professor	8/31/2018	3,600.00	Supplemental Pay	E&G
WКУ Pathways - Instructional	Erica Cole Billingsley	Instructor II	9/28/2018	1,600.00	Supplemental Pay	E&G
WКУ Pathways - Instructional	Michelle A. Jackson	Associate Professor	9/28/2018	1,600.00	Supplemental Pay	E&G
WКУ Pathways - Instructional	Mark Andrew Staynings	Associate Professor	9/28/2018	1,600.00	Supplemental Pay	E&G
WКУ Pathways - Instructional	Alison M Youngblood	Assistant Professor	9/28/2018	1,600.00	Supplemental Pay	E&G

* Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

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
DEGREE - Degree
DFMCP - Dept of Facilities Mgmt Career Path Program
MIKTEQ - 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

Meeting Date: December 7, 2018

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Academic Advising and Retention Ctr	Taylor Hillard Brandt	Academic Advisor	09/12/2018		30,000.00	Initial Appointment	E&G	
Academic Advising and Retention Ctr	Cory Daniel McCauley	Academic Advisor	09/10/2018		30,000.00	Initial Appointment	E&G	
Academic Advising and Retention Ctr	John Peter Thomerson	Academic Advisor	08/28/2018		30,000.00	Initial Appointment	E&G	
Academic Advising and Retention Ctr	Ryan Donald Wilson	Academic Advisor	08/27/2018		30,000.00	Initial Appointment	E&G	
Admissions Office	Morgan Rae Gossett	Admissions Counselor	07/16/2018		30,168.00	Initial Appointment	E&G	
Admissions Office	Rachel Catherine Richtler	Admissions Counselor	07/24/2018		30,168.00	Initial Appointment	E&G	
Admissions Office	Morgan Anthony Terry	Admissions Counselor	07/16/2018		30,168.00	Initial Appointment	E&G	
Athletics	Thomas Joseph Aliota	Director, Marketing	06/14/2018		44,004.00	Initial Appointment	E&G	
Athletics	Michael Christian Bowdy	Assistant Athletics Trainer	08/24/2018		33,504.00	Initial Appointment	E&G	
Athletics	Gregory Evan Davis	Head Coach	06/13/2018		39,504.00	Initial Appointment	E&G	
Athletics	Sarah Elizabeth Hurdish	Assistant Athletics Trainer	07/23/2018		33,504.00	Initial Appointment	E&G	
Athletics	Logan Christopher Locke	Assistant Director, Marketing	07/16/2018		32,508.00	Initial Appointment	Split	
Athletics	Andrew Deon Williams	Asst. Strength & Cond. Coach	06/01/2018		35,004.00	Initial Appointment	E&G	
Child Care	Chelsea Mikayla Denhard	Teacher	08/20/2018		25,350.00	Initial Appointment	RD	
College of Ed & Behavioral Science	Corinne Marie Murphy	Dean	08/01/2018		143,004.00	Initial Appointment	E&G	
Facilities Management	Melvin Eugene Gregory	Painter I	08/20/2018		27,300.00	Initial Appointment	E&G	
Facilities Management	Ronald G. Vincent	Carpenter I	09/17/2018		29,250.00	Initial Appointment	E&G	
Farm	Jonathan Jacob West	Livestock Technician	06/01/2018		26,013.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Jussara Cristina Ave-Lallemant	Residential Counselor	08/16/2018		23,808.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Curtis Blake Hardison	Residential Counselor	08/16/2018		23,088.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Melissa Danielle Smith	Residential Counselor	08/16/2018		23,088.00	Initial Appointment	E&G	
Gatton Academy of Math and Science	Wade Timothy Vierterlter	Residential Counselor	08/16/2018		23,088.00	Initial Appointment	E&G	
Housing & Residence Life	Alberto Jose Benavides	Residence Hall Director	07/16/2018		24,000.00	Initial Appointment	Aux	
Housing & Residence Life	Michele Marie Curran	Coordinator, HRL	07/02/2018		31,500.00	Initial Appointment	Aux	
Housing & Residence Life	Darrian Nathaniel Dorrough	Asst Residence Hall Director	07/16/2018		17,004.00	Initial Appointment	Aux	
Housing & Residence Life	Gary Matthew Phillips	Coordinator, HRL	06/01/2018		42,000.00	Initial Appointment	Aux	
Housing & Residence Life	Rebecca D. Phillips	Residence Hall Director	07/16/2018		24,000.00	Initial Appointment	Aux	
Housing & Residence Life	Dakota G Riddle	St. Zone Maintenance Tech I	09/17/2018		35,587.50	Initial Appointment	Aux	
Housing & Residence Life	Shawnee Elaine Whitfield	Asst Residence Hall Director	07/16/2018		17,004.00	Initial Appointment	Aux	
Interultural & Student Engagement	Brandon Deann Green	Student Success Advisor	08/27/2018		31,500.00	Initial Appointment	FDN	
International Student Office	John C Sunnygard	Associate Provost, GI&IA	08/27/2018		152,004.00	Initial Appointment	E&G	
Men's Baseball	Ben Robert Wolgamot	Assistant Coach	08/23/2018		70,008.00	Initial Appointment	E&G	
Men's Basketball	Hemssy Jean Auriantal	Assistant Coach	06/25/2018		200,004.00	Initial Appointment	E&G	
Men's Football	Taylor Joseph Brown	Recruiting Coordinator	09/24/2018		34,164.00	Initial Appointment	E&G	
Men's Football	Janel Aylene Lee	Director, Video Operations	06/01/2018		47,508.00	Initial Appointment	E&G	
Men's Golf	Chandler Marshall Metts	Head Athletic Coach	08/15/2018		45,000.00	Initial Appointment	E&G	
Plant Operations	Clay Andrew Murphy	HVAC Technician II	07/23/2018		33,150.00	Initial Appointment	E&G	
Police	Maritza Lea Arnett	Communications Officer	09/04/2018		26,728.00	Initial Appointment	E&G	

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Social Work	Julia Chrisman Jones	Child Welfare Coordinator	09/04/2018		47,911.50	Initial Appointment	Grant	
Supply Chain Management	Emily Elizabeth Hollen	Supply Chain Specialist	09/17/2018		30,322.50	Initial Appointment	E&G	
Women's Softball	Jessica Breann Twaddle	Assistant Coach	07/30/2018		33,000.00	Initial Appointment	E&G	
Women's Track & Field	Remuro Davin Henry	Assistant Coach	08/02/2018		42,264.00	Initial Appointment	E&G	
Admissions Office	Kimberley Ann Harlow	Coordinator, CRM Applications	07/01/2018	37,092.00	37,092.00	Reappointment	E&G	
Agriculture	Joseph Oney Reynolds	Agriculture Technician	07/01/2018	38,412.00	38,412.00	Reappointment	E&G	
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	08/05/2018	47,556.00	47,568.00	Reappointment	E&G	
Applied Research & Technology - POD	Kyle Thomas Moss	Engineering Technician	07/01/2018	63,900.00	63,900.00	Reappointment	E&G	
Architect & Manufacturing Sciences	Anthony Michael Ford	Engineering Technician	08/05/2018	45,456.00	45,456.00	Reappointment	E&G	
Child Care	Sanja Berec	Teacher	09/01/2018	24,648.00	24,648.00	Reappointment	Grant	
Child Care	Alicia Fawn Brosnan	Teacher	09/01/2018	23,772.00	23,772.00	Reappointment	Grant	
Child Care	Misela Bulut	Teacher	07/01/2018	20,400.00	20,400.00	Reappointment	RD	
Child Care	Stephanie Lane Elliott	Coordinator, Education	09/01/2018	47,820.00	47,820.00	Reappointment	Grant	
Child Care	Sara Jo Henderson	Teacher	09/01/2018	27,252.00	27,252.00	Reappointment	RD	
Child Care	Rebekah Ann Johnson	Component Coordinator	09/01/2018	39,048.00	39,048.00	Reappointment	Grant	
Child Care	Linda Dianne Reynolds	Teacher	09/01/2018	26,724.00	26,724.00	Reappointment	RD	
Child Care	Christy Lashelle Rogers	Teacher	07/01/2018	21,768.00	21,768.00	Reappointment	RD	
Circle of Support	Jonathan Cole Beaty	Asst Program Mgr, KAP	07/01/2018	35,340.00	35,340.00	Reappointment	E&G	
Circle of Support	Lisa Michelle Elkins	Program Director	07/01/2018	59,784.00	59,784.00	Reappointment	E&G	
Clinical Education Complex (CEC)	Sarah Whitney Conder	Classroom Teacher	09/01/2018	26,004.00	26,004.00	Reappointment	Grant	
Combustion Lab Center Prof Services	Martin G. Cohron	Coordinator, Research Support	07/01/2018	69,288.00	69,288.00	Reappointment	Split	
Combustion Lab Center Prof Services	Houyin Zhao	Research Associate	07/01/2018	42,804.00	42,804.00	Reappointment	RD	
Communication	Kara Elaine Williams Glenn	Manager, Image West	07/01/2018	43,008.00	43,008.00	Reappointment	Split	
Educational Enhancement Programs	Melissa G Allen	Office Associate	09/01/2018	23,004.00	23,004.00	Reappointment	Grant	
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	09/01/2018	44,640.00	44,640.00	Reappointment	Grant	
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Director, Upward Bound	09/01/2018	45,000.00	45,000.00	Reappointment	Grant	
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	09/01/2018	35,964.00	35,964.00	Reappointment	Grant	
Educational Enhancement Programs	Shanica L. Gant	Office Associate	09/01/2018	25,260.00	25,260.00	Reappointment	Grant	
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	09/01/2018	43,440.00	43,440.00	Reappointment	Grant	
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	09/01/2018	34,896.00	34,896.00	Reappointment	Grant	
Educational Enhancement Programs	Joanna Maria Shake	Academic Coordinator	09/01/2018	34,866.00	34,866.00	Reappointment	Grant	
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	09/01/2018	36,360.00	36,360.00	Reappointment	Grant	
Educational Enhancement Programs	Rebecca Wilson Smith	Academic Coordinator	09/01/2018	36,504.00	36,504.00	Reappointment	Grant	
Educational Enhancement Programs	Derrick A Veasey	Academic Counselor	09/01/2018	33,186.00	33,186.00	Reappointment	Grant	
Educational Opportunity Center	Kathy Delane Frain	Coordinator- III	09/01/2018	36,480.00	36,480.00	Reappointment	Grant	
Educational Opportunity Center	Rita Rose Meredith	Counselor	09/01/2018	31,428.00	31,428.00	Reappointment	Grant	
Educational Opportunity Center	Michelle Ann Shut	Coordinator- III	09/01/2018	37,188.00	37,188.00	Reappointment	Grant	
Enrollment Management	Brian Glenn Dinning	Budget Analyst	07/01/2018	55,560.00	55,560.00	Reappointment	Grant	E&G

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Farm	Gary Marshall Ben	Artisan Cheese Maker	07/01/2018	30,936.00	30,936.00	Reappointment	RD	
Folk Studies & Anthropology	Virginia Denise Siegel	Folklife Specialist	07/01/2018	39,168.00	39,168.00	Reappointment	E&G	
Geography & Geology	Linda Gray P'Pool	Office Associate	07/01/2018	26,748.00	26,748.00	Reappointment	Split	
Housing & Residence Life	Jacqueline Lasley Pillow	Coord. Retention Initiatives	07/01/2018	44,292.00	37,656.00	Reappointment	Aux	
Hydroanalytical Lab	Ethan C. Givan	Laboratory Manager	07/01/2018	37,860.00	37,860.00	Reappointment	RD	
Kelly Autism Program	Joseph Peyton Collins	Asst. Program Mgr. KAP	07/01/2018	35,664.00	35,664.00	Reappointment	E&G	
Kelly Autism Program	Grant Blair Snowden	Assistant Manager	07/01/2018	36,084.00	36,084.00	Reappointment	RD	
Kentucky Climate Center - POD	William Nicholas Rodgers	Research Associate	06/01/2018	34,164.00	34,164.00	Reappointment	Grant	
Men's Basketball	Richard Lee Stansbury	Head Athletic Coach	07/01/2018	650,004.00	650,004.00	Reappointment	E&G	
Modern Languages	Melinda Susan Edgerton	Asst Dir. Chinese Flagship Prg	06/01/2018	50,004.00	50,004.00	Reappointment	Grant	
Public Health	Yashon Sanchez Wells	Academic Services Coordinator	07/01/2018	38,088.00	38,088.00	Reappointment	RD	
Public Radio Services	Rebecca Anne Schimmel	Multimedia Journalist	07/01/2018	37,884.00	37,884.00	Reappointment	Grant	
School of Teacher Education	Lisa Renee Murphy	Director, Early Childhood Cr.	07/01/2018	60,036.00	60,036.00	Reappointment	E&G	
SKY Teach	Karen C. Long	Coordinator, SKY Teach	07/01/2018	29,976.00	29,976.00	Reappointment	E&G	
Small Business Development Center	Miller Bruce Slaughter	Director	07/01/2018	78,072.00	78,072.00	Reappointment	Grant	
Social Work	Jamie Sue Perdue	Training Coordinator	07/01/2018	32,280.00	32,280.00	Reappointment	Grant	
South Central AHEC	Veronica Ann Drake	AHEC Clinical Education Coord	07/01/2018	43,584.00	43,584.00	Reappointment	Grant	
South Central AHEC	Veronica J. Goad	Office Associate	07/01/2018	31,644.00	31,644.00	Reappointment	Grant	
South Central AHEC	Catherine Marie Willenborg	Health Programs Specialist	07/01/2018	36,084.00	36,084.00	Reappointment	Grant	
Student Support Services	Mary Ann Brockman Bokkon	Coord. Student Support Svc	09/01/2018	36,480.00	36,480.00	Reappointment	Grant	
Student Support Services	Terrance Christopher George	Director, Student Support Svcs	09/01/2018	51,768.00	51,768.00	Reappointment	Grant	
Student Support Services	Imari Rashad Hazelwood	Counselor	09/01/2018	31,440.00	31,440.00	Reappointment	Grant	
Student Support Services	Kimberly Ann Whalen	Office Coordinator	09/01/2018	32,232.00	32,232.00	Reappointment	Grant	
Study Away Program	Gerald Ward Barnaby	Program Director (Study Away)	07/01/2018	72,144.00	72,144.00	Reappointment	Split	
Talent Search	John David Carner	Academic Coordinator	09/01/2018	37,716.00	37,716.00	Reappointment	Grant	
Talent Search	Carol Coleman Lee	Office Coordinator	09/01/2018	33,540.00	33,540.00	Reappointment	Grant	
Talent Search	CresSena S. Manning	Academic Coordinator	09/01/2018	36,480.00	36,480.00	Reappointment	Grant	
Talent Search	Jennifer L. McWhorter	Assistant Director	08/31/2019	42,732.00	42,732.00	Reappointment	Grant	
Talent Search	Martha Jane Sales	Director	09/01/2018	92,580.00	92,580.00	Reappointment	Split	
Training/Technical Assistance Svcs	Adam Patrick Brownlee	Program Coordinator	07/01/2018	34,356.00	34,356.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Perry N. Davis	Management Specialist	07/01/2018	70,020.00	70,020.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Eric Bernard Dupree	Management Specialist	07/01/2018	68,592.00	68,592.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	07/01/2018	70,032.00	70,032.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Holly Sprouse Hatchler	Program Coordinator	07/01/2018	42,864.00	42,864.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Krystal Marie Heinzen	Training Specialist	07/01/2018	61,824.00	61,824.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Luis Antonio Hernandez	Training Specialist	07/01/2018	71,376.00	71,376.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Amy Susan Hood	Training Specialist	07/01/2018	67,848.00	67,848.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Janine E. Keirnan	Project Financial Specialist	07/01/2018	60,672.00	60,672.00	Reappointment	Grant	

Completed Staff Personnel Actions Subject to Board Approval
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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Training/Technical Assistance Svcs	Sheri Renee Meyer	Child Care Res/Ref Coord	07/01/2018	45,984.00	45,984.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Kimberly F. Moody	Program Coordinator	07/01/2018	34,356.00	34,356.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Paula May Mydlenski	Training Specialist	07/01/2018	67,848.00	67,848.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Jennifer Lynn Pecot	Training Specialist	07/01/2018	62,952.00	62,952.00	Reappointment	Grant	
Upward Bound	Bionce Sharde Washington	Office Coordinator	09/01/2018	27,996.00	27,996.00	Reappointment	Grant	
Veterans Upward Bound	Mary B. England	Adult Education Specialist	10/01/2018	36,504.00	36,504.00	Reappointment	Grant	
Veterans Upward Bound	Bertha Jean Hunter	Office Associate	10/01/2018	26,916.00	26,916.00	Reappointment	Grant	
Veterans Upward Bound	Rickey Melvin Wright	Coord. Vet Upward Bound	10/01/2018	36,480.00	36,480.00	Reappointment	Grant	
Waste Management	Elizabeth Delores Gafford	Coord. Resource Conservation	07/01/2018	35,184.00	35,184.00	Reappointment	Split	
Admissions Office	Kayla Michele Lofton	Diversity Recruitment Officer	07/23/2018		36,000.00	Rehire	E&G	
Admissions Office	Adam John Mayer	Admissions Counselor	07/16/2018		30,168.00	Rehire	E&G	
Crawford Hydrology Lab	Autumn Brooke Turner	Assistant Research Hydrologist	09/04/2018		31,999.50	Rehire	Split	
Academic Advising and Retention Ctr	Christopher Roberts Jensen	Assistant Vice President	07/01/2018	68,664.00	93,000.00	Reclassification	E&G	
Academic Advising and Retention Ctr	Julia Johnson	Senior Transfer Advisor	07/01/2018	34,656.00	40,008.00	Reclassification	E&G	
Academic Advising and Retention Ctr	Beth Ellen Pethalsky	Transfer Analyst	07/01/2018	26,904.00	36,276.00	Reclassification	E&G	
Admissions Office	Ashlee Monique Manley	Asst Dir, Orientation & Events	07/01/2018	43,248.00	46,716.00	Reclassification	E&G	
Application & Prgm Services	Shawn David Brewer	Application Support Spec II	07/01/2018	56,064.00	56,064.00	Reclassification	E&G	
Application & Prgm Services	Shaden Melky	Application Support Spec I	07/01/2018	38,868.00	38,868.00	Reclassification	E&G	
Application & Prgm Services	Stephen Isaac Russell	Web Developer I	07/01/2018	38,868.00	41,148.00	Reclassification	E&G	
Campus and Community Events	Brian Lee Taylor	Application Support Spec II	07/01/2018	52,500.00	52,500.00	Reclassification	E&G	
Equal Employment Opportunity	Sarah E. Thomas	Events Coordinator	07/01/2018	38,424.00	38,820.00	Reclassification	E&G	
Infrastructure & Ops-Communications	Cynthia Faye Smith	Office Coordinator	07/01/2018	29,568.00	37,008.00	Reclassification	E&G	
Public Affairs	Jephtha L. Sumpster	Senior Director	07/01/2018	89,940.00	105,000.00	Reclassification	E&G	
South Central AHEC	Carmen Maria Herrera	Manager, Univ. Publications	07/01/2018	39,696.00	45,696.00	Reclassification	E&G	
Tech Support Serv - Topper/Tech	Catherine Marie Willenborg	Assistant Project Director	07/01/2018	36,084.00	43,584.00	Reclassification	Grant	
Tech Support Serv - Topper/Tech	Stephanie Wiles Coy	Technology Center Supervisor	07/01/2018	45,756.00	45,756.00	Reclassification	E&G	
Tech Support Serv - Acad Field Serv	Kenneth Bradley Greenwell	Topper/Tech Consultant	07/01/2018	38,016.00	38,016.00	Reclassification	Split	
Tech Support Serv - IT Service Desk	Masako Okayama Barnaby	Manager, Academic Field Svcs	07/01/2018	66,072.00	66,072.00	Reclassification	E&G	
Tech Support Serv-Desktop Support	Lori Jane Douglas	Senior Director	07/01/2018	91,308.00	106,008.00	Reclassification	E&G	
Tech Support Serv-Desktop Support	Codi Ryan Huston	Desktop Support Systems Eng	07/01/2018	44,832.00	44,832.00	Reclassification	E&G	
Tech Support Serv-Desktop Support	Michael Joe Loftis	Desktop Support Consultant	07/01/2018	44,388.00	44,388.00	Reclassification	E&G	
Athletics	Brandon S Vincent	Donor Service Coordinator	08/13/2018	\$18,75/hour	32,506.50	Status Change (PT to FT)	E&G	
Child Care	Joelle Lynn Busard	Teacher	06/25/2018	\$13.50/hour	26,325.00	Status Change (PT to FT)	RD	
Child Care	Jana Lynne Jacobsen	Teacher	06/25/2018	\$12.88/hour	25,116.00	Status Change (PT to FT)	Grant	
Child Care	Mildred Kay Ricker	Teacher	06/25/2018	\$13.64/hour	26,598.00	Status Change (PT to FT)	Grant	
Clinical Education Complex (CEC)	Keeley Ann Shaw	Assistant Program Manager	07/01/2018	\$15.00/hour	33,252.00	Status Change (PT to FT)	RD	
Clinical Education Complex (CEC)	Cassandra L. Hanna	Mental Health Counselor	07/01/2018	43,944.00	43,944.00	Status Change (Temp to Reg)	RD	
Communication Sciences & Disorders	April Dawn Hardison	Academic and Clinical Advisor	07/01/2018	50,016.00	50,016.00	Status Change (Temp to Reg)	E&G	

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Communication Sciences & Disorders	Courtney Allison Hatcher	Clinical Supervisor	07/01/2018	44,448.00	44,448.00	Status Change (Temp to Reg)	E&G	
Communication Sciences & Disorders	Heidi L Royse	Office Associate	07/01/2018	25,260.00	25,260.00	Status Change (Temp to Reg)	E&G	
Communication Sciences & Disorders	Sarah Margaret Ward	Academic Coord for Clinical Ed	07/01/2018	52,056.00	52,056.00	Status Change (Temp to Reg)	E&G	
Equal Employment Opportunity	Shanika Chantel Wilson	EEO Coord and Title IX Asst.	07/01/2018	\$15.00/hour	29,991.00	Status Change (PT to FT)	E&G	
Housing & Residence Life	Seneca Maurice Crump	Asst Residence Hall Director	07/16/2018	\$12.50/hour	17,004.00	Status Change (PT to FT)	Aux	
Kelly Autism Program	Ryan J. McKenna	Asst Mgr, Kelly Autism Program	07/01/2018	35,364.00	35,364.00	Status Change (Temp to Reg)	RD	
Kelly Autism Program	Sarah E. McMaine-Render	Manager, Program (KAP)	07/01/2018	47,820.00	47,820.00	Status Change (Temp to Reg)	RD	
Psychological Sciences	Jarrod Christopher Smith	Office Associate	08/22/2018	\$7.50/hour	27,807.00	Status Change (PT to FT)	E&G	
Tech Support Serv - Topper/Tech	Christopher Don Ware	Topper/Tech Consultant	08/20/2018	\$13,92/hour	38,025.00	Status Change (PT to FT)	E&G	
Academic Affairs & Provost's Office	Merrill Price	Special Asst to the Provost	07/01/2018	109,764.00	109,764.00	Title Change	E&G	
Student Accessibility Resource Cntr	Robert C. Unseid	Director	07/01/2018	79,512.00	79,512.00	Title Change	E&G	
Tech Support Serv - IT Service Desk	Dylan Joseph Angle	Service Desk Consultant	08/06/2018	39,039.00	39,039.00	Title Change	E&G	
Tech Support Serv - IT Service Desk	Jordan Tyler Cole	Service Desk Consultant	08/16/2018	39,036.00	39,036.00	Title Change	E&G	
Tech Support Serv - IT Service Desk	Donald R Ethington	Service Desk Consultant	08/16/2018	39,036.00	39,036.00	Title Change	E&G	
Tech Support Serv - IT Service Desk	Andrew Thomas Gilliam	Service Desk Consultant	08/16/2018	41,160.00	41,160.00	Title Change	E&G	
Tech Support Serv - IT Service Desk	Cameron Blake Hagan	Service Desk Consultant	08/16/2018	41,160.00	41,160.00	Title Change	E&G	
Tech Support Serv - IT Service Desk	Charles William Plemons	Manager, ITS Service Desk	08/01/2018	61,128.00	61,128.00	Title Change	E&G	
Academic Advising and Retention Ctr	Ashley Brooke Smith	Academic Advisor	08/28/2018	30,324.00	30,000.00	Transfer	E&G	
Assist. VP for Info Tech Serv	John S. Bowers	Special Projects Administrator	07/01/2018	92,856.00	92,856.00	Transfer	E&G	
Assist. VP for Info Tech Serv	Gregory Allan Hackbarth	Asst. VP, Info Technology	07/01/2018	85,704.00	120,000.00	Transfer	E&G	
Athletics	James R Smothermon	Assistant Athletic Trainer	07/05/2018	35,364.00	43,500.00	Transfer	E&G	
Campus and Community Events	Wesley Dewayne Bellies	Supervisor, Special Events	06/01/2018	36,757.50	39,975.00	Transfer	E&G	
Clinical Education Complex (CEC)	Caroline Alexander Hudson	Dir, Speech Language Pathology	07/01/2018	51,516.00	59,784.00	Transfer	E&G	
College of Health & Human Services	Dennis K. George	Interim Dean	07/01/2018	137,328.00	159,000.00	Transfer	E&G	
English	Mary Elena Johnson	Office Associate	07/01/2018	31,080.00	29,508.00	Transfer	E&G	
Gordon Ford College of Business	Mary Catherine Carey	Interim Dean	07/01/2018	122,292.00	176,004.00	Transfer	E&G	
Housing & Residence Life	Nicolas Daniel Haught	Assistant Director	06/04/2018	46,188.00	48,000.00	Transfer	Aux	
Housing & Residence Life	Casey John Kucera	Residence Hall Director	07/16/2018	16,608.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Zachary T Marcum	Coordinator, HRL	07/01/2018	32,508.00	32,508.00	Transfer	Aux	
Housing & Residence Life	Chazman Deira Mckoy	Residence Hall Director	07/16/2018	16,608.00	24,000.00	Transfer	Aux	
Housing & Residence Life	Rebecca D. Phillips	Coordinator, HRL	08/06/2018	24,000.00	32,508.00	Transfer	Aux	
Housing & Residence Life	Torchia T. Rogers	Residence Hall Director	07/16/2018	16,608.00	24,000.00	Transfer	Aux	
Modern Languages	Desiree Nicole Blaine	Office Coordinator	07/01/2018	36,360.00	36,360.00	Transfer	E&G	
Office of Internationalization	Ashley Brooke Smith	Office Associate	07/01/2018	27,564.00	25,848.00	Transfer	E&G	
Office of the CFO	Paula Farmer Mattison	Asst Dir (Grants/Contr Acctg)	07/01/2018	61,812.00	61,812.00	Transfer	E&G	
Potter College of Arts & Letters	Marcia Lynn Sanders	Office Coordinator	07/01/2018	33,672.00	35,352.00	Transfer	E&G	
School of Teacher Education	Josiah S. Super	Office Coordinator	09/01/2018	34,428.00	38,436.00	Transfer	E&G	
Supply Chain Management	Ashley Brooke Smith	Supply Chain Specialist	08/20/2018	25,848.00	30,324.00	Transfer	E&G	

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Supply Chain Management	Brittney Leigh Green	Purchasing Agent	06/01/2018	33,216.00	38,004.00	Transfer	E&G	
Tech Support Serv - Acad Field Serv	Michael Courtney Moore	Information Tech Consultant	09/01/2018	53,412.00	53,412.00	Transfer	E&G	
Tech Support Serv-Desktop Support	Brice Alan Boyer	Desktop Support Systems Eng	09/01/2018	49,452.00	49,452.00	Transfer	E&G	
Tech Support Serv-Desktop Support	Andrew Jeffrey Myers	Desktop Support Systems Eng	07/01/2018	49,992.00	49,992.00	Transfer	E&G	
Academic Affairs & Provost's Office	Jessica M. Steenberg	Scheduling Application Coord.	07/01/2018	38,448.00	45,156.00	Temporary Rate Increase Begin	E&G	
Academic Affairs & Provost's Office	Jessica M. Steenberg	Scheduling Application Coord.	07/01/2019	45,156.00	38,448.00	Temporary Rate Increase End	E&G	
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	07/01/2018	43,236.00	53,280.00	Temporary Rate Increase Begin	E&G	
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	01/01/2019	53,280.00	43,236.00	Temporary Rate Increase End	E&G	
English	Kimberly Marie Nessler	Office Associate	09/01/2018	30,096.00	33,108.00	Temporary Rate Increase Begin	E&G	
English	Kimberly Marie Nessler	Office Associate	07/01/2019	33,108.00	30,096.00	Temporary Rate Increase End	E&G	
Enrollment Management	Sally Emmeline Essler	Office Coordinator	07/01/2018	28,296.00	30,816.00	Temporary Rate Increase Begin	E&G	
Enrollment Management	Sally Emmeline Essler	Office Coordinator	07/01/2019	30,816.00	28,296.00	Temporary Rate Increase End	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2018	33,132.00	39,192.00	Temporary Rate Increase Begin	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2019	39,192.00	33,132.00	Temporary Rate Increase End	E&G	
Housing & Residence Life	Nicholas Alexander Scott Ditter	Asst Residence Hall Director	08/06/2018	16,608.00	24,000.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Nicholas Alexander Scott Ditter	Asst Residence Hall Director	05/16/2019	24,000.00	16,608.00	Temporary Rate Increase End	Aux	
Housing & Residence Life	Roy John Forsee	Asst Supv I, Maintenance	08/20/2018	47,053.50	52,650.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Roy John Forsee	Asst Supv I, Maintenance	12/10/2018	52,650.00	47,053.50	Temporary Rate Increase End	Aux	
Infrastructure & Ops - AVS	Anthony J Gilbert	AV Support Coordinator	07/16/2018	49,608.00	61,008.00	Temporary Rate Increase Begin	E&G	
Infrastructure & Ops - AVS	Anthony J Gilbert	AV Support Coordinator	07/16/2019	61,008.00	49,608.00	Temporary Rate Increase End	E&G	
Potter College of Arts & Letters	Marcia Lynn Sanders	Office Coordinator	05/01/2018	33,672.00	42,900.00	Temporary Rate Increase Begin	E&G	
Potter College of Arts & Letters	Marcia Lynn Sanders	Office Coordinator	06/30/2018	42,900.00	33,672.00	Temporary Rate Increase End	E&G	
Potter College of Arts & Letters	Robin L. Lovell	Office Associate	07/01/2018	27,828.00	32,628.00	Temporary Rate Increase Begin	E&G	
Psychology	Robin L. Lovell	Office Associate	07/01/2019	32,628.00	27,828.00	Temporary Rate Increase End	E&G	
Student Accessibility Resource Cntr	Hayley M Rigsby	Office Assistant	07/01/2018	27,156.00	30,816.00	Temporary Rate Increase Begin	E&G	
Student Accessibility Resource Cntr	Hayley M Rigsby	Office Assistant	07/01/2019	30,816.00	27,156.00	Temporary Rate Increase End	E&G	
Tech Support Serv - TopperTech	Rebekah Elaine Russell	Office Coordinator	06/01/2018	36,528.00	43,356.00	Temporary Rate Increase Begin	E&G	
Tech Support Serv - TopperTech	Rebekah Elaine Russell	Office Coordinator	07/31/2018	43,356.00	36,528.00	Temporary Rate Increase End	E&G	
Tech Support Serv - TopperTech	Rebekah Elaine Russell	Office Coordinator	08/01/2018	36,528.00	46,992.00	Temporary Rate Increase Begin	E&G	
Tech Support Serv - TopperTech	Rebekah Elaine Russell	Office Coordinator	07/01/2019	46,992.00	36,528.00	Temporary Rate Increase End	E&G	
VP for Finance and Administration	Carolyn Ann Green	Administrative Assistant	09/16/2018	44,328.00	46,728.00	Temporary Rate Increase Begin	E&G	
VP for Finance and Administration	Carolyn Ann Green	Administrative Assistant	07/01/2019	46,728.00	44,328.00	Temporary Rate Increase End	E&G	
Application & Prgm Services	Eric Ryan Wolfe	Director	07/01/2018	82,836.00	85,008.00	Salary Increase	E&G	ADDED
Campus and Community Events	Larry Lee Goodman	Asst. Supv, Special Events	07/01/2018	37,732.50	39,000.00	Salary Increase	E&G	ADDED
WKU Store	Marcia M. Dodson	Mgr., General Merchandise	07/01/2018	49,080.00	51,540.00	Salary Increase	Aux	ADDED
WKU Store	John Bradley Hornal	Manager, Course Materials	07/01/2018	41,004.00	44,280.00	Salary Increase	Aux	ADDED
Application & Prgm Services	James Luke Akridge	Web Developer I	09/01/2018	48,444.00	51,000.00	Salary Increase	E&G	MKTEQ
Dept of Facilities Management	Terry Joe Chaney	Painter I	07/01/2018	26,325.00	29,250.00	Salary Increase	E&G	MKTEQ

Completed Staff Personnel Actions Subject to Board Approval
 Entered May 24, 2018 through September 25, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Dept of Facilities Management	Danny Ray Farkles	Painter I	07/01/2018	28,801.50	29,250.00	Salary Increase	E&G	MKTEQ
Dept of Facilities Management	Billy Joe Finn	Sr Roofing Repair Specialist I	07/01/2018	34,534.50	37,050.00	Salary Increase	E&G	MKTEQ
Facilities Management	Wayne R. Gilton	Painter I	07/01/2018	28,801.50	29,250.00	Salary Increase	E&G	MKTEQ
Ment's Baseball	Robert Alan Reinstele	Assistant Coach	09/01/2018	66,996.00	74,004.00	Salary Increase	E&G	MKTEQ
Women's Softball	Kayla Rene Bixel	Assistant Coach	08/01/2018	35,364.00	48,000.00	Salary Increase	E&G	MKTEQ
KIIS	Maria Canning	Programs Coordinator	07/01/2018	38,664.00	39,828.00	Salary Increase	RD	OTHSI
KIIS	John A. Dizgun	Executive Director	07/01/2018	75,348.00	76,932.00	Salary Increase	RD	OTHSI
KIIS	Rebekah Joy Golla	Assistant Director	07/01/2018	47,184.00	48,600.00	Salary Increase	RD	OTHSI
KIIS	Haley Ann McTaggart	Office Manager	07/01/2018	32,676.00	33,660.00	Salary Increase	RD	OTHSI
KIIS	Qing She	Accountant	07/01/2018	51,336.00	52,884.00	Salary Increase	RD	OTHSI
Police	Spencer Ej Arroyo	Police Officer	05/10/2018	35,505.60	39,499.20	Salary Increase	E&G	OTHSI
Police	Daniel Ray Pinet	Police Officer	05/10/2018	35,505.60	39,499.20	Salary Increase	E&G	OTHSI
Police	John Anthony Wallen	Police Officer	05/10/2018	35,505.60	39,499.20	Salary Increase	E&G	OTHSI
VP Enrollment & Student Experience	Brian William Kuster	Vice President	08/01/2018	134,160.00	174,156.00	Salary Increase	Split	OTHSI
Honors College	Christopher J Keller	Associate Director	07/01/2018	105,048.00	99,048.00	Salary Decrease	E&G	
South Central AHEC	Lucy Franklin Juett	Project Director	07/01/2018	76,692.00	61,356.00	Salary Decrease	Grant	

Meeting Date: December 7, 2018

Staff One Time Payments
For the Period June 1, 2018 through September 30, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Deirdre Elizabeth Lawless	Office Associate	7/31/2018	500.00	Awards	E&G
Human Resources	Kimberly Marie Nessler	Office Associate	8/31/2018	1,000.00	Awards	E&G
Human Resources	Amanda Kay Staples	Lab Technician	8/31/2018	1,000.00	Awards	E&G
Human Resources	Derick Brandon Stode	Asst Dir. Academic Services	8/31/2018	1,000.00	Awards	E&G
F&A - Intellectual Property	Jason R. Smith	Computer Operations Specialist	6/29/2018	2,500.00	Consulting	E&G
F&A - Intellectual Property	Jason R. Smith	Computer Operations Specialist	8/31/2018	2,500.00	Consulting	E&G
F&A - Intellectual Property	James Dexter Wood	Computer Operations Specialist	6/29/2018	2,500.00	Consulting	E&G
F&A - Intellectual Property	James Dexter Wood	Computer Operations Specialist	8/31/2018	2,500.00	Consulting	E&G
South Central AHEC	Kenneth Mark Crawford	Associate Dean	7/31/2018	3,800.00	Consulting	Grant
Agriculture	Amesly Nethisinghe	Part-Time Faculty	9/28/2018	1,068.00	Faculty Part Time	E&G
Applied Human Sciences	Naomi Smith Rowland	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
Applied Human Sciences	Sherrri Renee Meyer	Part-Time Faculty	9/14/2018	267.00	Faculty Part Time	E&G
Applied Human Sciences	Sherrri Renee Meyer	Part-Time Faculty	9/28/2018	267.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	9/28/2018	423.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	9/14/2018	249.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	9/28/2018	249.00	Faculty Part Time	E&G
Biology	John M. Anderstand	Part-Time Faculty	9/14/2018	427.50	Faculty Part Time	E&G
Biology	John M. Anderstand	Part-Time Faculty	9/28/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	9/14/2018	427.50	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	9/28/2018	427.50	Faculty Part Time	E&G
Biology	Alicia Lynn Pesterfield	Part-Time Faculty	9/14/2018	375.00	Faculty Part Time	E&G
Biology	Alicia Lynn Pesterfield	Part-Time Faculty	9/28/2018	375.00	Faculty Part Time	E&G
Chemistry	Kari Anne Atkins	Part-Time Faculty	9/28/2018	423.00	Faculty Part Time	E&G
Chemistry	Colette Anderson Chelf	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
Communication	Ryan Dearbone	Part-Time Faculty	9/28/2018	846.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	9/14/2018	267.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	9/28/2018	267.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	9/14/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brean Tope-Phillips	Part-Time Faculty	9/14/2018	230.00	Faculty Part Time	E&G
Communication	Candice Brean Tope-Phillips	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
Counseling and Student Affairs	Ladonna Loy Hunton	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Stacey Durbin Gish	Part-Time Faculty	9/14/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Stacey Durbin Gish	Part-Time Faculty	9/28/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Ghady's Patricia Jordan	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	9/14/2018	230.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	9/14/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	9/28/2018	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	9/14/2018	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Fallon Anne Willoughby	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	9/14/2018	230.00	Faculty Part Time	RD
DELO - PH Contract Programs	Shanda T. Hopper	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	RD
Department of Marketing	Corie Morell Martin	Part-Time Faculty	9/28/2018	1,350.00	Faculty Part Time	E&G
Diversity & Community Studies	Leah Beth Ashwill	Part-Time Faculty	9/28/2018	178.00	Faculty Part Time	E&G
Dual Credit	Ryan Dearbone	Part-Time Faculty	9/28/2018	423.00	Faculty Part Time	RD

Meeting Date: December 7, 2018

Staff One Time Payments
For the Period June 1, 2018 through September 30, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Economics	Scott B. Broadbent	Part-Time Faculty	9/28/2018	600.00	Faculty Part Time	E&G
Extended Courses Support	Anthony J. Kirchner	Part-Time Faculty	9/28/2018	650.00	Faculty Part Time	E&G
Honors College Student Membership	Cory Lynn Dodds	Part-Time Faculty	9/14/2018	285.00	Faculty Part Time	RD
Honors College Student Membership	Cory Lynn Dodds	Part-Time Faculty	9/28/2018	285.00	Faculty Part Time	RD
Information Systems	Robert C. Unsel	Part-Time Faculty	9/28/2018	1,300.00	Faculty Part Time	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Part-Time Faculty	9/14/2018	211.50	Faculty Part Time	E&G
Journalism & Broadcasting	Samual Joseph Oldenburg	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	9/14/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	9/28/2018	337.50	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	9/14/2018	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	9/14/2018	267.00	Faculty Part Time	E&G
Mathematics	Jill J Price	Part-Time Faculty	9/28/2018	267.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	9/14/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	9/14/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Adrian Rae Tribble Collins	Part-Time Faculty	9/28/2018	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin Glenn Falls	Part-Time Faculty	9/14/2018	423.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin Glenn Falls	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	9/14/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
School of Nursing	Renee Fugua Kilgore	Part-Time Faculty	9/28/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fugua Kilgore	Part-Time Faculty	9/28/2018	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	9/14/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	9/14/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	9/28/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	9/14/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Matthew Lloyd Hunt	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	9/14/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	9/14/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Kent A. Johnson	Part-Time Faculty	9/14/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Ashlee Monique Manley	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	9/14/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	9/14/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	9/28/2018	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	9/28/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	9/28/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	9/28/2018	1,068.00	Faculty Part Time	E&G

Meeting Date: December 7, 2018

Staff One Time Payments
For the Period June 1, 2018 through September 30, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	9/1/4/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Julia Margarita Rivas	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wiison Smith	Part-Time Faculty	9/1/4/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/1/4/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/14/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	9/28/2018	460.00	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	9/1/4/2018	211.50	Faculty Part Time	E&G
School of Professional Studies	Fallon Anne Willoughby	Part-Time Faculty	9/28/2018	211.50	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Tyler Amon Baker	Part-Time Faculty	9/28/2018	500.00	Faculty Part Time	E&G
School-Engineering & Apl. Sciences	Kyle Thomas Moss	Part-Time Faculty	9/28/2018	750.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	9/1/4/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	9/28/2018	267.00	Faculty Part Time	E&G
Social Work	Monica Gayle Hines	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
SON Contract Programs	Rebecca Sue Collins	Part-Time Faculty	9/28/2018	750.00	Faculty Part Time	Grant
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	9/28/2018	534.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	9/1/4/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	9/28/2018	230.00	Faculty Part Time	E&G
Civil Engineering Services	Tyler Amon Baker	Staff Engineer	6/29/2018	910.22	Supplemental Pay	RD
Civil Engineering Services	Tyler Amon Baker	Staff Engineer	9/28/2018	1,733.36	Supplemental Pay	RD
Agency - Summer Forensics Institute	Jeremy Benjamin Frazer	Assistant Forensics Coach	7/31/2018	1,200.12	Supplemental Pay	RD
Agency - Summer Forensics Institute	Jessica Lauren Furgarson	Debate Director	7/31/2018	1,200.12	Supplemental Pay	RD
Agency - Summer Forensics Institute	Seth David Beckham	Assistant Coach, Forensics	7/31/2018	1,200.12	Supplemental Pay	RD
Agency - Summer Forensics Institute	Benjamin D. Robin	Individual Events Director	7/31/2018	1,200.12	Supplemental Pay	RD
Applied Research & Technology - POD	Cheyl Lynn Stevens	Dean	6/29/2018	4,332.03	Supplemental Pay	E&G
Applied Research & Technology - POD	Cheyl Lynn Stevens	Dean	7/31/2018	4,332.03	Supplemental Pay	E&G
Applied Research & Technology - POD	Cheyl Lynn Stevens	Dean	8/31/2018	2,172.52	Supplemental Pay	E&G
Arena Management	Leslie D. Forsythe	Dir, Ath Facils & Event Mgmt	9/28/2018	100.00	Supplemental Pay	RD
Arena Management	Rachel Manning Goodman	Dir/Campus & Community Events	9/28/2018	275.00	Supplemental Pay	RD
Arena Management	Gina E Knutson	Coord. Facilities & Event Mgmt	7/13/2018	300.00	Supplemental Pay	RD
Arena Management	Gina E Knutson	Coord. Facilities & Event Mgmt	9/1/4/2018	200.00	Supplemental Pay	RD
Arena Management	Gina E Knutson	Coord. Facilities & Event Mgmt	7/13/2018	1,500.00	Supplemental Pay	E&G
Arena Management	Stephen Van Rey	Director	8/31/2018	100.00	Supplemental Pay	E&G
Arena Management	Stephen Van Rey	Director	9/28/2018	100.00	Supplemental Pay	E&G
Athletic Facilities	Sean Stewart Sherwood	Assistant Director, Programs	8/31/2018	65.00	Supplemental Pay	E&G
Athletic Facilities	Jeffrey Alan Smith	Technical Dir/AV Coordinator	6/29/2018	675.00	Supplemental Pay	RD
Athletic Facilities	Danetra Alicia Hodge	Student Activities Coordinator	8/15/2018	1,220.00	Supplemental Pay	RD
Athletic Facilities	Tracy Ford Inman	Associate Director	6/29/2018	1,000.00	Supplemental Pay	RD
Athletic Facilities	Tracy Ford Inman	Associate Director	7/31/2018	2,000.00	Supplemental Pay	RD
Athletic Facilities	Wren Allen Mills	Assistant Director	8/31/2018	4,800.00	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	8/31/2018	2,265.02	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	9/28/2018	439.56	Supplemental Pay	RD
Course Fees - Counsel & St. Affairs	Sean M. Herren	Technology Support Specialist	7/13/2018	80.00	Supplemental Pay	E&G

Meeting Date: December 7, 2018

Staff One Time Payments
For the Period June 1, 2018 through September 30, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Course Fees - Counsel & St. Affairs	Stan M. Herren	Technology Support Specialist	8/31/2018	80.00	Supplemental Pay	E&G
Director of Athletics	Deborah F. Carroll	Business Operations Specialist	8/31/2018	1,500.00	Supplemental Pay	E&G
Director of Athletics	Randall Wade Magill	Assoc Ath Dir/ Business Affairs	8/31/2018	3,500.00	Supplemental Pay	E&G
Director of Athletics	Melesa Jeanette Schneider	Asst to the Athletics Dir/SWA	7/31/2018	650.00	Supplemental Pay	E&G
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	6/29/2018	187.50	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	7/13/2018	900.00	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	8/31/2018	300.00	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	9/14/2018	150.00	Supplemental Pay	FDN
Engineering	Molly Elizabeth Shircliff	Research Engineer	8/31/2018	2,000.00	Supplemental Pay	Grant
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Talisman Advisor	6/15/2018	285.00	Supplemental Pay	E&G
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Talisman Advisor	8/31/2018	200.00	Supplemental Pay	E&G
Girls Sweet 16	Leslie D. Forsythe	Dir. Ath Facils & Event Mgmt	6/29/2018	50.00	Supplemental Pay	RD
Girls Sweet 16	Gina E Knutson	Coord, Facilities & Event Mgmt	6/15/2018	235.02	Supplemental Pay	RD
Health & Fitness Lab	Alicia Katharya Everette	Coordinator, Student Wellness	6/15/2018	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Alicia Katharya Everette	Coordinator, Student Wellness	6/29/2018	64.00	Supplemental Pay	E&G
Hight School Media Institute	Samual Joseph Oldenburg	Talisman Advisor	7/13/2018	2,000.00	Supplemental Pay	RD
International Faculty Seminar	Francis Andrew McMichael	Associate Dean	6/29/2018	3,000.00	Supplemental Pay	E&G
Journalism & Broadcasting	Kara Elaine Williams Glenn	Manager, Image West	8/31/2018	1,500.00	Supplemental Pay	FDN
Journalism Academic Excell Projects	Charles Edward Clark	Director	7/31/2018	1,400.00	Supplemental Pay	E&G
Journalism Academic Excell Projects	Teresa Key Jameson	Office Coordinator	7/6/2018	250.00	Supplemental Pay	E&G
Lifelong Learning	Peggy Ann Crowe	Director	6/29/2018	562.50	Supplemental Pay	RD
Lifelong Learning	Peggy Ann Crowe	Director	9/28/2018	525.00	Supplemental Pay	RD
Men's Football	Brian Michael Dimer	Dir. Equipment Operations	7/31/2018	1,000.00	Supplemental Pay	E&G
Men's Football	Stephen Van Key	Director	8/31/2018	100.00	Supplemental Pay	E&G
Online Program Development	Corie Morrell Martin	Dir. Web Svcs. & Digital Media	8/31/2018	2,750.00	Supplemental Pay	RD
Professional Educator Services	Candace Renee Lee	Certification Officer	6/15/2018	192.00	Supplemental Pay	E&G
Professional Educator Services	Candace Renee Lee	Certification Officer	8/15/2018	96.00	Supplemental Pay	E&G
Public Radio Services	Candace Renee Lee	Certification Officer	9/28/2018	192.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	6/29/2018	862.33	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	7/13/2018	873.22	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	8/31/2018	2,521.95	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	9/14/2018	3,472.26	Supplemental Pay	FDN
Student Radio	Erik Costa	TV Assistant Chief Engineer	7/31/2018	2,117.50	Supplemental Pay	E&G
Student Research Council	Diana Bennett Keeling	Manager, Web Development	6/29/2018	120.00	Supplemental Pay	E&G
Ticket Manager	Mathew Brendan Davis	Assistant Director	9/28/2018	70.00	Supplemental Pay	E&G
WKU - Owensboro	Kevin Earl Dorth	Manager, Campus Operations	6/15/2018	360.00	Supplemental Pay	E&G
WKU - Owensboro	Kevin Earl Dorth	Manager, Campus Operations	6/29/2018	180.00	Supplemental Pay	E&G

*** Funding Source Codes:**

E&G - Education and General Grant - Grant Funded

Aux - Auxiliary

RD - Revenue Dependent

Split - Funding is split between sources

FDN - Foundation

Department	Name	Start Date	End Date	Amount	Source
Athletic Media Relations	Currie Pitman McFayden	7/1/2018	6/30/2019	3,000.00	E&G
Dean College of Education	Anthony J. Kirchner	7/1/2018	6/30/2019	18,000.00	E&G
Dean Gordon Ford College Business	Monica Quinn Duvall	7/1/2018	6/30/2019	4,008.00	E&G
Director of Athletics	John Daryl McCammon	7/1/2018	6/30/2019	4,800.00	E&G
Educational Television Services	Dana L. Divine	7/1/2018	6/30/2019	12,000.00	E&G
Graduate School	Cheryl Diane Davis	7/1/2018	6/30/2019	14,400.00	E&G
Graduate School	Gregory Earle Ellis-Griffith	7/1/2018	6/30/2019	8,004.00	E&G
HAF Reimburse	Aaron David Epstein	7/1/2018	6/30/2019	4,800.00	E&G
Health & Fitness Lab	Alissa Denise Arnold	7/1/2018	6/30/2019	6,000.00	FDN
Management	Robert D. Hatfield	7/1/2018	6/30/2019	8,004.00	E&G
Men's Basketball	Hemssy Jean Auriantal	8/1/2018	6/30/2019	6,000.00	E&G
Men's Football	Clayton O. White	7/1/2018	6/30/2019	4,800.00	E&G
Men's Football	James Madison Woods	7/1/2018	6/30/2019	6,000.00	E&G
Provost/VP Academic Affairs	Sylvia Stokes Gaiko	7/1/2018	8/15/2018	15,928.00	E&G
Provost/VP Academic Affairs	Richard Charles Miller	7/1/2018	8/15/2018	18,836.00	E&G
Registrar's Office	Rheanna Painter Plemons	6/1/2018	5/31/2019	6,000.00	E&G
Sponsored Programs	Mary Kathleen Muchmore	7/1/2018	6/30/2019	2,700.00	Grant
Student Health Education	Stephen Van Rey	7/1/2018	6/30/2019	6,000.00	E&G
Talisman	Kurt Douglas Fattic	7/1/2018	6/30/2019	4,004.00	Split
VP Enrollment & Student Experience	V. Lynne Holland	7/1/2018	6/30/2019	9,996.00	E&G
VP Philanthropy & Alumni Engagement	John Paul Blair	7/1/2018	6/30/2019	60,000.00	E&G
WKU Foundation	John Paul Blair	7/1/2018	12/31/2018	6,786.00	E&G
WKU Foundation	John Paul Blair	7/1/2018	12/31/2018	6,000.00	E&G
WKU Foundation	Amy Sue Hoffman Combs	7/1/2018	12/31/2018	996.00	E&G
WKU Foundation	Amanda Coates Lich	7/1/2018	12/31/2018	2,694.00	E&G
WKU Foundation	Krista Shartzer Steenbergen	7/1/2018	12/31/2018	2,952.00	E&G
WKU Foundation	Leslie Anne Watkins	7/1/2018	12/31/2018	3,066.00	E&G
WKU Foundation	Ronald G. Wilson	7/1/2018	12/31/2018	6,288.00	E&G
WKU Research Foundation	Cheryl Lynn Stevens	7/1/2018	6/30/2019	24,000.00	FDN
Women's Basketball	Gregory Thomas Collins	7/1/2018	6/30/2019	6,000.00	E&G
Women's Tennis	Gregory Evan Davis	6/13/2018	6/30/2019	5,400.00	E&G

Explanation for Salary Increases Greater Than \$5,000

Robert Alan Reinsettle	Employee going from \$66,996 to \$74,004. The first assistant coach left and, therefore, this employee is moving into the first assistant role with the sport. He has more tenure and has proven himself. With the first assistant role comes more responsibility with recruiting and on-field activities. The sport will not be spending any additional funding.
Kayla Rene Bixel	Employee moving from \$35,364 to \$48,000 effective 8/1/18. The first assistant coach left and, therefore, this employee is moving into the first assistant role with the sport. She has more tenure and has proven herself. The sport will not be spending any additional funding.
Brian William Kuster	Salary adjustment for additional administrative VP duties to oversee the newly combined Division of Enrollment and Student Experience.
Gregory Allan Hackbarth	The former Vice President for Information Technology retired in June, and the position no longer exists. IT has been moved under F&A and internally reorganized for efficiency and a net cost reduction. Hackbarth has been reclassified from Director to Assistant Vice President for Information Technology Services and now heads the unit.
Jephtha L. Sumpter	IT has been moved under F&A and internally reorganized for efficiency and a net cost reduction. A reduction from five directors/departments down to three gave Sumpter added responsibilities of managing 10 additional FTE (36 total), additional audiovisual services, and all datacenter systems and central IT infrastructure. This reclassification reflects this major change in scope as well as confidence in Sumpter in assuming this senior role.
Lori Jane Douglas	IT has been moved under F&A and internally reorganized for efficiency and a net cost reduction. A reduction from five directors/departments down to three gave Douglas added responsibilities of managing 13 additional FTE (33 total), the Technology Resource Center, an embedded group of college IT consultants, and thousands of computers across all campus computer labs. This reclassification reflects this major change in scope as well as confidence in Douglas in assuming this senior role.

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 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

2018-19 FIRST QUARTER STATEMENT OF REVENUES & EXPENDITURES

REQUEST:

Accept for filing the 2018-19 First Quarter Statement of Revenues & Expenditures.

FACTS:

Total first quarter revenue was approximately 43 percent of budgeted E&G revenue (excluding net assets allocation) which was slightly better than first quarter revenue of 2017-18. Actual tuition and fees revenue, as a percentage of budget, was approximately 3 percent greater than the same period last year. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various other revenue dependent programs. These revenues, as a percentage of budget, are approximately 4 percent greater than the same period last year. It is noted that several programs have significant activity in spring and summer rather than in first quarter of the year.

Actual first quarter unrestricted educational and general expenditures were 4 percent lower than first quarter 2018. This reflects the budget reductions implemented and conservative financial decisions by the divisions.

Net assets allocation reflects accounting requirements primarily due to encumbrances that created financial obligations from the previous fiscal year. No carry forward was allocated to divisions in the first quarter.

Restricted revenues and expenditures for grants and contracts were approximately equal to the first quarter of 2017-18 while representing a slightly lower percentage of budgeted revenues and expenditures. Revenues for Auxiliary Enterprises were approximately 10 percent lower than first quarter revenues of 2017-18, while expenditures were approximately equal as a percentage of budget.

BUDGETARY IMPLICATIONS:

Total budgeted revenue is essentially no change between FY 2018 and FY 2019. However, first quarter revenue is slightly more than 4 percent higher this quarter in comparison to first quarter of FY 2018. There are a couple of factors of importance: 1) the operating budget is based on a conservative enrollment projection and 2) a preliminary estimate is that there will be a fall tuition revenue shortfall of approximately one percent or \$800,000. It is feasible that the deficit will be eliminated by improved student retention into the spring semester.

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept for filing the 2018-19 First Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2018-19 First Quarter Statement of Revenues and Expenditures.

Western Kentucky University
First Quarter 2019 - Statement of Revenues and Expenditures
For the period July 1, 2018 through September 30, 2018

	Annual Budget	Actual 1st Quarter Year-to-date	Percent of 2018-19 Actual/Revised
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 197,858,000	\$ 98,905,184	50.0%
State Appropriations	\$ 74,448,900	\$ 22,135,000	29.7%
Other	\$ 28,906,100	\$ 9,444,493	32.7%
Net Assets Allocation *	\$ 5,536,528		
Total Unrestricted	\$ 306,749,528	\$ 130,484,677	
Restricted			
Grants and Contracts	\$ 60,252,000	\$ 24,620,541	40.9%
Net Assets Allocation	\$ 813,468		
Total Restricted	\$ 61,065,468	\$ 24,620,541	
Auxiliary Enterprises			
Revenue Sources	\$ 23,289,000	\$ 11,638,801	50.0%
Net Assets Allocation	\$ 41,121		
Total Auxiliary Enterprise	\$ 23,330,121	\$ 11,638,801	
Total Revenue	\$ 391,145,117	\$ 166,744,019	42.6%
Total Revenue Excluding Net Assets Allocation	\$ 384,754,000	\$ 166,744,019	43.3%
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 307,371,128	\$ 80,602,069	26.2%
Total Unrestricted	\$ 307,371,128	\$ 80,602,069	
Restricted			
Grants and Contracts	\$ 60,443,868	\$ 24,620,541	40.7%
Total Restricted	\$ 60,443,868	\$ 24,620,541	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 23,330,121	\$ 6,813,169	29.2%
Total Auxiliary Enterprises	23,330,121	\$ 6,813,169	
Total Expenditures	\$ 391,145,117	\$ 112,035,779	28.6%

* Unrestricted net assets allocation total includes \$3,665,000 Budgeted Net Asset Allocation (Carry Forward) and \$1,871,528 encumbrance commitments from prior year.

** Unrestricted budget includes \$621,600 of restricted funds allocated to departmental operating budgets for work study wages.

AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE FISCAL YEAR ENDED JUNE 30, 2018

REQUEST:

Acceptance of the Auditor's Report and Financial Statements for the fiscal year ended June 30, 2018.

FACTS:

The financial statements of the University, including Management's Discussion and Analysis, are the responsibility of Western Kentucky University management. The establishment and maintenance of an internal control structure and compliance with laws, regulations, terms, and conditions of grants and contracts also are the responsibility of University management. Western Kentucky University contracts with an independent external auditor who provides to the Board of Regents opinions that the financial statements present fairly the financial position of the University; the University has complied with applicable laws and regulations; and the design and operation of the University's internal control structure are effective.

Crowe Horwath, LLP has completed the audit for the fiscal year June 30, 2018 and has issued its report thereon dated October 22, 2018. The audit was performed in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing GAAS procedures, Crowe Horwath, LLP established scopes of audit tests in relation to the financial statements taken as a whole. The audit does not include a detailed audit of every transaction. The Accountants' Report and Financial Statements include separate financial statements for the Western Kentucky University Foundation, WKU Student Life Foundation, and College Heights Foundation. These foundations are recognized as "discretely presented component units".

In conjunction with this audit, Crowe Horwath, LLP prepared the Independent Auditor's Report on Compliance with House Bill 622. This State requirement is for an external auditor to express an opinion on the University's compliance with State requirements pertaining to accounting, auditing and payroll procedures; investments and interest income procedures; and purchasing procedures. The Report disclosed no instances of noncompliance with the criteria set forth in the Minimum Audit Scope for Compliance with House Bill 622.

The Independent Auditor's Report includes no issues to be addressed by University management.

As required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), a schedule of findings and questioned costs is included with the Annual Financial Report. No findings or questioned costs were identified during the audit. Crowe Horwath, LLP noted no material weaknesses in internal control over financial reporting nor any instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Timothy C. Caboni recommends that the Board of Regents accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2018.

MOTION:

Accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2018.



Board of Regents

ACADEMIC AFFAIRS

NAMING OF THOMPSON COMPLEX CENTER WING AS KELLY THOMPSON HALL

REQUEST: Approval of the naming of Thompson Complex Center Wing as *Kelly Thompson Hall* to honor his extraordinary legacy and service to Western Kentucky University.

BACKGROUND: The Thompson Complex was dedicated October 14, 1967 and consisted of two buildings, Thompson Complex North Wing (TCNW) and Thompson Complex Center Wing (TCCW). Thompson Complex North Wing was demolished in 2016 and replaced with Ogden College Hall (OCH) dedicated February 19, 2018 essentially eliminating Thompson Complex.

Its namesake, Edwin Kelly Thompson, served as WKU's third president from 1955 until his retirement in 1969. During his tenure as president, enrollment increased by nearly 600 percent; the percent of faculty with doctorates grew from 23 percent to 43 percent; and WKU gained university status in 1966.

Kelly Thompson was born in Lebanon, Kentucky on January 28, 1909. He came to Western in the fall of 1928 on a football scholarship and earned a bachelor and a master's degree. Thompson spent his early career at Western as a college representative and publicity director. During World War II he served in the Navy, where he was awarded a special commendation by the Secretary of the Navy for outstanding performance of duty. Kelly Thompson returned to Western to work as an assistant to E.A. Diddle and President Paul Garrett. [Harrison, pp. 139-143].

He later went on to serve as president of the College Heights Foundation. Under Dr. Thompson, the College Heights Foundation was reorganized to perform better as a business and the position of President was separated from the University President for the last 10 years of his service. A perpetual trust, the Memorial Fund, was created and it grew by nearly \$2.3 million during Thompson's tenure. The CHF saw scholarship award amounts increase by more than \$466,000 post-reorganization, awarded more than 2.5 times as much non-scholarship award money from 1970-1978 as compared to 1962-1969, issued more loan money (\$1.3 million) in nine years after reorganization than during the first 46 years of CHF (\$1.1 million) and had \$3.2 million in assets.

The WKU affiliate of the national Public Relations Student Society of America honored Thompson in 1977 by designating its official name as the "Kelly Thompson Chapter of PRSSA". Kelly Thompson's total service to the university spanned sixty years. He died August 14, 1993.

BUDGETARY IMPLICATIONS: This requested name change will not have a significant budgetary impact. Signage and brochures will need to be updated.

RECOMMENDATION: President Timothy C. Caboni recommends that the Board of Regents approve the naming of Thompson Complex Center Wing as *Kelly Thompson Hall*.

MOTION: Approval of naming Thompson Complex Center Wing as *Kelly Thompson Hall*.

**NAME CHANGE TO DEPARTMENT OF
AGRICULTURE AND FOOD SCIENCE**

REQUEST: Approval to change the name of the Department of Agriculture to the *Department of Agriculture and Food Science* within Ogden College of Science and Engineering.

BACKGROUND: The Department of Agriculture faculty voted unanimously to change the departmental name from Department of Agriculture to *Department of Agriculture and Food Science*. The Department of Agriculture Advisory Board announced support of the proposed name change at its meeting on September 7, 2018.

This change reflects our current strengths as well as planned future expansion to include a greater emphasis on food production and applied food sciences. This change supports our recently approved USDA FSIS Meat Science Laboratory, the Hilltopper Creamery that recently celebrated its first year of cheese production, and long established enterprises such as our Grade A commercial dairy and commercial livestock, as well as grape and vegetable production.

The Department of Agriculture believes that this new name will increase enrollment by attracting a more diverse pool of students. ‘Traditional’ agriculture is no longer an applicable term in the 21st century. Agriculture is progressive and complex, encompassing a multitude of diverse industries that seek to meet the challenge of providing the world’s population with the food, fiber and fuel resources needed to sustain 10 billion people by 2060. This name change is the first step in an effort to meet the educational needs of future generations of students who will be tasked with increasing agricultural outputs on less arable land, with less access to water resources, while simultaneously improving environmental stewardship. Additionally, this name change will encompass and encourage a holistic approach to agriculture, as visualized by the “farm to fork” concepts.

Your ongoing support of our program and students is highly appreciated and we value your guidance as we seek to formalize this departmental recommendation.

BUDGETARY IMPLICATIONS: This requested name change will not have a significant budgetary impact. Signage and brochures will need to be updated.

RECOMMENDATION: President Timothy C. Caboni recommends the Board of Regents approve the name change of the Department of Agriculture to the *Department of Agriculture and Food Science* within Ogden College of Science and Engineering effective January 1, 2019.

MOTION: Approval to change the name of the Department of Agriculture to the *Department of Agriculture and Food Science* within Ogden College of Science and Engineering effective January 1, 2019.

**STRATEGIC SPORT COMMUNICATIONS
GRADUATE CERTIFICATE**

REQUEST: Approval of a Graduate Certificate in Strategic Sport Communications offered through Potter College of Arts and Letters

FACTS: The emerging sport communication industry demands practical skills and institutional knowledge beyond the baccalaureate level. This on-line, skills-based graduate certificate will provide students the skills and knowledge needed to compete for jobs in this fast-paced sector.

The Bureau of Labor Statistics’ Office of Occupational Statistics and Employment projects a 12% increase in the need for Sports Marketing Managers through 2018, with Sports Public Relations Specialists growing 24% nationally and 22% in Kentucky for the same timeframe.

The proposed certificate teaches mastery of the tools of multimedia distribution and analysis, including digital content, strategic writing skills, and ethical and legal concerns. While the certificate is designed to be a credential that stands on its own, all 12 hours earned in the certificate can be applied to the pursuit of a Master of Recreation and Sport Administration, offered through the College of Health and Human Services.

Students will be able to earn the certificate fully online which will allow students to pursue the certificate who otherwise would not be able to attend courses in a traditional classroom setting. The certificate will help meet an increasing demand for graduate certificates related to careers in the recreation industry.

The graduate certificate requires a minimum of 12 credit hours, and includes the following courses:

Required Courses	Credits
PR 521: Public Relations in Recreation and Sport (required)	3
Select any three of the following:	
AD 536: Sport Branding: A New Game	3
AD 537: Sport Sponsorships: New Revenue Strategies	3
PR 543: Strategic Public Relations Writing for Sport	3
PR 547: Issues in Sport Media Relations	3
Total	12

BUDGETARY IMPLICATIONS& IMPLEMENTATION DATE:

Implementation date will be Fall 2019, with no additional resources required.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of a Graduate Certificate in Strategic Sport Communications.

MOTION:

Approval to establish a Graduate Certificate in Strategic Sport Communications effective Fall 2019.

**Graduate Certificate Program in Strategic Sport Communications
Create New Certificate**

College: Potter College of Arts and Letters (PCAL)

Department: Communication

Contact Person: Jieyoung Kong, jieyoung.kong@wku.edu, 270-745-6578

1. Identification of program:

1.1 **Program title:** Strategic Sport Communications

1.2 **Required hours:** 12

1.3 **Program Description:** This graduate certificate confronts the extraordinary changes occurring in the sport communications landscape by focusing on the practical skills and institutional knowledge needed for success in sport communications, public relations, branding and sponsorships.

1.4 **Classification of Instructional Program Code (CIP):** 09.9000 (Public Relations, Advertising, and Applied Communication)

1.5 **WKU Reference number:** 1744

1.6 **Implementation term:** Fall 2019

2. Curriculum:

Required Courses	Credits
PR 521: Public Relations in Recreation and Sport (required)	3
Select any three of the following:	
AD 536: Sport Branding: A New Game	3
AD 537: Sport Sponsorships: New Revenue Strategies	3
PR 543: Strategic Public Relations Writing for Sport	3
PR 547: Issues in Sport Media Relations	3
Total	12

3. List the objectives of the proposed program. These objectives should deal with the specific institutional and societal needs that this program will address: This certificate supports the university’s mission of preparing students to be productive citizens of a global society by introducing them to the global nature and culture of sport. In this way, they will demonstrate respect for diversity of peoples, ideas, and cultures. Objectives include:

- To promote understanding of the content, organization, format, and design of strategic communications messages and documents.
- To use the various tools and techniques of multimedia content distribution and analysis.
- To increase strategic writing confidence and competency.

- To gain a deeper understanding of the legal and ethical issues involved in sport communications.
 - To appreciate the impact of branding and sport sponsorships,
 - To utilize emerging digital tools to deliver relevant and timely messages to sport constituents.
4. **Explain how the proposed program addresses the state’s postsecondary education strategic agenda:** It does so by addressing areas of success and impact for students. First, it will ensure more individuals complete a postsecondary credential and graduate with a certificate that will enable them to enhance their skills and abilities in the workforce, helping them to be productive, engaged citizens. The certificate also has the potential to train a more competitive and entrepreneurial workforce, fueling job creation and economic growth. Additionally, the online nature of the program will mean it can be offered in 100% distance learning format, meeting the strategic agenda’s desire to increase student opportunities for success.
5. **Student Learning Outcomes (SLO):**
1. Promote understanding of the content, organization, format and design of strategic communications, messages, and documents.
 2. Use the various tools and techniques of multimedia content distribution and analysis.
 3. Understand the fundamental principles behind sport media relations and media analysis.
 4. Increase strategic writing confidence and competency.
 5. Gain a deeper understanding of the legal and ethical issues involved in sport communications.
 6. Appreciate the impact of branding and sport sponsorships.
 7. Utilize emerging digital tools to deliver relevant and timely messages to sport constituents.
6. **Provide evidence of student demand at the regional, state, and national levels:** Sport in the United States involves more than \$200 billion in annual spending, and touches every aspect of the media. The leading sports are followed by 85% of the US population, and the average individual follows five different leagues. The Bureau of Labor Statistics’ Office of Occupational Statistics and Employment projects a 12% increase in the need for Sports Marketing Managers through 2018, with Sports Public Relations Specialists growing 24% nationally and 22% in Kentucky for the same timeframe. Sport affects society in myriad ways—from tourism, to retailing, to equipment, to medicine, to media. This skills-based online graduate certificate brings the revolutionary commercial world of sports communications, branding, and sponsorship to working professionals in the field, while allowing them to confront the extraordinary changes occurring in sport media relations, multimedia content distribution, and brand marketing. This knowledge will assist them in the pursuit of competitive jobs in the sport communications industry.
7. **Please identify similar programs in other SREB states and in the nation:** Other universities offer graduate certificates in Sport Business (NYU), Sport Security (Southern

Mississippi), Sport Counseling (California), Sport Management (Columbia), and Sport Leadership (Marquette). However, no graduate certificate in sport communications was noted at Kentucky universities, benchmark institutions, or other leading universities with sport-related master’s programs.

- 8. **Provide a brief summary of resources that will be needed to implement this program over the next five years:** Existing staff will teach the required and elective certificate courses.
- 9. **Dates of committee approvals:**

Committee	Approval Dates
Potter College of Arts and Letters	3/30/2018
Graduate Curriculum Committee	5/03/2018
Graduate Council	5/10/2028
University Senate	8/24/2018
Provost	8/29/2018
Board of Regents	

EMERITUS APPOINTMENTS

REQUEST:

Approval of faculty emeritus status for the faculty members listed below.

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.

Potter College

Dr. Michael Ann Williams, University Distinguished Professor of Folk Studies & Anthropology, Emeritus

University Libraries

Ms. Rosemary Meszaros, Professor of Library Public Services, Emeritus

Dr. Charles H. Smith, Professor of Library Public Services, Emeritus

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Timothy C. Caboni recommends awarding the above individuals emeritus status.

MOTION:

Approval of emeritus status awarded for the recommended individuals.



Board of Regents

OTHER BUSINESS

**BYLAWS
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY**
[Amended / Approved _____]

PREAMBLE

WHEREAS, the Board of Regents of Western Kentucky University has been duly created pursuant to Chapter 164 of the Kentucky Revised Statutes constituting a body corporate, with the usual corporate powers, and with all immunities, rights, privileges, and franchises usually attached to the governing bodies of educational institutions; and,

WHEREAS, the Board of Regents has the principal responsibility of establishing and **overseeing the implementation of** the policies of the University, and the President, officers, faculty, and employees ~~of the University implement and carry out such policies;~~ and,

WHEREAS, the Board of Regents in order to carry out its responsibilities, adopts these bylaws for the government of its members and to implement and to carry out its responsibilities as defined herein.

**ARTICLE I
DUTIES AND RESPONSIBILITIES OF THE BOARD**

1. Statutory Duties and Responsibilities. Pursuant to the Kentucky Revised Statutes, the government of Western Kentucky University is vested in the Board of Regents, and, as such, the Board may:
 - A. Receive grants of money and expend the same for the use and benefit of the University;
 - B. Adopt bylaws, rules, and regulations for the **government governance** of its members, **President**, officers, agents, and employees, and enforce obedience to such rules;
 - C. Require such reports from the President, officers, faculty, and employees as it deems necessary and proper from time to time;
 - D. Determine the number of divisions, departments, bureaus, offices, and agencies needed for the successful conduct of the affairs of the University;
 - E. Grant diplomas and confer degrees upon the recommendation of the President

and faculty.

~~In addition to the foregoing, the Board shall:~~

F. Appoint and remove the President and, on the recommendation of the President, may, in its discretion, appoint **any one or all** faculty members and employees and fix their compensation and tenure of service, subject to the provisions of KRS 164.360;

G. Exercise authority over and control of appointments, qualifications, salaries and compensation payable out of the State Treasury or otherwise, **as well as authority and control over** promotions, and official relations with all employees; and,

H. Exercise such other authority, duties, and responsibilities as from time to time may be conferred upon them in accordance and compliance with the applicable Kentucky laws, ~~and~~ regulations, **and these bylaws.**

2. Other Duties and Responsibilities: Recognizing its authority to do so under KRS 164.350 and realizing the significance of serving on the Board of Regents of Western Kentucky University, the Board of Regents agrees that it shall assume the following duties as Regents for Western Kentucky University:

A. To devote time to learn how the University functions—its uniqueness, strengths, and needs;

B. To become familiar with, committed to, and abide by the major responsibilities of this governing board, as set out in the Bylaws of the Western Kentucky University and the Kentucky Revised Statutes, including:

- 1) To define and clarify the mission and approve long-range plans;
- 2) To assess periodically their own performance and that of the President.

C. To act as a policy-making body.

D. To accept the spirit of academic freedom and shared governance as fundamental characteristics of University governance.

E. To accept that only the Board Chairperson **or his/her designee** is the official spokesperson for the Board.

F. To attend and complete new member orientation and training programs, as required by law and the Kentucky Council on Postsecondary Education, in order to achieve qualified status.

ARTICLE II MEETINGS

1. **Time and Place.** Meetings of the Board of Regents are to be held on the campus of Western Kentucky University or at such other place as agreed upon by the Board. The Board of Regents shall at least annually agree to a calendar of regular meetings, but in no event shall the Board of Regents meet less than once per calendar quarter.
2. **Special Meetings.** Upon written request of the President or any two members of the Board of Regents and with the concurrence of the Chairperson **or three members of the Board of Regents without the concurrence of the Chairperson,** the Chairperson of the Board of Regents shall call a special meeting of the Board of Regents, such meetings to be held in a timely fashion at such time and upon such date as determined by the Chairperson. The President or any two members of the Board of Regents requesting such special meeting shall set forth in their request, with specificity, the purpose of such meeting. Discussions and action at the meeting shall be limited to items listed on the agenda and the notice.
3. **Notice of Special Meetings.** The notice of the special meeting shall consist of the date, time, and place of the special meeting and the agenda. As soon as possible, written notice shall be delivered personally, transmitted by facsimile, electronic mail, or U.S. postal or private delivery service to every member of the Board of Regents as well as each media organization which has filed a written request, including a mailing address, to receive notice of special meetings. The notice shall be calculated so that it shall be received at least twenty-four (24) hours before the special meeting. As soon as possible, written notice shall be posted in a conspicuous place in the building where the special meeting will take place and in a conspicuous place in ~~the Wetherby Administration Building~~ **in the Craig Administrative Center.** Notice shall be calculated so that it shall be posted at least twenty-four (24) hours before the special meeting.
4. **Emergency Special Meetings.** In case of an emergency which prevents compliance with the foregoing, this subsection shall govern the Board of Regents' conduct of special meetings. The special meeting shall be called pursuant to the procedures set forth above. The Board of Regents shall make a reasonable effort, under emergency circumstances, to notify the members of the Board of Regents, media organizations which have filed a written request for notification, and the public of the emergency meeting. At the beginning of the emergency meeting, the Chairperson shall briefly describe for the record the emergency circumstances preventing compliance with the notice provision set

forth above. These comments shall appear in the minutes. Discussions and action at the emergency meeting shall be limited to the emergency for which the meeting was called. **For purpose of these bylaws, an emergency shall be defined as a situation which creates a threat to public health, welfare and safety.**

5. Participation in Meetings by Non-members. The President shall attend and participate in all meetings of the Board of Regents unless excused when the President's status is under consideration. He may attend all meetings of committees of the Board. The President, ~~with the approval of the Board members,~~ **or a majority vote of the Board** may invite other members of the University staff or faculty to accompany him in attendance at any meeting. They may address the Board or otherwise participate upon request of the Board, any member, or the President.

Other members of the University community and members of the public are welcome to attend open meetings of the Board but may not address the Board of Regents or otherwise participate in the meetings except pursuant to a previously approved request for appearance to be heard in accordance with this paragraph. Persons desiring to be heard by the Board of Regents will first submit to the President in writing the subject matter and the reason for desiring to be heard by the Board of Regents. The President shall then call the request to the attention of the Chairperson. The Chairperson may then determine whether or not to permit the person requesting appearance before the Board to speak, or the Board by a majority vote may grant such a request of the person requesting authority to speak. The Board shall be notified of all requests that are denied.

6. Agenda for Meetings. It shall be the responsibility of the President and the Chairperson to develop an agenda including items which come through Committees of the Board, **and items suggested for inclusion by members of the Board.** Upon the concurrence of the Chairperson and the President, agenda items may be designated as consent agenda items in the agenda of a regular Board meeting. Unless a Board Member objects at the regular meeting to the inclusion of an item(s) on the consent agenda, all items designated as consent agenda items shall be recommended for approval by a single vote by the Board without discussion of individual items.

ARTICLE III OFFICERS

1. Officers. The officers of the Board of Regents shall be a Chairperson, a vice Chairperson, a secretary, and a treasurer.

2. The Election. The Chairperson, vice Chairperson, and secretary of the Board of

Regents shall be elected by a majority vote of the Board and the treasurer appointed at the third regular meeting (calendar year) of the Board of Regents of the year in which the term of office expires. All officers shall commence serving upon their election and appointment.

3. Term of Office. All officers shall hold office for a term of one year or until their successors have been duly elected/appointed and have qualified, or until removed as hereinafter provided. If the Chairperson shall vacate his/her office prior to the end of their term, the vice Chairperson shall serve as Chairperson for the balance of that term. If the vice Chairperson vacates his/her office prior to the end of their term, an election shall be held to fill that position for the balance of that term. If any officer shall vacate their office, for whatever reason, their successor shall hold office for the balance of the term of office of the person vacating such office.

4. Removal of Officers / Officer Vacancy. Any officer may be removed either with or without cause by a vote of the majority of the entire Board of Regents. A Board officer vacancy shall be addressed as provided in Article IV, item 8 of these Bylaws.

5. Successive Terms. The Chairperson and vice Chairperson may be elected for two successive terms. Such persons shall be ineligible for an additional term without an intervening one-year period.

6. Duties of Officers. The duties and powers of the officers of the Board of Regents shall be as follows:

CHAIRPERSON

The Chairperson shall preside at all meetings of the Board of Regents, call special meetings upon the request of the President or any two members of the Board of Regents.

VICE CHAIRPERSON

The Vice Chairperson shall, in the absence of the Chairperson, carry out the duties of the Chairperson. ~~If for any reason the Chairperson vacates that position, the vice Chairperson shall assume the position of Chairperson for the balance of that term.~~

Commented [WD1]: Removed; vacancy in Board officer positions are addressed in Article IV, item 8, page 8.

SECRETARY

The Secretary to the Board of Regents shall be elected annually and shall report to the Board. In the absence of the Secretary, the ~~Chair of the Board~~ Chairperson shall be responsible for appointing an individual to

act as Secretary to the Board. The Board secretary shall be responsible for certifying compliance with all open meetings and open records requirements.

TREASURER

The Treasurer to the Board of Regents shall not be a member of the Board of Regents and shall be appointed annually. The treasurer shall receive and disburse all monies and report to the Board of Regents on the financial status and fiscal affairs of the University. The treasurer shall periodically, **but not less than annually**, furnish to the Board of Regents, **but at least annually**, an accounting for all monies received and disbursed during the preceding fiscal year, **and the status of the budget**.

7. Other Responsibilities. The Board of Regents by a majority vote may assign such other duties and responsibilities to each of the respective officers as it shall from time to time determine appropriate.

ARTICLE IV COMMITTEES

1. Committees of the Board of Regents. The standing committees of the Board of Regents shall be the Executive **Governance** Committee, the Finance ~~and Budget~~ Committee, ~~and the Student Affairs Mission and Academic Affairs~~ Committee, **and the Enrollment and Student Experience Committee**. The Board may from time to time establish such other committees as shall be necessary to carry out its duties and responsibilities. **The Chairperson may appoint, as necessary, ad hoc committees to conduct the various governance functions of the Board.**

2. Executive Governance Committee: The Executive **Governance** Committee shall consist of the Chairperson, Vice Chairperson, and ~~the Chairperson of the three standing committees~~ **Secretary and two at large members** of the Board of Regents. In addition, the immediate past Chairperson of the Board shall serve as an ex officio, non-voting member of the Executive **Governance** Committee. The Executive **Governance** Committee will provide guidance to the President on matters that arise in the interim between regular meetings, and shall have authority to review, evaluate, provide guidance and/or recommendations on issues relating to ~~alumni relations, auditing, athletics, development, governmental and public affairs, legal, human resources, and issues related to fund-raising and other similar advancement matters~~ **any and all areas/issues that are a part of the University operations and mission, alumni, philanthropy, and governmental affairs, Board effectiveness, bylaws, Board self-assessment, nominating officers, Board training and new member orientation, and will report to the full Board all issues not yet voted on by the Board. A majority of**

Commented [WD2]: Alumni, philanthropy and governmental affairs added per retreat discussion.

the voting members of the Executive Committee shall constitute a quorum.

The Executive Governance Committee shall also serve as the President's Review and Compensation Committee, and shall present recommendations concerning same to the full Board for vote. The Executive Governance Committee may also perform any and all other functions that may be from time to time assigned by a majority vote of the Board of Regents. The Chairperson of the Board of Regents shall serve as the chair of the Executive Governance Committee.

The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the committee.

3. **Finance and Budget Committee:** ~~This~~ **The Finance** Committee shall have authority to review, evaluate, provide guidance and/or recommendations on financial issues, including the biennial budget requests submitted to governmental agencies, the annual operating budget of the University for each fiscal year, adjustments to the annual operating budget from time to time as required by operations of the University, allocation of unencumbered fund balances, proposals for construction of academic, administrative or service facilities, oversight of bonding, debt, and bond rating, real estate (purchases, disposition and leasing), external and internal audit, and all other financial and budget matters, including facilities and facilities management. If necessary, the annual operating budget of the University may be adjusted between the regular meetings of this Committee, and, in that event, this Committee will provide post-review and evaluation of those adjustments. **The Finance and Budget Committee shall consist of a minimum of three and a maximum of five members of the Board.** The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the committee.

Commented [WD3]: "...a minimum of" was reinserted per retreat discussion.

Commented [WD4]: Regent Hinson recommends removal of language that sets / requires a specific number of committee members.

4. **Student Affairs Mission and Academic Affairs Committee:** The **Mission** and Academic Affairs Committee shall have authority to review, evaluate, provide guidance and/or recommendations on all matters related to **academic affairs, staff, student life issues, and athletics.** ~~including facilities, renovation, or new construction related to or associated with same. In addition, this Committee shall have delegated authority from the Board of Regents to render a final decision on an appeal of any student disciplinary decision rendered by the University Disciplinary Committee. Any decisions rendered by the Committee should be reported to the full Board at the next regular meeting following the Committee's decision.~~ **The Committee will consist of a minimum of three and a maximum of five members of the Board.** ~~Absent a unanimous vote of the Student Affairs Committee, the matter will be referred to the full Board for final resolution.~~ The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the Committee.

Commented [WD5]: Reinserted per retreat discussion.

Commented [WD6]: Regent Hinson recommends removal of language that sets / requires a specific number of committee.

5. **Enrollment and Student Experience Committee:** The Enrollment and Student

Experience Committee shall have authority to review, evaluate, provide guidance and/or recommendations on all matters related to student enrollment, recruitment, retention, graduation, underserved and underprepared populations, and minority and marginalized populations and student life issues.

In addition, this Committee shall have delegated authority from the Board of Regents to render a final decision on an appeal of any student disciplinary decision rendered by the University Disciplinary Committee. Any decisions rendered by the Committee should be reported to the full Board at the next regular meeting following the Committee's decision.

The Enrollment and Student Experience Committee shall consist of a minimum of three members of the Board. The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the committee.

Commented [WD7]: Inserted per retreat discussion.

Commented [WD8]: Regent Hinson recommends removal of language that sets / requires a specific number of committee.

6. **Authority of Committees.** Committees shall possess no delegated authority of the Board of Regents unless approved by a majority vote of the Board of Regents. All actions of each committee, unless taken with delegated authority, shall constitute recommendations to the Board of Regents and shall be subject to approval by a majority vote of the Board of Regents. All authority delegated to a committee must be within the confines of Kentucky State Revised Statutes and regulations.
7. **Officer Vacancy.** If a Board officer vacancy occurs, the Executive Governance Committee shall nominate two Members of the Board for an election shall to be held to fill the unexpired portion of that term and to serve on the Executive Governance Committee. Members and Chairpersons of the standing committees of the Board shall be selected by the Chairperson of the Board of Regents, and the terms of the committees can run concurrently with the Chairperson, at the discretion of the Chairperson.
8. **Selection and Term of Committee Members; Member Vacancies.** Members and Chairpersons of the standing committees of the Board shall be selected by the Executive Governance Committee. All committee members shall serve for a term of one year or until their successors have been duly selected by the Chairperson-Executive Governance Committee. In the event of a vacancy on a committee, the successor member shall be selected by the Chairperson of the Board of Regents Executive Governance Committee and shall hold office for the balance of the term of office of the person vacating their office.
9. **President as Ex Officio Member/ Board Members as Advisory Members.** The President shall serve as an ex officio, non-voting member of all committees of the Board of Regents, including those created from time to time by the Board. All members of the Board of Regents shall serve as advisory (non-voting)

members of all committees of the Board of Regents, including those created from time to time by the Board.

10. **Other Committees.** Such other committees as are from time to time created by the Board of Regents shall have their membership, duties, responsibilities, and term of existence determined by a majority vote of the Board of Regents.

11. **Removal of Committee Members.** Any committee member may be removed either with or without cause by a majority vote of the entire Board of Regents.

ARTICLE V VOTING

1. **Quorum.** A simple majority of the members of the Board of Regents shall constitute a quorum for the transaction of its business.

2. **Voting.** Each member of the Board of Regents shall cast one vote. All votes of the Board shall be a voice vote, provided, however, any member may request a roll call vote of the membership on any question. ~~A simple majority of the quorum present and voting~~ A majority of those present and voting is required for any action and is sufficient unless otherwise required by law. The secretary shall note those voting in favor and those voting against any matter except on voice votes.

3. **Majority of Entire Board Required Voting on Finances.** A majority of the Board of Regents must vote affirmatively to affect effect an appropriation or disbursement of money, the making of a contract that requires an appropriation or disbursement of money, or the employment or dismissal of a teacher faculty member.

ARTICLE VI INDEMNIFICATION

Indemnification. The members of the Board of Regents (past, present and future) shall be indemnified and be held harmless from and against all civil liabilities, including judgments, decrees, fines, penalties, expenses, fees, amounts paid in settlement or any other costs, losses (including but not limited to attorney's fees and court costs) not otherwise covered by the insurance coverage maintained by the University and arising or resulting from or in connection or association with, any threatened, pending or completed action, suit or proceeding (whether civil, administrative, investigatory or otherwise) and any appeals related thereto, under which the members of the Board are parties or participants because of their actions or omissions performed in good faith and in any capacity during the course and in the scope of their service on behalf of the University, whether incurred before or after the adoption of these Bylaws, unless they are finally adjudicated to be liable for willful, wanton or malicious conduct or criminal

conduct as defined by law or regulation of any state or national government.
Indemnification must conform with state and federal statutes and regulations.

**ARTICLE VII
PRESIDENT**

Commented [WD9]: Removes Article VII per retreat discussion.

1. Responsibilities of the President. The President of the University is appointed by the Board of Regents and serves at the pleasure of the Board. The President is the chief executive and academic officer of the University and has direct charge of and is responsible to the Board for the operation of the University. The President shall submit to the Board, in writing, an annual report on the condition of the University.

A. Responsibilities of the President include, but are not limited to:

- 1) Providing leadership to the Board and the community in the development of the University's mission and programs;
- 2) Supervising the University's faculty and all other University employees;
- 3) Balancing the University's revenues and expenditures, managing the University's funds and other resources, assuring the financial integrity of the University, and reporting the financial condition of the University to the Board, on a regular basis;
- 4) Managing and personally participating in public and private fund-raising;
- 5) Managing the University's facilities;
- 6) Implementing the Policies and Procedures of the Board;
- 7) Making recommendations to the Board concerning the initial appointment of faculty, the award of tenure to faculty, and the granting of emeritus status;
- 8) Making recommendations to the Board concerning student fees;
- 9) Recommending to the Board a management structure for the University and the organization of the University's academic programs into colleges, schools, departments, divisions, and centers of instruction;
- 10) Making other recommendations, as necessary, to the Board or to Board committees with regard to matters falling within the authority of the Board;
- 11) Speaking on behalf of the University as its official spokesman and representing the University as its designated representative;

12) Presiding over official meetings and functions of the University;

13) Informing the Board of actions taken by the President, as appropriate, and of the development of critical or controversial issues;

14) To review, accept, modify, or reject ~~Reviewing, accepting, modifying or rejecting~~ recommendations of the campus governance bodies, or to cause such activities to be done, with respect to any matter concerning academic policy, programs, or procedures. To present to the Board all formal recommendations on such matters, ensuring that significant dissenting positions are reported. In turn, the President shall inform the faculty of the Board's position in those areas where their interests and well-being are affected; and,

15) Performing such other specific responsibilities as are required by the Policies and Procedures of the Board or by the laws and regulations of the state of Kentucky;

16) ~~Ensuring effective management and oversight of all University related foundations consistent with Kentucky Revised Statutes Chapter 164, 164A and 273.~~

17) ~~Ensuring effective management and oversight of all University athletic functions.~~

B. The President is hereby designated as an official spokesman and representative of the University. As the University's designated representative, the President is delegated the general authority to act on behalf of the University and the Board of Regents.

C. The authority of the President to act on behalf of the University and the Board includes, but is not limited to, the authority ~~to decide on compensation matters that best serve the University;~~

(1) To make recommendations to the Board to appoint and to reappoint all faculty ~~and staff~~ and fix their salaries;

(2) To make recommendations to the Board to approve promotions in rank of faculty.

(3) To make recommendations to the Board to take final actions on behalf of the University in all other personnel matters concerning the University employees, except that the President shall not have the authority to make final decisions on faculty requests for Board review of negative tenure decisions or to make final decisions on severe sanctions including dismissal for cause and/or dismissal for financial reasons;

(4) To approve ~~recommend~~ the awarding of degrees and certificates to candidates who have completed all degree requirements and are recommended by the faculty of the appropriate college, school, or division, and the authority to confer such degrees and certificates;

(5) To approve the use of University facilities ~~consistent with University policy;~~

(6) To approve the use of the University's name and visual identification ~~consistent with University policy;~~

(7) To execute contracts, leases, and other legal instruments;

(8) To execute documents necessary to purchase, sell, ~~grant a permanent easement~~ or otherwise convey interests in real property, subsequent to Board approval;

(9) To accept gifts on behalf of the University;

(10) To exercise such authority as is provided by the Policies and Procedures of the Board or by the statutes and regulations of the state of Kentucky.

D. The President may designate another University officer or employee to exercise, in whole or in part, the authority provided to the President herein, provided that the President shall be responsible for the actions of his/her designee.

2. Review and Compensation of the President.

- A. The President shall be evaluated, in executive session, at the annual meeting of the Board, according to written objectives, specific and general, developed by the President in conjunction with the Board and presented to the Board at the outset of each academic year. The Board shall have the discretion to obtain the services of an outside evaluator to assist the Board in the evaluation of the President.
- B. The Executive Committee shall serve as the President's Compensation Committee and, based on each annual evaluation, meet in executive session to review the President's compensation package. The compensation package recommended by the Executive Committee shall be presented to the full Board for approval.

ARTICLE VIII AMENDMENTS

- 1. Amendment to Bylaws. Amendments to these bylaws may be proposed by any

member at any duly constituted meeting of the Board but will not be acted upon until the next meeting. Adoption of amendments shall require a vote of two-thirds (2/3) of the members of the entire Board.

2. **Parliamentary Procedure.** The parliamentary procedure of the Board of Regents shall be governed by ~~Robert's Rules of Order~~ the current edition of Robert's Rules of Order, Newly Revised.

**BYLAWS
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY**
[Amended / Approved _____]

PREAMBLE

WHEREAS, the Board of Regents of Western Kentucky University has been duly created pursuant to Chapter 164 of the Kentucky Revised Statutes constituting a body corporate, with the usual corporate powers, and with all immunities, rights, privileges, and franchises usually attached to the governing bodies of educational institutions; and,

WHEREAS, the Board of Regents has the principal responsibility of establishing and overseeing the implementation of the policies of the University, and the President, officers, faculty, and employees; and,

WHEREAS, the Board of Regents in order to carry out its responsibilities, adopts these bylaws for the government of its members and to implement and to carry out its responsibilities as defined herein.

**ARTICLE I
DUTIES AND RESPONSIBILITIES OF THE BOARD**

1. Statutory Duties and Responsibilities. Pursuant to the Kentucky Revised Statutes, the government of Western Kentucky University is vested in the Board of Regents, and, as such, the Board may:

- A. Receive grants of money and expend the same for the use and benefit of the University;
- B. Adopt bylaws, rules, and regulations for the governance of its members, President, officers, agents, and employees, and enforce obedience to such rules;
- C. Require such reports from the President, officers, faculty, and employees as it deems necessary and proper from time to time;
- D. Determine the number of divisions, departments, bureaus, offices, and agencies needed for the successful conduct of the affairs of the University;
- E. Grant diplomas and confer degrees upon the recommendation of the President and faculty.

- F. Appoint and remove the President and, on the recommendation of the President, may, in its discretion, appoint any one or all faculty members and employees and fix their compensation and tenure of service, subject to the provisions of KRS 164.360;
- G. Exercise authority over and control of appointments, qualifications, salaries and compensation payable out of the State Treasury or otherwise, as well as authority and control over promotions, and official relations with all employees; and,
- H. Exercise such other authority, duties, and responsibilities as from time to time may be conferred upon them in accordance and compliance with the applicable Kentucky laws, regulations, and these bylaws.

2. Other Duties and Responsibilities: Recognizing its authority to do so under KRS 164.350 and realizing the significance of serving on the Board of Regents of Western Kentucky University, the Board of Regents agrees that it shall assume the following duties as Regents for Western Kentucky University:

- A. To devote time to learn how the University functions—its uniqueness, strengths, and needs;
- B. To become familiar with, committed to, and abide by the major responsibilities of this governing board, as set out in the Bylaws of the Western Kentucky University and the Kentucky Revised Statutes, including:
 - 1) To define and clarify the mission and approve long-range plans;
 - 2) To assess periodically their own performance and that of the President.
- C. To act as a policy-making body.
- D. To accept the spirit of academic freedom and shared governance as fundamental characteristics of University governance.
- E. To accept that only the Board Chairperson or his/her designee is the official spokesperson for the Board.
- F. To attend and complete new member orientation and training programs, as required by law and the Kentucky Council on Postsecondary Education, in order to achieve qualified status.

ARTICLE II MEETINGS

1. **Time and Place.** Meetings of the Board of Regents are to be held on the campus of Western Kentucky University or at such other place as agreed upon by the Board. The Board of Regents shall at least annually agree to a calendar of regular meetings, but in no event shall the Board of Regents meet less than once per calendar quarter.
2. **Special Meetings.** Upon written request of the President or any two members of the Board of Regents and with the concurrence of the Chairperson or three members of the Board of Regents without the concurrence of the Chairperson, the Chairperson of the Board of Regents shall call a special meeting of the Board of Regents, such meetings to be held in a timely fashion at such time and upon such date as determined by the Chairperson. The President or any two members of the Board of Regents requesting such special meeting shall set forth in their request, with specificity, the purpose of such meeting. Discussions and action at the meeting shall be limited to items listed on the agenda and the notice.
3. **Notice of Special Meetings.** The notice of the special meeting shall consist of the date, time, and place of the special meeting and the agenda. As soon as possible, written notice shall be delivered personally, transmitted by facsimile, electronic mail, or U.S. postal or private delivery service to every member of the Board of Regents as well as each media organization which has filed a written request, including a mailing address, to receive notice of special meetings. The notice shall be calculated so that it shall be received at least twenty-four (24) hours before the special meeting. As soon as possible, written notice shall be posted in a conspicuous place in the building where the special meeting will take place and in a conspicuous place in the Craig Administrative Center. Notice shall be calculated so that it shall be posted at least twenty-four (24) hours before the special meeting.
4. **Emergency Special Meetings.** In case of an emergency which prevents compliance with the foregoing, this subsection shall govern the Board of Regents' conduct of special meetings. The special meeting shall be called pursuant to the procedures set forth above. The Board of Regents shall make a reasonable effort, under emergency circumstances, to notify the members of the Board of Regents, media organizations which have filed a written request for notification, and the public of the emergency meeting. At the beginning of the emergency meeting, the Chairperson shall briefly describe for the record the emergency circumstances preventing compliance with the notice provision set forth above. These comments shall appear in the minutes. Discussions and

action at the emergency meeting shall be limited to the emergency for which the meeting was called. For purpose of these bylaws, an emergency shall be defined as a situation which creates a threat to public health, welfare and safety.

5. **Participation in Meetings by Non-members.** The President shall attend and participate in all meetings of the Board of Regents unless excused when the President's status is under consideration. He may attend all meetings of committees of the Board. The President or a majority vote of the Board may invite other members of the University staff or faculty to accompany him in attendance at any meeting. They may address the Board or otherwise participate upon request of the Board, any member, or the President.

Other members of the University community and members of the public are welcome to attend open meetings of the Board but may not address the Board of Regents or otherwise participate in the meetings except pursuant to a previously approved request for appearance to be heard in accordance with this paragraph. Persons desiring to be heard by the Board of Regents will first submit to the President in writing the subject matter and the reason for desiring to be heard by the Board of Regents. The President shall then call the request to the attention of the Chairperson. The Chairperson may then determine whether or not to permit the person requesting appearance before the Board to speak, or the Board by a majority vote may grant such a request of the person requesting authority to speak. The Board shall be notified of all requests that are denied.

6. **Agenda for Meetings.** It shall be the responsibility of the President and the Chairperson to develop an agenda including items which come through Committees of the Board, and items suggested for inclusion by members of the Board. Upon the concurrence of the Chairperson and the President, agenda items may be designated as consent agenda items in the agenda of a regular Board meeting. Unless a Board Member objects at the regular meeting to the inclusion of an item(s) on the consent agenda, all items designated as consent agenda items shall be recommended for approval by a single vote by the Board without discussion of individual items.

ARTICLE III OFFICERS

1. **Officers.** The officers of the Board of Regents shall be a Chairperson, a vice Chairperson, a secretary, and a treasurer.
2. **Election.** The Chairperson, vice Chairperson, and secretary of the Board of Regents shall be elected by a majority vote of the Board and the treasurer appointed at the third regular meeting (calendar year) of the Board of Regents

of the year in which the term of office expires. All officers shall commence serving upon their election and appointment.

3. **Term of Office.** All officers shall hold office for a term of one year or until their successors have been duly elected/appointed and have qualified, or until removed as hereinafter provided. If the Chairperson shall vacate his/her office prior to the end of their term, the vice Chairperson shall serve as Chairperson for the balance of that term. If the vice Chairperson vacates his/her office prior to the end of their term, an election shall be held to fill that position for the balance of that term. If any officer shall vacate their office, for whatever reason, their successor shall hold office for the balance of the term of office of the person vacating such office.
4. **Removal of Officers / Officer Vacancy.** Any officer may be removed either with or without cause by a vote of the majority of the entire Board of Regents. A Board officer vacancy shall be addressed as provided in Article IV, item 8 of these Bylaws.
5. **Successive Terms.** The Chairperson and vice Chairperson may be elected for two successive terms. Such persons shall be ineligible for an additional term without an intervening one-year period.
6. **Duties of Officers.** The duties and powers of the officers of the Board of Regents shall be as follows:

CHAIRPERSON

The Chairperson shall preside at all meetings of the Board of Regents, call special meetings upon the request of the President or any two members of the Board of Regents.

VICE CHAIRPERSON

The Vice Chairperson shall, in the absence of the Chairperson, carry out the duties of the Chairperson.

SECRETARY

The Secretary to the Board of Regents shall be elected annually and shall report to the Board. In the absence of the Secretary, the Chairperson shall be responsible for appointing an individual to act as Secretary to the Board. The Board secretary shall be responsible for certifying compliance with all open meetings and open records requirements.

TREASURER

The Treasurer to the Board of Regents shall not be a member of the Board of Regents and shall be appointed annually. The treasurer shall receive and disburse all monies and report to the Board of Regents on the financial status and fiscal affairs of the University. The treasurer shall periodically, but not less than annually, furnish to the Board of Regents, an accounting for all monies received and disbursed during the preceding fiscal year, and the status of the budget.

7. **Other Responsibilities.** The Board of Regents by a majority vote may assign such other duties and responsibilities to each of the respective officers as it shall from time to time determine appropriate.

ARTICLE IV COMMITTEES

1. **Committees of the Board of Regents.** The standing committees of the Board of Regents shall be the Executive Governance Committee, the Finance Committee, the Mission and Academic Affairs Committee, and the Enrollment and Student Experience Committee. The Board may from time to time establish such other committees as shall be necessary to carry out its duties and responsibilities. The Chairperson may appoint, as necessary, ad hoc committees to conduct the various governance functions of the Board.
2. **Executive Governance Committee:** The Executive Governance Committee shall consist of the Chairperson, Vice Chairperson, and Secretary and two at large members of the Board of Regents. In addition, the immediate past Chairperson of the Board shall serve as an ex officio, non-voting member of the Executive Governance Committee. The Executive Governance Committee will provide guidance to the President on matters that arise in the interim between regular meetings, and shall have authority to review, evaluate, provide guidance and/or recommendations on issues relating to any and all areas/issues that are a part of the University operations and mission, alumni, philanthropy, and governmental affairs, Board effectiveness, bylaws, Board self-assessment, nominating officers, Board training and new member orientation, and will report to the full Board all issues not yet voted on by the Board. A majority of the voting members of the Executive Committee shall constitute a quorum.

The Executive Governance Committee shall also serve as the President's Review and Compensation Committee, and shall present recommendations concerning same to the full Board for vote. The Executive Governance Committee may also perform any and all other functions that may be from time to time assigned by a majority vote of the Board of Regents. The Chairperson of the Board of Regents

shall serve as the chair of the Executive Governance Committee.

The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the committee.

3. **Finance Committee**: The Finance Committee shall have authority to review, evaluate, provide guidance and/or recommendations on financial issues, including the biennial budget requests submitted to governmental agencies, the annual operating budget of the University for each fiscal year, adjustments to the annual operating budget from time to time as required by operations of the University, allocation of unencumbered fund balances, proposals for construction of academic, administrative or service facilities, oversight of bonding, debt, and bond rating, real estate (purchases, disposition and leasing), external and internal audit, and all other financial and budget matters, including facilities and facilities management. If necessary, the annual operating budget of the University may be adjusted between the regular meetings of this Committee, and, in that event, this Committee will provide post-review and evaluation of those adjustments. The Finance Committee shall consist of a minimum of three members of the Board. The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the committee.
4. **Mission and Academic Affairs Committee**: The Mission and Academic Affairs Committee shall have authority to review, evaluate, and provide guidance and/or recommendations on all matters related to academic affairs, staff, and athletics. The Committee will consist of a minimum of three members of the Board. The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the Committee.
5. **Enrollment and Student Experience Committee**: The Enrollment and Student Experience Committee shall have authority to review, evaluate, provide guidance and/or recommendations on all matters related to student enrollment, recruitment, retention, graduation, underserved and underprepared populations, and minority and marginalized populations and student life issues.

In addition, this Committee shall have delegated authority from the Board of Regents to render a final decision on an appeal of any student disciplinary decision rendered by the University Disciplinary Committee. Any decisions rendered by the Committee should be reported to the full Board at the next regular meeting following the Committee's decision.

The Enrollment and Student Experience Committee shall consist of a minimum of three members of the Board. The President of the University shall appoint a member of the staff to serve as a non-voting administrative agent to the committee.

6. **Authority of Committees.** Committees shall possess no delegated authority of the Board of Regents unless approved by a majority vote of the Board of Regents. All actions of each committee, unless taken with delegated authority, shall constitute recommendations to the Board of Regents and shall be subject to approval by a majority vote of the Board of Regents. All authority delegated to a committee must be within the confines of Kentucky State Revised Statutes and regulations.
7. **Officer Vacancy.** If a Board officer vacancy occurs, the Executive Governance Committee shall nominate two Members of the Board for an election to be held to fill the unexpired portion of that term and to serve on the Executive Governance Committee.
8. **Selection and Term of Committee Members; Member Vacancies.** Members and Chairpersons of the standing committees of the Board shall be selected by the Executive Governance Committee. All committee members shall serve for a term of one year or until their successors have been duly selected by the Executive Governance Committee. In the event of a vacancy on a committee, the successor member shall be selected by the Executive Governance Committee and shall hold office for the balance of the term of office of the person vacating their office.
9. **President as Ex Officio Member/ Board Members as Advisory Members.** The President shall serve as an ex officio, non-voting member of all committees of the Board of Regents, including those created from time to time by the Board. All members of the Board of Regents shall serve as advisory (non-voting) members of all committees of the Board of Regents, including those created from time to time by the Board.
10. **Other Committees.** Such other committees as are from time to time created by the Board of Regents shall have their membership, duties, responsibilities, and term of existence determined by a majority vote of the Board of Regents.
11. **Removal of Committee Members.** Any committee member may be removed either with or without cause by a majority vote of the entire Board of Regents.

ARTICLE V VOTING

1. **Quorum.** A simple majority of the members of the Board of Regents shall constitute a quorum for the transaction of its business.
2. **Voting.** Each member of the Board of Regents shall cast one vote. All votes of the Board shall be a voice vote, provided, however, any member may request a roll call vote of the membership on any question. A majority of those present and voting is required for any action and is sufficient unless otherwise required by law. The

secretary shall note those voting in favor and those voting against any matter except on voice votes.

3. **Voting on Finances.** A majority of the Board of Regents must vote affirmatively to effect an appropriation or disbursement of money, the making of a contract that requires an appropriation or disbursement of money, or the employment or dismissal of a faculty member.

ARTICLE VI INDEMNIFICATION

Indemnification. The members of the Board of Regents (past, present and future) shall be indemnified and be held harmless from and against all civil liabilities, including judgments, decrees, fines, penalties, expenses, fees, amounts paid in settlement or any other costs, losses (including but not limited to attorney's fees and court costs) not otherwise covered by the insurance coverage maintained by the University and arising or resulting from or in connection or association with, any threatened, pending or completed action, suit or proceeding (whether civil, administrative, investigatory or otherwise) and any appeals related thereto, under which the members of the Board are parties or participants because of their actions or omissions performed in good faith and in any capacity during the course and in the scope of their service on behalf of the University, whether incurred before or after the adoption of these Bylaws, unless they are finally adjudicated to be liable for willful, wanton or malicious conduct or criminal conduct as defined by law or regulation of any state or national government. Indemnification must conform to state and federal statutes and regulations.

ARTICLE VII REVIEW AND COMPENSATION OF THE PRESIDENT

The President shall be evaluated, in executive session, at the annual meeting of the Board, according to written objectives, specific and general, developed by the President in conjunction with the Board and presented to the Board at the outset of each academic year.

The Board shall have the discretion to obtain the services of an outside evaluator to assist the Board in the evaluation of the President.

The Executive Committee shall serve as the President's Compensation Committee and, based on each annual evaluation, meet in executive session to review the President's compensation package. The compensation package recommended by the Executive Committee shall be presented to the full Board for approval.

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1. **Amendment to Bylaws.** Amendments to these bylaws may be proposed by any member at any duly constituted meeting of the Board but will not be acted upon until the next meeting. Adoption of amendments shall require a vote of two-thirds

(2/3) of the members of the entire Board.

2. **Parliamentary Procedure.** The parliamentary procedure of the Board of Regents shall be governed by the current edition of Robert's Rules of Order, Newly Revised.