



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ Third Quarterly Meeting
August 3, 2018 – 9:00 a.m. (CDT)
Jody Richards Hall ~ Cornelius A. Martin Regents Room

AGENDA (revised 07-31-18)

- Call to Order (*Dr. Phillip W. Bale, Chair*)
 - Oath of Office (*Chair Bale*)
 - Mrs. Linda Ball
 - Mr. David S. Brinkley, Staff Regent
 - Roll Call (*Mr. Frederick A. Higdon, Secretary*)
 - Approval of Minutes
 - Special Budget Approval Meeting – June 22, 2018
-

1. ACADEMIC AFFAIRS

Action Items:

- AA-1 Approval of Local Government Administration Graduate Certificate [pp 1-4]
 - AA-2 Approval of Deaf Studies Undergraduate Certificate [pp 5-7]
 - AA-3 Approval of Early Childhood Education Director Undergraduate Certificate [pp 8-10]
 - AA-4 Approval of User Experience Undergraduate Certificate [pp 11-14]
 - AA-5 Approval of Emeriti Appointments [p 15]
-

2. FINANCE AND BUDGET

Action Items:

- FB-1 Approval of Personnel Actions [p 1 and attached reports]
 - Faculty [pp F1-F10]
 - Staff [pp S1-S10]
- FB-2 Approval of the 2018-19 Audit Plan [pp 2-5]
- FB-3 Approval of Amendment to the Internal Audit Charter [pp 6-8]
- *FB-4** Approval of Parking and Transportation Reserve Allocation [p 9]

**This item was not included in the June 22 committee meeting and shall be presented individually for a separate discussion and vote.*

3. EXECUTIVE

Action Items:

- *EX-1 Approval of Staff Emeritus Appointment [p 1]
- *EX-2 Approval of Naming Designated Rooms / Areas [p 2]
- *EX-3 Approval of Addendum to Athletic Employment Contract – Amy Tudor [pp 3-4]
- *EX-4 Adoption / Approval of the 2018-2028 WKU Strategic Plan
[review and discussion at Board Retreat on 8/2/18]

**These items were not included in the June 22 committee meetings and shall be presented individually for a separate discussion and vote.*

EXECUTIVE / CLOSED SESSION – Pursuant to KRS 61.810(1)

For the following discussions:

- Discussion of proposed or pending litigation against or on behalf of the University; and,
 - Deliberation on the future acquisition or sale of real property by the University.
-

4. OTHER BUSINESS / ANNOUNCEMENTS

- 2018-19 Board Committee Appointments (*Chair Bale*)
- 2019 Board Meeting Schedule (*Chair Bale*)

Upcoming dates:

- August 24 ~ Faculty and Staff Convocation
 - October 26 ~ Committee Meetings and HODA Luncheon
 - October 27 ~ HOMECOMING
 - December 7 ~ Fourth Quarterly Meeting and Holiday Dinner
 - December 15 – College Recognition Ceremonies
-

5. ADJOURN

**LOCAL GOVERNMENT ADMINISTRATION
GRADUATE CERTIFICATE**

REQUEST: Approval of a Graduate Certificate in Local Government Administration through Potter College of Arts and Letters

FACTS: Local governments are facing increased demands, but have limited resources to meet these demands. Increased professionalism and efficiency will play a central role in the ability of local government and local government officials to address these challenges. This certificate will provide students the skills and knowledge needed to increase the effectiveness of local governments.

There has been an increase in public sector retirements in Kentucky and across the nation that has increased the need for professionally trained public sector employees. This certificate will allow mid-career public servants to update their skills to better perform their jobs, while also providing prospective employees the opportunity to gain the qualifications necessary for public sector jobs.

The proposed certificate highlights the basics of local government administration, while also addressing emerging trends in areas like e-governance. 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 Public Administration degree.

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 public sector. We receive about 15 inquiries a year asking about the availability of a graduate certificate.

According to many experts, a certificate will boost a student’s career prospects and the value of their degree(s). Since graduate certificates in subjects related to public administration are an emerging trend, there is limited data on the financial benefits for student. Estimates in the size of salary increases related to receiving an MPA typically fall between \$12,000 and \$18,000.

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

Required Courses	Credits
PS 526 Local Government Administration	3
PS 528 Civic Engagement and E-Governance	3
Electives as specified in the curriculum below	6
Total	12

BUDGETARY IMPLICATIONS: Implementation date will be Fall 2018, with no additional resources required.

RECOMMENDATION & IMPLEMENTATION DATE: President Timothy C. Caboni recommends approval of a Graduate Certificate in Local Government Administration.

MOTION: Approval to establish a Graduate Certificate in Local Government Administration.

**Graduate Certificate Program in Local Government Administration
Create New Certificate**

College: Potter College of Arts and Letters (PCAL)

Department: Political Science Department

Contact Person: Dr. Danial Boden, daniel.boden@wku.edu, 270-745-6357

1. Identification of program:

1.1 **Program title:** Local Government Administration

1.2 **Required hours:** 12

1.3 **Program Description:** The graduate certificate in Local Government Administration prepares students for careers in local government administration. The two (2) required courses rely on a foundation of Public Administrative theory relevant to the current issues and skills necessary for effective and responsible local government administration. In addition to the two (2) required courses, the program allows students to choose two (2) elective courses from a selection of courses for a total of 12 credit hours. Substitutions for these courses may be made with consent of the advisor. Students applying to the Graduate School at WKU can elect to pursue the graduate certificate in Local Government Administration either by itself or in conjunction with a graduate program in a selected discipline.

1.4 **Classification of Instructional Program Code (CIP):** 44.0401 (Public Administration)

1.5 **WKU Reference number:** 1745

1.6 **Implementation term:** 2018-2019

2. Curriculum:

Required Courses	Course Titles	Credit Hours
PS 526	Local Government Administration	3
PS 528	Civic Engagement and E-Governance	3
Total Core		6
Select 6 hours from the following discipline specific courses:		
PS 512	Kentucky Government and Politics	3
PS 520	Elements of Public Administration	3
PS 550	Cultural Competencies for Public Administration	3
PS 554	Cross-Sector Collaboration & Conflict	1-6
PS 562	Public Policy Implementation & Evaluation	3
TOTAL HOURS		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:** The International City/County Management association (ICMA) has identified leadership and professional competency as significant challenges to effective local government administration. This graduate certificate program is designed for current and future local government professionals who are seeking training and education in the area of local government administration. The certificate can be taken by itself or in conjunction with the pursuit of the master of public administration degree or a graduate degree in another academic field.
- 4. Explain how the proposed program addresses the state's postsecondary education strategic agenda:** The Kentucky Council on Postsecondary Education has identified the need for degree and certificate programs designed to guide graduates to a career path. The Local Government Administration graduate certificate will provide students with the skills and abilities to be more effective local government administrators.
- 5. Explain how the proposed program furthers the statewide implementation plan:** In times of limited public resources and tight budgets, professional management of city, county, and other local governments is becoming critical to the future of the state. In particular, the Kentucky City/County Management Association has identified a need for increased professionalization in the public sector. The proposed certificate will provide public managers the tools to effectively manage organizations within local government. The certificate will help managers adapt to the new fiscal environment and other emerging issues including e-governance and working with an increasingly diverse constituency and workforce.
- 6. Student Learning Outcomes (SLO):**
 1. Identify and describe best practices for local government administration.
 2. Identify and describe specific challenges facing local government administrators within the context of the twenty-first century.
 3. Demonstrate specific skills necessary for effectively managing local governments.
- 7. Provide evidence of student demand at the regional, state, and national levels:** There has been a significant increase in public administrators (both pre- and mid- career) who are interested in earning credentials to supplement their MPA degree. We receive between 5 and 15 calls and e-mails a year expressing interest in graduate certificate programs. Our conversations with representatives from KCCMA, area development districts, and local leaders indicate an unmet need to promote professionalization in local government. Roughly half of the students in our program have indicated an interest in a certificate

program. Additionally, several students pursuing graduate degrees in related fields have expressed interest in supplementing their program with a certificate in local government.

8. Please identify similar programs in other SREB states and in the nation:

Graduate level certificates in local government administration are offered in both SREB states and others. Some of the institutions that offer such certificates include but are not limited to: Virginia Tech, University of Missouri - St. Louis, University of Memphis, Suffolk University, Minnesota State University - Mankato, Eastern Michigan University, University of Colorado - Colorado Springs, and Oakland University.

9. 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.

10. Dates of committee approvals:

Committee	Approval Dates
Potter College of Arts and Letters	3/2/2018
Graduate Curriculum Committee	3/19/2018
Graduate Council	3/22/2028
University Senate	4/19/2018
Provost	4/27/2018
Board of Regents	

**DEAF STUDIES
UNDERGRADUATE CERTIFICATE**

REQUEST: Approval of an Undergraduate Certificate in Deaf Studies through the Department of Communication Sciences and Disorders within the College of Health and Human Services.

FACTS: According to the 2010 US Census Bureau, there are approximately 694,000 people in Kentucky who are Deaf or Hard of Hearing.¹ The Deaf Studies Certificate is in response to societal needs and interests of the Deaf and Hard of Hearing community. Because of changing demographics and increased access for this diverse population, there are growing demands for knowledge and understanding of Deaf culture.

The Kentucky Occupational Outlook ranks Teaching Assistants, as the top occupation needed in Kentucky with a non-degree earned and Interpreters as third, with a bachelor’s degree earned.² The employment of Special Education Teachers is expected to grow by 8% between 2016 and 2026, according to the Bureau of Labor Statistics.³ These identified occupations are career fields directly related to American Sign Language and Deaf Culture and are supported by the proposed certificate. The knowledge and skills acquired through this certificate would also be advantageous for students in other disciplines as they seek employment and engage themselves in their respective fields, careers and communities.

1. (2010). US Census Bureau, Summary Health Statistics for U.S. Adults: National Health Interview Survey, 2011
2. Kentucky Occupational Outlook, <https://kcews.ky.gov/content/reports/2012-2022%20ky%20occupational%20outlook.pdf?searchunitkeywords=teacher%27s%2Caid>
3. Bureau of Labor Statistics. B<https://www.bls.gov/ooh/education-training-and-library/special-education-teachers.htm>

The undergraduate certificate requires a minimum of 15 credit hours, and includes the following courses:

Required Courses	Credits
ASL 101 American Sign Language I	3
ASL 102 American Sign Language II	3
ASL 302 Deaf Culture in America	3
ASL 303 International Deaf Studies	3
Elective (Either ASL 403 or ASL 406)	3
Total	15

BUDGETARY IMPLICATIONS: Implementation date will be Fall 2018, with no additional resources required.

RECOMMENDATION & IMPLEMENTATION DATE: President Timothy C. Caboni recommends approval of an Undergraduate Certificate in Deaf Studies.

MOTION: Approval to establish an Undergraduate Certificate in Deaf Studies.

**Communication Sciences and Disorders
Proposal to Create a New Certificate Program
(Action Item)**

Contact Person: Dr. Ashley Chance Fox, Ashley.Fox@wku.edu, (270) 745-8962

1. Identification of program:

- 1.1 Program title: Deaf Studies Certificate
- 1.2 Required hours in program: 15
- 1.3 Special information: None
- 1.4 Catalog description: This will broaden student knowledge of Deaf and Hard of Hearing individuals, with an emphasis on Deaf culture. The Deaf Studies Certificate will not qualify students to become licensed interpreters. A minimum of 12 semester hours, with a grade of 'C' or better must be obtained to successfully complete the certificate.
- 1.5 Classification of Instructional Program Code (CIP): 05.0211

2. Learning outcomes of the proposed certificate program:

These courses will increase student's perspective and understanding of: language, language access, education, law, technology, and services provided and careers for the Deaf and Hard of Hearing. The courses will also examine the perspectives of the Deaf and Hard of Hearing in other countries. After the certificate is completed, the student should understand the local and global perspectives of the Deaf and Hard of Hearing culture.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program:
The Deaf Studies Certificate is in response to societal needs and interests of the Deaf and Hard of Hearing community. Because of changing demographics and increased access for this diverse population, there are growing demands for knowledge and understanding of the Deaf culture. The knowledge and skills acquired through this certificate would be advantageous for students as they seek employment and engage in their respective fields, careers, and communities. This curriculum will broaden the student's understanding of the Deaf culture in the United States and globally.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department:
The ASL Studies Program offers an ASL Studies Minor. At this time, no other certificates are offered in the ASL Studies Program.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments:
There are currently no Deaf and Hard of Hearing or ASL certificates offered in other departments. Due to the focus on culture, similar certificates offered in other departments would be Middle East Studies and Canadian Studies.

- 3.4 Projected enrollment in the proposed certificate program:
20-40 students per academic year.
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions):
Eastern Kentucky University (EKU) offers an undergraduate degree in Deaf Studies. Their courses are specifically designed for a minor in American Sign Language, a Bachelor’s degree in ASL, and English Interpreting or Deaf Studies. They do not offer a Certificate in Deaf Studies.

University of Louisville offers a Bachelor’s degree in American Sign Language Interpreting Studies. They do not offer a Deaf Studies degree or certificate. There are no other Kentucky universities that offer these courses as a part of a certificate program.

Offerings of Deaf Studies Certificates have not been found at our benchmark institutions.
- 3.6 Relationship of the proposed certificate program to the university mission and objectives:
The students enrolled in the certificate program will have opportunities to learn about various Deaf cultures around the world and learn how to communicate in a second language which will assist them in becoming “responsible citizen-leaders of a global society”.

4. Curriculum:

Required core courses (12 hours):

ASL 101 American Sign Language I	3
ASL 102 American Sign Language II	3
ASL 303 International Deaf Studies	3
ASL 302 Deaf Culture in America	3

Elective courses (3 hours)

ASL 403 Deaf Culture and History	3
ASL 406 Special Topics in ASL	3

5. Budget implications:

The courses in this certificate program will be taught by existing faculty. No new resources are needed.

6. Proposed term for implementation: Fall 2018

7. Dates of prior committee approvals:

Committee	Date
Communication Sciences and Disorders Department	03/02/2018
CHHS Undergraduate Curriculum Committee	03/23/2018
Undergraduate Curriculum Committee	04/17/2018
University Senate	05/10/2018
Provost	05/15/2018
Board of Regents	

**EARLY CHILDHOOD EDUCATION DIRECTOR
UNDERGRADUATE CERTIFICATE**

REQUEST: Approval of an Undergraduate Certificate in Early Childhood Education Director through the Applied Human Sciences department in the College of Health and Human Services.

FACTS: The Early Childhood Education Director Certificate prepares students to direct a child care center. Upon completion, students are eligible for the Kentucky Early Childhood Director Credentials from the Kentucky Cabinet for Health and Family Services. Directors of early childcare centers and schools need the knowledge and skill set offered in this program to best lead in schools and centers.

For 2017, the median annual pay for an Early Childhood Education Director was \$46,890 nationally, and the annual mean wage in Kentucky was \$46,670.¹ Early Childhood Education Director positions are available across the country with the 2016-2026 employment expected to grow 11%.¹ The demand for preschools, and consequently the director who manage them, should remain strong, as the number of children under age 5 is expected to increase, and due to the fact that early childhood education is widely recognized as important for a child's intellectual and social-emotional development.

Currently, 9 universities and 11 community colleges in Kentucky offer the courses for students to earn their Kentucky Early Childhood Education Director Credentials. However, students who attend these schools specifically to earn the state credentials and not an AA or BS degree earn only the state credentials and do not receive a credential from the college or university. WKU would be the first university to offer this university certificate credential. Additionally, students attending WKU online from other states will receive the certificate as acknowledgement of their expertise in the field.

1. US. Bureau of Labor Statistics, <https://www.bls.gov/oes/current/oes119031.htm>, accessed May 18, 2018.

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

Required Courses	Credits
FACS 191 Child Development	3
FACS 193 Curriculum Development for Young Children	3
FACS 299 Administration of Early Childhood Programs	3
FACS 335 Infant and Toddler Development and Curriculum OR FACS 336 Preschool and Kindergarten Child Development and Curriculum	3
Total	12

BUDGETARY IMPLICATIONS: Implementation date will be Fall 2018, with no known budget implications.

RECOMMENDATION & IMPLEMENTATION DATE: President Timothy C. Caboni recommends approval of an Undergraduate Certificate in Early Childhood Education Director.

MOTION: Approval to establish an Undergraduate Certificate in Early Childhood Education Director.

**College of Health and Human Services
Department of Applied Human Sciences
Proposal to Create a New Certificate Program
(Action Item)**

Contact Person: D'Lee Babb, dlee.babb@wku.edu, 270-745-6943

1. Identification of program:

- 1.1 Program title: Early Childhood Education Director Certificate
- 1.2 Required hours in program: 12
- 1.3 Special information: N/A
- 1.4 Catalog description: The Early Childhood Education Director Certificate prepares students to direct a child care center. Upon completion, students will receive the Kentucky Early Childhood Director Credentials. A grade of "C" or above must be earned in the following courses required for this certificate: FACS 191, FACS 193, FACS 335 or 336, and FACS 299.
- 1.5 Classification of Instructional Program Code (CIP): 13.0404

2. Learning outcomes of the proposed certificate program: Students will complete this certificate with the coursework that meets the Kentucky Early Childhood Director Credentials. These include an understanding of and the ability to apply the following in the early childcare setting:

- State and national regulations and laws pertaining to the education of young children.
- Ethics and the National Associations for the Education of Young Children Code of Ethics.
- Programming for families and children.
- Supervision and staff development.
- Health and safety for young children.
- Financial management and marketing in the early child care setting.
- Community collaboration/resource management to benefit young children and their families.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: Directors of early childcare centers and schools need a specific skill set to best manage their centers. By completing this certificate, the director will have this knowledge, skill set, and the ability to apply it in their centers.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: The courses comprising this certificate are a part of the Associate of Arts in Early Childhood Education offered by Applied Human Sciences and are courses that count towards the Bachelor of Arts in Family Consumer Sciences with a concentration in Child Studies.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: This certificate will be unique to the Department of Applied Human Sciences.
- 3.4 Projected enrollment in the proposed certificate program: 10 to 15 per semester. This is based on the number of students currently completing the ECE Kentucky Director Credentials through our program and FACS majors completing a concentration in Child Studies (the certificate requires one additional class beyond the B.S. degree).
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): 9 universities in Kentucky and 11 community colleges offer

the courses for students to earn their Kentucky Early Childhood Education Director Credentials. However, most students who attend these schools specifically to earn the state credentials and not an AA or BS degree earn only the state credentials and do not receive anything from the college or university such as a certificate. WKU would be one of the first where students are able to earn a certificate as well as the credentials from the state office.

3.6 Relationship of the proposed certificate program to the university mission and objectives: The mission of WKU is to “prepare students of all backgrounds to be productive, engaged and socially responsible citizen-leaders.” By providing the ECE Director Certificate, we will meet the WKU mission by providing students the skills needed to lead their communities through directing early learning centers for young children and families.

4. Curriculum:

- FACS 191 Child Development
- FACS 193 Curriculum Development for Young Children
- FACS 299 Administration of Early Childhood Programs
- FACS 335 Infant and Toddler Development and Curriculum OR FACS 336 Preschool and Kindergarten Child Development and Curriculum

5. Budget implications: The required courses are currently offered on a regular basis so there are no known budget implications.

6. Proposed term for implementation: First available date.

7. Dates of prior committee approvals:

Committee	Date
Department of Applied Human Sciences	11/17/2017
CHHS Curriculum Committee	01/26/2018
Undergraduate Curriculum Committee	04/17/2018
University Senate	05/10/2018
Provost	05/15/2018
Board of Regents	

**USER EXPERIENCE
UNDERGRADUATE CERTIFICATE**

REQUEST: Approval of an Undergraduate Certificate in User Experience through the department of Communication in the Potter College of Arts and Letters.

FACTS: Lines between design and technology blur as both web and mobile development continue to boom. UX designers create digital content and structures that are user-friendly, easy to navigate, and understandable. Knowledge of both technology and design makes UX designers essential to employers.

Demand for UX designers is robust. The U.S. Bureau of Labor Statistics predicts job opportunities in the web development field to increase 13% through 2020. OnwardSearch, a digital staffing agency, estimates 150,000 UX design jobs are open in the U.S. According to Glassdoor, average annual salary for UX designers nationwide is \$90,000.

Other universities offer UX education. The University of Kentucky offers a graduate certificate in Human-Technology Interaction. Kent State University has 140 students in their online MS degree in UX design. Nossi College of Art in Nashville, TN has launched a UX design certification program. Online venues, such as Udemy, General Assembly and Coursera, also offer popular UX design certification programs.

Courses comprising the proposed UX design certificate originally formed the Interactive Experience Design concentration within the Advertising major which is now part of the Communication Department. Students majoring in Advertising, Computer Science, Psychological Science, Marketing, Public Relations and Sales, as well other WKU majors who desire more knowledge about UX design, will benefit from this certificate program. Working professionals wishing to update their skills also could benefit from this relevant package of courses, providing an external source of students. Workforce retraining certainly supports Governor Matt Bevin’s newly created Work Ready Skills Initiative to create skill certifications. The undergraduate certificate requires a minimum of 15 credit hours, and includes the following courses:

Required Courses	Credits
AD/SJB 210 Software Studio for Designers	3
IXD 320 User Experience Design	3
IXD 330 Interactive Design	3
IXD 340 Programming for Media Platforms	3
IXD 400 Advanced Interactive Design	3
Total	15

BUDGETARY IMPLICATIONS: Implementation date will be Fall 2018, with no budgetary implications expected.

RECOMMENDATION & IMPLEMENTATION DATE: President Timothy C. Caboni recommends approval of an Undergraduate Certificate in User Experience.

MOTION: Approval to establish an Undergraduate Certificate in User Experience.

**Potter College of Arts and Letters
Department of Communication
Proposal to Create a New Certificate Program
(Action Item)**

Contact Person: Cliff Shaluta, cliff.shaluta@wku.edu, (270) 991-6966
Mark Simpson, mark.simpson@wku.edu (270) 745-3296
Helen Sterk, helen.sterk@wku.edu. (270) 745-3296
Angie Jerome, angela.jerome@wku.edu, (270) 745-3296

1. Identification of program:

- 1.1 Program title: Certificate in User Experience (UX)
- 1.2 Required hours in program: 15 hours
- 1.3 Special information: N/A
- 1.4 Catalog description: Prepares students for changes now underway in the fields of advertising, communication, public relations, computer programming, graphic design, and other majors relating to interactive platform design and function.
- 1.5 Classification of Instructional Program Code (CIP): 09.0702

2. Learning outcomes of the proposed certificate program: Upon the successful completion of the UX certificate, students should be able to:

- Distinguish the differences between usability and user experience.
- Track the process of user experience as a cyclical and iterative process.
- Conduct, organize, and apply research about interactive users, their needs, and desired client outcomes to digital projects.
- Design and execute high quality, professional digital projects demonstrating the complete user experience process.
- Demonstrate the ability to give and accept constructive critiques of user experience prototypes.
- Test user experience prototypes through application of appropriate testing methods.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: Demand for those trained in User Experience is growing due to the shift by businesses and consumers to digital platforms. The U.S. Bureau of Labor Statistics predicts that job opportunities in the web development field (web programmers, web designers, and webmasters) are expected to increase 13% through 2020. User Experience is consistently ranked in the top 10 of high-demand careers, with job growth up to 30% in the past 5 years. According to Glassdoor, the average UX Design salary nationwide is \$90,000.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: Courses comprising the proposed UX certificate were originally part of the Interactive Experience Design (IXD) concentration within the Advertising major which is now part of the Communication Department. As a result of streamlining the Advertising major in 2017, the proposed certificate will consolidate all IXD courses to focus exclusively on user experience.

Advertising majors, as well other WKU majors who wish to access more knowledge about digital communication to advance in their careers, will benefit. Further, industry employees wishing to hone their skills in the digital age will benefit from this package of courses.

- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: The proposed UX certificate blends research, branding, coding, user-experience design, and interactive technology in a curriculum that is not presently available at WKU in a certificate or otherwise. Students do have access to marginally similar content in computer science (CS), computer information systems (CIS), computer information technology (CIT), and graphic design, however, these courses lack the branding and design components outlined above needed for a comprehensive UX program.
- 3.4 Projected enrollment in the proposed certificate program: Launched in fall 2015, the IXD concentration embedded in the Advertising major and available only to its students now has 12 students. Projections are to more than double this enrollment since the UX certificate will be available to any student wishing to enroll in the certificate.
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): Training in UX design is now being offered from traditional universities, as well dozens of online schools. Carnegie Mellon University offers a Master's degree in Human-Computer Interaction (MHCI), which includes classes in human-computer interaction, user experience design, and user-centered research. Georgia Tech offers an MS degree in human-computer interaction with a similar focus. Closer to home, the University of Kentucky now offers a graduate certificate in Human-Technology Interaction. The certificate focuses on technological innovations that enhance the safety, comfort, productivity, and pleasure of interactive users. Nossi College of Art in Nashville, TN has recently launched a UX certificate program to prepare graduates for entry-level careers in user experience and user interface design. WKU offers few interactive design classes and presently provides no cohesive UX design program.
- 3.6 Relationship of the proposed certificate program to the university mission and objectives: The proposed UX certificate supports WKU's renewed focus on applied research and skills that benefit students as they enter and progress in the workplace. Governor Matt Bevin's newly created Work Ready Skills Initiative supports the creation of skill certifications. KCTCS (Kentucky Community and Technical College System) naturally benefits greatly from this initiative as well by free tuition, but workforce retraining or 2-year KCTCS degrees plus certification at 4-year schools are possible markets to explore with the proposed UX certificate.

4. Curriculum: The proposed certificate in UX (reference number 000) requires 15 hours.

AD/SJB 210 Software Studio for Designers (3)

IXD 320 User Experience Design (3) *Requires AD 210*

IXD 330 Interactive Design (3) *Requires AD 210*

IXD 340 Programming for Media Platforms (3) *Requires AD 210*

IXD 400 Advanced Interactive Design (Requires IXD 320, 330, & 340)

5. Budget implications: Courses in the proposed certificate are presently being taught by current faculty in existing lab facilities. No budgetary implications are expected as a result of the approval of this certificate.

6. Proposed term for implementation: Next available

7. Dates of prior committee approvals:

Committee	Date
Department of Communication	03/23/2018
PCAL Curriculum Committee	04/05/2018
Undergraduate Curriculum Committee	04/17/2018
University Senate	05/10/2018
Provost	05/15/2018
Board of Regents	

**EMERITUS
APPOINTMENTS**

REQUEST: Approval of faculty emeritus status for Dr. Ellen Bonaguro and Dr. Brian Coutts.

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

Potter College of Arts & Letters

Dr. Ellen Bonaguro, Professor of Communication, Emeritus

University Libraries

Dr. Brian Coutts, Head, Department 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.

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 04/02/2018 – 05/23/2018, one-time compensation payments executed through the payroll system cover the period 04/01/2018 – 05/31/2018, 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 April 2, 2018 through May 23, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Ed Leadership Doctoral Prgm/Psychology	Joseph P. Cangemi	Scholar in Residence	07/01/2018	29,412.00	29,412.00	Reappointment	E&G
English	William David LeNoir	Professor	07/01/2018	92,448.00	92,448.00	Reappointment	E&G
Honors College	Yang Liu	Instructor I	06/01/2018	40,464.00	40,464.00	Reappointment	E&G
School of Teacher Education	Wei Chen	Clinical Assistant Professor	07/01/2018	51,516.00	51,516.00	Reappointment	E&G
School of Nursing	Mark Wallace Flener	Clinical Assistant Professor	07/01/2018	48,000.00	52,464.00	Status Change (Temp to Reg)	E&G
Chemistry	Sarah Jane Edwards	Instructor I	07/01/2018	41,244.00	44,004.00	Transfer	E&G
Department of Marketing	Mary Jane Gardner	Assistant Professor	07/01/2018	63,336.00	105,000.00	Transfer	E&G
Economics	Alexander G. Lebedinsky	Department Head	07/01/2018	85,464.00	112,188.00	Transfer	E&G
Gordon Ford College of Business	Jeffrey P. Katz	Professor	07/01/2018	237,792.00	152,004.00	Transfer	E&G
Public Health	William N. Mkanita	Department Head	07/01/2018	85,068.00	104,004.00	Transfer	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Dual Credit	Laura Ruth Leeper	08/21/2017	12/31/2017	2,848.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Laura Meeks Hudson	05/14/2018	8/31/2018	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	John Damian Millay	05/14/2018	6/30/2018	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Jason Thomas Radford	05/14/2018	6/30/2018	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Mathew Lee Hale	05/14/2018	6/30/2018	3,036.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Terry L. Obee	01/01/2018	7/31/2018	4,800.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Terry L. Obee	05/14/2018	7/31/2018	3,840.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	05/14/2018	6/30/2018	2,580.00	Reappointment	E&G
School of University Studies	Christina Marie Witt	04/01/2018	5/31/2018	3,068.00	Reappointment	E&G
WKU - Glasgow	Angela Lynn Rush	03/19/2018	5/31/2018	1,692.00	Reappointment	RD

Department	Name	Start Date	End Date	Amount	Source
Allied Health	Joseph William Evans	05/01/18	06/30/18	7,670.68	E&G
Communication Sciences & Disorders	Lauren E. Bland	05/16/18	06/30/18	7,456.00	E&G
Communication Sciences & Disorders	Richard A. Dressler	06/01/18	06/30/18	7,669.33	E&G
Communication Sciences & Disorders	Leisa S. Hutchison	05/16/18	06/30/18	5,612.00	E&G
Communication Sciences & Disorders	Jean Neils-Strunjas	07/01/18	06/30/19	12,000.00	E&G
Communication Sciences & Disorders	Jo L. Shackelford	05/16/18	06/30/18	5,731.44	E&G
Dean CHHS	Brian Kenneth Weiler	05/15/18	08/15/18	18,522.00	E&G
DELO - PH Contract Programs	Marilyn M. Gardner	09/01/17	06/30/18	5,000.00	RD
Doctor of Nursing Practice	Maria Eve Main	05/15/18	06/30/18	8,988.00	E&G
GFCEB - Faculty & Student Prog Sup.	Evelyn Holmes Thrasher	05/01/18	06/30/18	1,000.00	E&G
Information Systems	Evelyn Holmes Thrasher	07/01/18	10/31/18	5,004.00	FDN
Management	Jeffrey P. Katz	07/01/18	06/30/19	20,004.00	FDN
MSW Cohorts	Amy C. Cappiccie	06/01/18	06/30/18	6,857.33	RD
Public Health	Gregory Earle Ellis-Griffith	05/01/18	06/30/18	2,705.44	E&G
Public Health	Gary M. English	05/01/18	06/30/18	8,341.34	E&G
Public Health	Marilyn M. Gardner	05/01/18	06/30/18	5,937.00	E&G
Public Health	Janice Ray Hunt-Shepherd	05/01/18	06/30/18	6,998.68	E&G
School of Kinesiology, Rec. & Sport	Fred Wayne Gibson	05/15/18	06/30/18	4,229.38	Split
School of Kinesiology, Rec. & Sport	Raymond Arthur Poff	05/15/18	06/30/18	5,404.00	E&G
School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	05/15/18	06/30/18	6,838.00	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schafer	06/01/18	06/30/18	3,080.23	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	05/15/18	06/30/18	4,833.00	E&G
School of Nursing	Lori Jagers Alexander	06/01/18	06/30/18	7,022.67	E&G
School of Nursing	Tonya Monique Bragg-Underwood	05/15/18	06/30/18	6,456.61	E&G
School of Nursing	Kimberly W. Harris	06/01/18	06/30/18	2,285.77	E&G
School of Nursing	Sherry Mays Lovan	05/15/18	06/30/18	8,214.67	E&G
Social Work	Sandra H. Starks	05/01/18	06/30/18	8,192.00	E&G
Social Work	Dana June Sullivan	05/15/18	06/30/18	7,052.00	E&G

Department	Employee	Rank	Effective Date	Current Rate/Salary	*Proposed Rate/Salary	Type Action	Funding Source
English	Jerod Hollyfield	Associate Professor	07/01/18	\$49,992	\$55,440	Promotion and Tenure	E&G

Meeting Date: August 3, 2018

Faculty One Time Payments
For the Period April 1, 2018 through May 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Dawn Langkamp Bolton	Associate Professor	5/31/2018	1,000.00 Awards		FDN
Diversity & Community Studies	Kristina Elisabeth Arnold	Associate Professor	4/30/2018	500.00 Awards		FDN
Faculty Award/Waiver Funds	Noah Todd Ashley	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	John Kirk Atkinson	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Janice Dianne Brockman	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Reagan Dwayne Brown	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Monica Galloway Burke	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Kenneth Jason Crandall	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Joshua David Durkee	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Lec D. Emanuel	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Kimberlee Kaye Evarson	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Darbi Jean Haynes-Lawrence	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Cheryl R Hopson	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Xiaoxia Huang	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Larry S. Kinder	Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Thomas W. Kingery	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Ching-Yi Lin	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Stephen L Locke	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Larry W. Owens	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Ke Peng	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Michael Shane Spiller	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Thomas Bradley Stinnett	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Rebecca R. Stobaugh	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Timothy D. Strabel	Instructor II	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Joon Gi Sung	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Letia Ruth Watkins	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Carol Lewis Watwood	Associate Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	Lily Popova Zinuhadar	Assistant Professor	5/31/2018	500.00 Awards		E&G
Faculty Award/Waiver Funds	David Forrest Almand	Professional-in-Residence	5/31/2018	594.40 Consulting		Grant
Dean College of Education	Kenneth Brent Askins	Professor	5/31/2018	628.65 Consulting		Grant
Dean College of Education	Robin Latrice Ayers	Instructor II	5/31/2018	160.00 Consulting		Grant
Dean College of Education	Patricia E. Bertke	Instructor I	5/31/2018	320.00 Consulting		Grant
Dean College of Education	Jeffrey R. Bright	Associate Professor	5/31/2018	160.00 Consulting		Grant
Dean College of Education	Wei Chen	Clinical Assistant Professor	5/31/2018	480.00 Consulting		Grant
Dean College of Education	Kathy C. Croxall	Associate Professor	5/31/2018	220.00 Consulting		Grant
Dean College of Education	Pamela M. Jukes	Professor	5/31/2018	160.00 Consulting		Grant
Dean College of Education	Melia Ann Mattingly	Instructor I	5/31/2018	320.00 Consulting		Grant
Dean College of Education	Julia Anne Mittelberg	Assistant Professor	5/31/2018	320.00 Consulting		Grant
Dean College of Education	Lisa D. Murley	Associate Professor	5/31/2018	160.00 Consulting		Grant
Dean College of Education	Julia Link Roberts	Professor	5/31/2018	320.00 Consulting		Grant
Dean College of Education	Rebecca R. Stobaugh	Associate Professor	5/31/2018	480.00 Consulting		Grant
Educational Enhancement Programs	Aaron Wilson Hughley	Professor	5/31/2018	240.00 Consulting		Grant
School of Teacher Education	Rachel E. Leer	Instructor I	5/31/2018	300.00 Consulting		Grant

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Architect & Manufacturing Sciences	Shahnaz Aly	Associate Professor	4/30/2018	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Taha Hassan Alyousef	Assistant Professor	4/30/2018	3,000.00 Overload		E&G
Architect & Manufacturing Sciences	Anthony Mark Doggett	Professor	4/30/2018	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Bashar Fayer Haddad	Assistant Professor	4/30/2018	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Daniel Dow Jackson	Professor	4/30/2018	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Bryan Reaka	Associate Professor	4/30/2018	1,000.00 Overload		E&G
Communication	Elizabeth D. Hall	Director	4/30/2018	250.00 Overload		E&G
Communication Sciences & Disorders	Janice Carter Smith	Instructor I	4/30/2018	750.00 Overload		E&G
Department of Marketing	Lukas Forbes	Professor	4/30/2018	2,000.00 Overload		E&G
Department of Marketing	Patricia R. Todd	Chair	4/30/2018	1,000.00 Overload		E&G
Diversity & Community Studies	Kristi R. Branham	Associate Professor	4/30/2018	1,000.00 Overload		E&G
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	4/30/2018	1,000.00 Overload		E&G
Diversity & Community Studies	Gayle Marcus Mallinger	Associate Professor	4/30/2018	1,000.00 Overload		E&G
Economics	Alexander G. Lebedinsky	Associate Professor	4/30/2018	833.34 Overload		E&G
Engineering	Warren Campbell	Professor	4/30/2018	750.00 Overload		E&G
Engineering	Shane M. Palmquist	Associate Professor	4/30/2018	1,000.00 Overload		E&G
English	Theodore R. Hovet	Professor	4/30/2018	1,500.00 Overload		E&G
English	Thomas Christian Hunley	Professor	4/30/2018	1,000.00 Overload		E&G
English	Alison Louise Langdon	Associate Professor	4/30/2018	1,000.00 Overload		E&G
English	Alexander B. Poole	Professor	4/30/2018	1,000.00 Overload		E&G
Finance	Ronald A Rhoades	Pedagogical Asst Professor	4/30/2018	1,000.00 Overload		E&G
Information Systems	Ray Blankenship	Chair	4/30/2018	750.00 Overload		E&G
Information Systems	James Hubert Lindsey	Instructor I	4/30/2018	1,500.00 Overload		E&G
Management	Feng Helen Liang	Assistant Professor	4/30/2018	1,000.00 Overload		E&G
Modern Languages	Laura Green McGee	Department Head	4/30/2018	1,000.00 Overload		E&G
Physics & Astronomy	Rico T. Tyler	Professional-In-Residence	4/30/2018	1,000.00 Overload		E&G
School of Nursing	Sonya Lakyv House	Associate Professor	5/31/2018	3,500.00 Overload		E&G
Student Radio	Jeanine Marie Cherry	Instructor I	4/30/2018	1,000.00 Overload		E&G
Theatre & Dance	Elena Shura Pollatsek	Professor	4/30/2018	1,000.00 Overload		E&G
WKU Pathways - Instructional	Zachary Skiles Battersworth	Instructor I	4/30/2018	1,600.00 Overload		E&G
Civil Engineering Services	Jason C Wilson	Instructor I	4/30/2018	1,222.10 Supplemental Pay		RD
AA - CEBS - R&R (04)	David L. Bell	Professional-in-Residence	4/30/2018	255.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	David L. Bell	Professional-in-Residence	5/31/2018	255.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	Jeanine M. Huss	Associate Professor	4/30/2018	200.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	Jeanine M. Huss	Associate Professor	5/31/2018	200.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	Rachel E. Leer	Instructor I	4/30/2018	255.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	Rachel E. Leer	Instructor I	5/31/2018	255.00 Supplemental Pay		E&G
Accounting	Melloney C Simerly	Assistant Professor	5/31/2018	7,500.00 Supplemental Pay		E&G
Arch Resource Center -Prof Services	Neal Edward Downing	Professor	5/31/2018	2,025.00 Supplemental Pay		RD
Architect & Manufacturing Sciences	Kenneth Brent Askins	Professor	4/30/2018	4,356.00 Supplemental Pay		Grant
Career & Workforce Development	Aaron Wilson Hughey	Professor	4/30/2018	600.00 Supplemental Pay		RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	5/31/2018	2,287.50 Supplemental Pay		RD
CFL - Social Work	Allison Gibson	Instructor I	4/30/2018	5,500.00 Supplemental Pay		RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CFL - Social Work	Kelley Marie McIntyre	Instructor I	4/30/2018	4,500.00	Supplemental Pay	RD
Cohort Programs	Janet Lee Applin	Associate Professor	5/31/2018	400.00	Supplemental Pay	RD
Cohort Programs	John Paul Baker	Associate Professor	4/30/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Dana Michelle Cuomo	Assistant Professor	5/31/2018	2,000.00	Supplemental Pay	RD
Cohort Programs	Sylvia L. Dietrich	Dir. Sch. of T. Ed/Assoc. Dean	4/30/2018	2,900.00	Supplemental Pay	RD
Cohort Programs	Sylvia L. Dietrich	Dir. Sch. of T. Ed/Assoc. Dean	5/31/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Stephanie Kay Gandy	Professor	5/31/2018	800.00	Supplemental Pay	RD
Cohort Programs	Said Ghezal	Assistant Professor	4/30/2018	2,400.00	Supplemental Pay	RD
Cohort Programs	Said Ghezal	Assistant Professor	5/31/2018	1,500.00	Supplemental Pay	RD
Cohort Programs	Becky A. Giffilen	Professor	4/30/2018	1,500.00	Supplemental Pay	RD
Cohort Programs	Kristie Broadbent Guffey	Pedagogical Asst Professor	4/30/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Molly Beth Kerby	Associate Professor	5/31/2018	3,000.00	Supplemental Pay	RD
Cohort Programs	Hanna A. Khouryieh	Associate Professor	4/30/2018	325.00	Supplemental Pay	RD
Cohort Programs	Margaret G. Maxwell	Professor	4/30/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Margaret G. Maxwell	Professor	5/31/2018	400.00	Supplemental Pay	RD
Cohort Programs	Andrea Paganelli	Assistant Professor	5/31/2018	800.00	Supplemental Pay	RD
Cohort Programs	Mark Andrew Staynings	Associate Professor	5/31/2018	3,500.00	Supplemental Pay	RD
Cohort Programs	Rebecca R. Stobaugh	Associate Professor	4/30/2018	4,800.00	Supplemental Pay	RD
Cohort Programs	Rebecca R. Stobaugh	Associate Professor	5/31/2018	400.00	Supplemental Pay	RD
Confucius Institute	Stephanie Kay Gandy	Professor	4/30/2018	900.00	Supplemental Pay	E&G
Confucius Institute	Lynn Ann Hines	Professional-In-Residence	4/30/2018	900.00	Supplemental Pay	E&G
Confucius Institute	Rebecca R. Stobaugh	Associate Professor	4/30/2018	900.00	Supplemental Pay	E&G
Confucius Institute	Joseph Newton Stiles	Assistant Professor	5/31/2018	150.00	Supplemental Pay	FDN
Dean College of Education	Mark D. Ciampa	Associate Professor	5/31/2018	2,500.00	Supplemental Pay	FDN
Dean Gordon Ford College Business	Indudeep S. Chhachhi	Chair	5/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Chair	4/30/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Chair	5/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	4/30/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	5/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	5/31/2018	2,000.00	Supplemental Pay	RD
DELO - MBA	Lukas Forbes	Professor	5/31/2018	5,000.00	Supplemental Pay	E&G
Department of Marketing	Mary Jane Gardner	Executive-in-Residence	5/31/2018	3,518.67	Supplemental Pay	E&G
Department of Marketing	Pamela Annette Chandler	Instructor I	5/31/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor II	4/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	4/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharraine Jones	Assistant Dean	4/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor II	5/31/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Megan Kathleen Miller	Associate Professor	4/30/2018	1,000.00	Supplemental Pay	RD
Dual Credit	Ke Peng	Associate Professor	5/31/2018	3,500.00	Supplemental Pay	RD
Dual Credit	Carmetta Charlotte Skipworth	Associate Professor	5/31/2018	1,500.00	Supplemental Pay	RD
Economics	Christopher John Biolsi	Assistant Professor	5/31/2018	5,000.00	Supplemental Pay	E&G
Economics	Hak Youn Kim	Professor	5/31/2018	5,000.00	Supplemental Pay	E&G
Economics	Susane Leguizamon	Assistant Professor	5/31/2018	4,626.00	Supplemental Pay	E&G
Economics	Stephen L Locke	Assistant Professor	5/31/2018	4,694.67	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Economics	David Michael Zimmer	Associate Professor	5/31/2018	4,704.67	Supplemental Pay	E&G
F&A - Commonwealth School	Anne Lawson Heinzman	Instructor II	5/31/2018	1,010.18	Supplemental Pay	E&G
Finance	Kam C. Chan	Professor	5/31/2018	5,000.00	Supplemental Pay	E&G
Finance	Mohsen Mollagholami	Assistant Professor	5/31/2018	10,000.00	Supplemental Pay	E&G
Gatton Academy of Math and Science	Joseph Newton Stiles	Assistant Professor	5/31/2018	150.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	4/30/2018	64.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	5/31/2018	64.00	Supplemental Pay	E&G
History	Glenn W. LaFantasie	Professor	5/31/2018	4,364.00	Supplemental Pay	FDN
Information Systems	Evelyn Holmes Thrasher	Associate Professor	5/31/2018	5,000.00	Supplemental Pay	E&G
Information Systems	Lily Popova Zhuhadar	Assistant Professor	5/31/2018	5,000.00	Supplemental Pay	E&G
KIIS	Eddy Alain Cuisinier	Instructor II	4/30/2018	4,000.00	Supplemental Pay	RD
KIIS	Eddy Alain Cuisinier	Instructor II	5/31/2018	375.00	Supplemental Pay	RD
KIIS	Lloyd Guy Davies	Professor	4/30/2018	2,000.00	Supplemental Pay	RD
KIIS	William N. Mkanta	Department Head	4/30/2018	4,000.00	Supplemental Pay	RD
KIIS	Inmaculada Pertusa	Professor	5/31/2018	2,000.00	Supplemental Pay	RD
KIIS	Melissa A. Stewart	Professor	5/31/2018	4,000.00	Supplemental Pay	RD
KIIS	Martin James Stone	Associate Professor	4/30/2018	2,000.00	Supplemental Pay	RD
KIIS	Antonia M Szymanski	Assistant Professor	4/30/2018	2,000.00	Supplemental Pay	RD
KIIS	Fred Wayne Gibson	Professor	4/30/2018	2,250.00	Supplemental Pay	RD
KRS Contract Programs	Lauren Gabrielle McCoy	Assistant Professor	4/30/2018	1,500.00	Supplemental Pay	RD
KRS Contract Programs	Evelyn Monteal Oregon	Assistant Professor	5/31/2018	2,500.00	Supplemental Pay	RD
KRS Contract Programs	Thomas Bradley Stinnett	Assistant Professor	4/30/2018	1,500.00	Supplemental Pay	RD
KRS Contract Programs	Thomas Bradley Stinnett	Assistant Professor	5/31/2018	3,000.00	Supplemental Pay	RD
Management	Ismail Civelek	Associate Professor	5/31/2018	4,730.00	Supplemental Pay	E&G
Management	Scott R Cox	Assistant Professor	5/31/2018	10,000.00	Supplemental Pay	E&G
MBA - Full Time	Ismail Civelek	Associate Professor	4/30/2018	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Phillip Duane Coleman	Associate Professor	4/30/2018	4,900.00	Supplemental Pay	E&G
MBA - Full Time	Feng Helen Liang	Assistant Professor	5/31/2018	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Craig A. Martin	Professor	4/30/2018	2,940.00	Supplemental Pay	E&G
MBA - Full Time	Patricia R. Todd	Chair	5/31/2018	2,450.00	Supplemental Pay	E&G
Music	Joseph Newton Stiles	Assistant Professor	5/31/2018	2,500.00	Supplemental Pay	E&G
Music Dept. Concert and Performance	Elizabeth H. Forrester Kelly	Associate Professor	5/31/2018	750.00	Supplemental Pay	RD
Music Dept. Concert and Performance	Zachary Antonio Lopes	Assistant Professor	4/30/2018	700.00	Supplemental Pay	RD
OCSSE - Research Incentive	Amy M. Brausch	Associate Professor	5/31/2018	2,127.48	Supplemental Pay	E&G
OCSSE - Research Incentive	Ali Er	Assistant Professor	5/31/2018	803.27	Supplemental Pay	E&G
Online Program Development	James W Barker	Assistant Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Tonya Monique Bragg-Underwood	Associate Professor	5/31/2018	2,334.00	Supplemental Pay	RD
Online Program Development	Jennifer LeeAnn Brinkley	Pedagogical Asst Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Pamela Annette Chandler	Instructor I	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Patricia L. Desrosters	Aching Department Head	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Xiuhua Ding	Assistant Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Sheila S. Flenet	Instructor II	5/31/2018	750.00	Supplemental Pay	RD
Online Program Development	Marilyn M. Gardner	Associate Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Said Ghezal	Assistant Professor	5/31/2018	750.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Online Program Development	Becky A. Gillfillen	Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Victoria Anice Gordon	Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Cynthia Royden Houston	Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Angela Marie Jerome	Professor	5/31/2018	750.00	Supplemental Pay	RD
Online Program Development	Jane Olmsted	Department Head	5/31/2018	2,000.00	Supplemental Pay	RD
Online Program Development	Bryan Reaka	Associate Professor	5/31/2018	4,750.00	Supplemental Pay	RD
Online Program Development	Doris A. Sikora	Associate Professor	5/31/2018	1,500.00	Supplemental Pay	RD
Online Program Development	Qingfang Song	Assistant Professor	5/31/2018	3,500.00	Supplemental Pay	RD
Online Program Development	Rebecca R. Stobaugh	Associate Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Adam R. West	Assistant Professor	5/31/2018	4,750.00	Supplemental Pay	RD
Online Program Development	William T. William	Professor	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Cheryl Pence Wolf	Assistant Professor	5/31/2018	2,750.00	Supplemental Pay	RD
PCAL - Research Incentive	Audrey L. Anton	Associate Professor	5/31/2018	1,142.64	Supplemental Pay	E&G
PCAL - Research Incentive	Chunmei Du	Associate Professor	5/31/2018	2,278.08	Supplemental Pay	E&G
Pre-College Strings Program	Sarah Grace Berry	Professional-In-Residence	4/30/2018	1,687.50	Supplemental Pay	E&G
Pre-College Strings Program	Ching-Yi Lin	Associate Professor	4/30/2018	2,450.00	Supplemental Pay	E&G
SON Contract Programs	William Spencer Cole	Instructor I	4/30/2018	2,250.00	Supplemental Pay	RD
SON Contract Programs	Mary Kimberly Green	Associate Professor	4/30/2018	2,625.00	Supplemental Pay	RD
SON Contract Programs	Robin Renee Madison	Instructor I	4/30/2018	1,125.00	Supplemental Pay	RD
SON Contract Programs	Lora Willis Moore	Associate Professor	4/30/2018	2,500.00	Supplemental Pay	RD
Study Away Program	Julie Lyn Barber	Assistant Professor	4/30/2018	750.00	Supplemental Pay	RD
Study Away Program	Scott Alan Dobler	Instructor II	5/31/2018	1,500.00	Supplemental Pay	RD
Study Away Program	Amy Tracy Nemon	Instructor I	5/31/2018	4,500.00	Supplemental Pay	RD
Study Away Program	Brian Kent Strow	Professor	4/30/2018	2,400.00	Supplemental Pay	RD
Study Away Program	Dennis P. Wilson	Professor	4/30/2018	2,400.00	Supplemental Pay	RD
Study Away Program	David A. Young	Department Head	4/30/2018	750.00	Supplemental Pay	RD
WKU Pathways - Instructional	James Rick Thompson	Assistant Professor	4/30/2018	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
DEGRE - Degree
DFMCP - Dept of Facilities Mgmt Career Path Program
MKTEQ - Market Equity
MSGIN - Minimum Salary Grade Increase
REORG - Departmental Reorganization
OTHSI - Other Salary Increase

Action Definitions:

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

Completed Staff Personnel Actions Subject to Board Approval
Entered April 2, 2018 through May 23, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
HAF Reimburse	Treyce Jonathan Brock	Asst Director, Development	04/25/2018		40,008.00	Initial Appointment	E&G	
Men's Football	Kenneth Earl Martin	Assistant Coach	05/01/2018		40,008.00	Initial Appointment	E&G	
Police	Yvonne D Evans	Communications Officer	04/16/2018		26,728.00	Initial Appointment	E&G	
Provost/VP Academic Affairs	Terry L. Ballman	Provost and Vice President	08/01/2018		255,000.00	Initial Appointment	E&G	
Women's Basketball	Jhasmin LaJume Bowen	Assistant Coach	04/01/2018		40,512.00	Initial Appointment	E&G	
Women's Basketball	Tiffany L. Porter-Talbert	Assistant Coach	04/09/2018		40,512.00	Initial Appointment	E&G	
Women's Basketball	Jocelyn Michelle Wyatt	Assistant Coach	05/14/2018		92,004.00	Initial Appointment	E&G	
Agriculture	Amesly Neithisinghe	Research Scientist	06/01/2018	58,272.00	58,272.00	Reappointment	Grant	
Allied Health	Mildred Carrie Hagood	Office Associate	07/01/2018	25,408.50	25,408.50	Reappointment	E&G	
Biology	Ila Mishra	Post-Doctoral Fellow	05/01/2018	44,016.00	44,016.00	Reappointment	Grant	
Biology	Jerry David Monroe	Post-Doctoral Research Assc.	05/01/2018	44,028.00	44,028.00	Reappointment	Grant	
Center for R&D	William J. Hook	Director, Center for R&D	07/01/2018	123,072.00	123,072.00	Reappointment	Split	
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	07/01/2018	38,604.00	38,604.00	Reappointment	E&G	
Combustion Lab Center Prof Services	Martin G. Cohn	Coordinator, Research Support	06/01/2018	69,288.00	69,288.00	Reappointment	Split	
Honors College	Sara Renee Moody	Coord. Chinese Lang. Flagship	06/01/2018	36,084.00	36,084.00	Reappointment	Grant	
Institute for Rural Health	Daniel Morgan Carter	Dental Director/Dentist	07/01/2018	91,488.00	91,488.00	Reappointment	E&G	
Institute for Rural Health	Mathew Lloyd Hunt	Director	07/01/2018	82,044.00	82,044.00	Reappointment	E&G	
Institute for Rural Health	Susan Renea Watkins	Registered Nurse	07/01/2018	40,416.00	40,416.00	Reappointment	E&G	
Ogden College of Science & Engr	Victoria Annette Murley	Academic Advisor	06/19/2018	33,000.00	33,000.00	Reappointment	E&G	
School of Nursing	Teresa Marie Flanigan	Office Associate	07/01/2018	26,472.00	26,472.00	Reappointment	RD	
Social Work	Emily Ann Gouvas	Office Associate	07/01/2018	27,852.00	27,852.00	Reappointment	Split	
Social Work	Monica Gayle Hines	Dir, Training & Development	07/01/2018	49,932.00	49,932.00	Reappointment	Grant	
Social Work	Marsha D. Hopper	Office Associate	07/01/2018	29,484.00	29,484.00	Reappointment	Grant	
Athletics	Olivia Ann Higgins	Director of Marketing	04/01/2018	32,508.00	45,000.00	Reclassification	E&G	
Communication Technologies	Christian Cohn Moore	Communications Support Spec.	04/02/2018	\$14,14/hr	36,231.00	Status Change (PT to FT)	E&G	
Academic Advising and Retention Ctr	Marrissa Rose Bryant	Senior Academic Advisor	04/15/2018	28,152.00	39,984.00	Transfer	E&G	
Academic Advising and Retention Ctr	Randal Jordan Ray	Senior Academic Advisor	04/15/2018	30,000.00	37,584.00	Transfer	E&G	
Academic Technology	Theodore Stanley Rinehart	Network Specialist	04/01/2018	44,820.00	47,820.00	Transfer	E&G	
Facilities Management	Chad C. Hennion	Area Supervisor III	05/02/2018	43,875.00	45,825.00	Transfer	E&G	
Facilities Management	Thomas Neville	Area Technician III	05/07/2018	35,704.50	35,704.50	Transfer	E&G	
WKU - Owensboro	Kevin Earl Dorth	Manager, Campus Operations	05/01/2018	39,732.00	35,412.00	Transfer	E&G	
Women's Basketball	Gregory Thomas Collins	Head Athletic Coach	04/01/2018	98,868.00	200,004.00	Transfer	FDN	
Housing & Residence Life	Justavian Deontae Tillman	Residence Hall Director	05/16/2018	24,000.00	48,000.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Justavian Deontae Tillman	Residence Hall Director	07/16/2018	48,000.00	24,000.00	Temporary Rate Increase End	Aux	
Men's Football	Ryan Michael Mahaffey-Patton	Assistant Coach	05/01/2018	75,000.00	85,008.00	Salary Increase	E&G	MKTEQ

Completed Staff Personnel Actions Subject to Board Approval
 Entered April 2, 2018 through May 23, 2018

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Biology	Bobby Lee Garfney	Research Asst, Bioinformatics	05/01/2018	41,244.00	43,308.00	Salary Increase	Grant	OTHSI
Athletics	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	04/01/2018	82,356.00	97,356.00	Salary Increase	E&G	REORG
Athletics	Jon E Warren	Coordinator, Ticket Operations	04/01/2018	38,064.00	45,060.00	Salary Increase	E&G	REORG
HAF Reimburse	Aaron David Epstein	Dir of Development, Major Gifts	04/01/2018	63,756.00	67,272.00	Salary Increase	E&G	REORG
HAF Reimburse	Abigail Faith Roberts	Asst Director, Donor Relations	04/01/2018	37,500.00	40,008.00	Salary Increase	E&G	REORG

Explanation for Salary Increases Greater Than \$5,000	
Ryan Michael Mahaffey-Patton	Restructuring within the department resulted in these individuals taking on more responsibilities and duties. Funds for the increases were re-allocated; total payroll within their division did not increase.
James Matthew Morrison	
Jon E Warren	

Meeting Date: August 3, 2018

Completed Staff Stipend Actions Subject to Board Approval
Entered April 2, 2018 through May 23, 2018

Department	Name	Start Date	End Date	Amount	Source
Men's Football	James Madison Woods	04/01/18	06/30/18	6,000.00	E&G
WKU Store	Marcia M. Dodson	03/12/18	06/30/18	1,500.00	Aux
Women's Basketball	Gregory Thomas Collins	04/01/18	06/30/18	6,000.00	E&G

\$

Meeting Date: August 3, 2018

Staff One Time Payments
For the Period April 1, 2018 through May 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Monica Quinn Duvall	Coordinator, Internships	5/31/2018	500.00	Awards	FDN
Dean Gordon Ford College Business	Wendi Dawn Kaley	Administrative Assistant	5/15/2018	250.00	Awards	E&G
Faculty Award/Waiver Funds	Jessica Lauren Furgerson	Debate Director	5/31/2018	500.00	Awards	E&G
Faculty Award/Waiver Funds	Kyle Thomas Moss	Engineering Technician	5/31/2018	500.00	Awards	E&G
Faculty Award/Waiver Funds	Carlous B Yates	Dir. Student Support Programs	5/31/2018	500.00	Awards	E&G
School of Professional Studies	Bronca Sharede Washington	Office Coordinator	5/31/2018	500.00	Awards	E&G
F&A - Intellectual Property	Jason R. Smith	Computer Operations Specialist	4/30/2018	1,250.00	Consulting	E&G
F&A - Intellectual Property	James Dexter Wood	Computer Operations Specialist	4/30/2018	1,250.00	Consulting	E&G
21st Century Media - POD	Yates Clinton Lewis	Part-Time Faculty	4/13/2018	230.00	Faculty Part Time	E&G
21st Century Media - POD	Yates Clinton Lewis	Part-Time Faculty	4/30/2018	230.00	Faculty Part Time	E&G
21st Century Media - POD	Yates Clinton Lewis	Part-Time Faculty	5/15/2018	230.00	Faculty Part Time	E&G
21st Century Media - POD	Yates Clinton Lewis	Part-Time Faculty	5/31/2018	230.00	Faculty Part Time	E&G
21st Century Media - POD	Yates Clinton Lewis	Part-Time Faculty	4/30/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Amnesly Nethisinghe	Part-Time Faculty	5/31/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Amnesly Nethisinghe	Part-Time Faculty	5/31/2018	1,068.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	E&G
Applied Human Sciences	Sherrri Renee Meyer	Part-Time Faculty	4/13/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Sherrri Renee Meyer	Part-Time Faculty	4/30/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Sherrri Renee Meyer	Part-Time Faculty	5/15/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Sherrri Renee Meyer	Part-Time Faculty	5/31/2018	801.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	4/30/2018	423.00	Faculty Part Time	E&G
Applied Human Sciences	Derek Bryan Olive	Part-Time Faculty	5/31/2018	423.00	Faculty Part Time	E&G
Applied Human Sciences	Kara Elaine Williams Glenn	Part-Time Faculty	4/13/2018	249.00	Faculty Part Time	E&G
Applied Human Sciences	Kara Elaine Williams Glenn	Part-Time Faculty	4/30/2018	249.00	Faculty Part Time	E&G
Applied Human Sciences	Kara Elaine Williams Glenn	Part-Time Faculty	5/15/2018	249.00	Faculty Part Time	E&G
Applied Human Sciences	Kara Elaine Williams Glenn	Part-Time Faculty	5/31/2018	249.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	4/13/2018	249.00	Faculty Part Time	E&G
Art	Kara Elaine Williams Glenn	Part-Time Faculty	4/30/2018	249.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	4/13/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	4/30/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	5/15/2018	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	5/31/2018	375.00	Faculty Part Time	E&G
Cohort Programs	Wren Allen Mills	Part-Time Faculty	4/30/2018	2,400.00	Faculty Part Time	RD
Cohort Programs	Wren Allen Mills	Part-Time Faculty	5/31/2018	2,400.00	Faculty Part Time	RD
Communication	Jessica Lauren Furgerson	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	E&G
Communication	Jessica Lauren Furgerson	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	4/13/2018	267.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	4/30/2018	267.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	5/15/2018	267.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	5/31/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	4/13/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	4/30/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	5/15/2018	267.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	5/31/2018	267.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	4/13/2018	230.00	Faculty Part Time	E&G

Meeting Date: August 3, 2018

Staff One Time Payments
For the Period April 1, 2018 through May 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Kristeen Ann Owens	Part-Time Faculty	4/30/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	5/15/2018	230.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	5/31/2018	230.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	4/30/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	4/30/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	5/31/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	April Dawn Hardison	Part-Time Faculty	5/31/2018	1,068.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Sarah Margaret Ward	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Stacey Renee Biggs	Part-Time Faculty	4/30/2018	675.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Stacey Renee Biggs	Part-Time Faculty	5/31/2018	675.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Corie Morrell Martin	Part-Time Faculty	4/30/2018	1,400.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Corie Morrell Martin	Part-Time Faculty	4/30/2018	1,400.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Corie Morrell Martin	Part-Time Faculty	5/31/2018	1,400.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Corie Morrell Martin	Part-Time Faculty	5/31/2018	1,400.00	Faculty Part Time	E&G
Department of Marketing	Corie Morrell Martin	Part-Time Faculty	5/31/2018	1,400.00	Faculty Part Time	E&G
Department of Marketing	Ryan Dearbone	Part-Time Faculty	4/30/2018	846.00	Faculty Part Time	RD
Department of Marketing	Ryan Dearbone	Part-Time Faculty	5/31/2018	846.00	Faculty Part Time	RD
Dual Credit	Ryan Dearbone	Part-Time Faculty	5/31/2018	846.00	Faculty Part Time	RD
Dual Credit	Scott B. Broadbent	Part-Time Faculty	4/30/2018	600.00	Faculty Part Time	E&G
Economics	Scott B. Broadbent	Part-Time Faculty	5/31/2018	600.00	Faculty Part Time	E&G
Economics	Matthew James Foraker	Part-Time Faculty	4/13/2018	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	4/30/2018	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	5/15/2018	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	5/31/2018	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	5/31/2018	285.00	Faculty Part Time	E&G
Engineering	Tyler Amnon Baker	Part-Time Faculty	4/30/2018	750.00	Faculty Part Time	E&G
Engineering	Tyler Amnon Baker	Part-Time Faculty	5/31/2018	750.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	4/30/2018	750.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	5/31/2018	750.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	4/13/2018	337.50	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	4/30/2018	337.50	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	5/15/2018	337.50	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	5/31/2018	337.50	Faculty Part Time	E&G
Finance	Adam Patrick Brownlee	Part-Time Faculty	5/31/2018	337.50	Faculty Part Time	E&G
Finance	Ashlee E. Tilford	Part-Time Faculty	4/30/2018	675.00	Faculty Part Time	E&G
Finance	Ashlee E. Tilford	Part-Time Faculty	5/31/2018	675.00	Faculty Part Time	E&G
Information Systems	Robert C. Unseid	Part-Time Faculty	4/30/2018	650.00	Faculty Part Time	E&G
Information Systems	Robert C. Unseid	Part-Time Faculty	5/31/2018	650.00	Faculty Part Time	E&G
Information Systems	Robert C. Unseid	Part-Time Faculty	4/13/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	4/30/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	5/15/2018	337.50	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	5/31/2018	337.50	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	4/13/2018	285.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	4/30/2018	285.00	Faculty Part Time	E&G

Meeting Date: August 3, 2018

Staff One Time Payments
For the Period April 1, 2018 through May 31, 2018

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Mathematics	Matthew James Foraker	Part-Time Faculty	5/15/2018	285.00	Faculty Part Time	E&G
Mathematics	Mathew James Foraker	Part-Time Faculty	5/31/2018	285.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	4/30/2018	570.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	5/31/2018	570.00	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	4/13/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	4/30/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	5/15/2018	211.50	Faculty Part Time	E&G
Public Health	Lynnita Rose Glass	Part-Time Faculty	5/31/2018	211.50	Faculty Part Time	E&G
Public Health	Alissa Denise Arnold	Part-Time Faculty	4/30/2018	356.00	Faculty Part Time	E&G
Public Health	Alissa Denise Arnold	Part-Time Faculty	5/31/2018	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	4/30/2018	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	4/13/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	4/30/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	5/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Nicole Elise Budd	Part-Time Faculty	5/31/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Sean Stewart Sherwood	Part-Time Faculty	4/30/2018	307.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Sean Stewart Sherwood	Part-Time Faculty	5/31/2018	307.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	4/13/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	4/30/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	5/15/2018	230.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Dustin R. Wilson	Part-Time Faculty	5/31/2018	230.00	Faculty Part Time	E&G
School of Nursing	Renee Fugua Kilgore	Part-Time Faculty	4/30/2018	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fugua Kilgore	Part-Time Faculty	5/31/2018	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Tonya Mae Archey	Part-Time Faculty	4/30/2018	423.00	Faculty Part Time	E&G
School of Professional Studies	Tonya Mae Archey	Part-Time Faculty	5/31/2018	423.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	4/13/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	4/30/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	5/15/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Melanie Jan Duvall	Part-Time Faculty	5/31/2018	267.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	4/30/2018	1,710.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	4/30/2018	1,710.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	5/31/2018	1,710.00	Faculty Part Time	E&G
School of Professional Studies	Matthew Lloyd Hunt	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Matthew Lloyd Hunt	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	4/30/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	5/31/2018	570.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	4/30/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	5/31/2018	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	4/13/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	4/30/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	5/15/2018	230.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	5/31/2018	230.00	Faculty Part Time	E&G
School of University Studies	Carlous B Yates	Part-Time Faculty	4/30/2018	1,068.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of University Studies	Carlous B Yates	Part-Time Faculty	5/31/2018	1,068.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	4/13/2018	285.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	4/30/2018	285.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	5/15/2018	285.00	Faculty Part Time	E&G
Social Work	Austin Garrett Griffiths	Part-Time Faculty	5/31/2018	285.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	4/13/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	4/30/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	5/15/2018	267.00	Faculty Part Time	E&G
Social Work	Lynn Michelle Hazlett	Part-Time Faculty	5/31/2018	267.00	Faculty Part Time	E&G
Social Work	Monica Gayle Hines	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	Grant
Social Work	Monica Gayle Hines	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	Grant
Social Work	Monica Gayle Hines	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	Grant
Social Work	Matthew Brendan Davis	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	E&G
Social Work	Matthew Brendan Davis	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	E&G
Social Work	Lorraine Gail Ledford	Part-Time Faculty	4/30/2018	534.00	Faculty Part Time	E&G
Social Work	Lorraine Gail Ledford	Part-Time Faculty	5/31/2018	534.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Kevin Earl Dorth	Part-Time Faculty	4/13/2018	230.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Kevin Earl Dorth	Part-Time Faculty	4/30/2018	230.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Kevin Earl Dorth	Part-Time Faculty	5/15/2018	230.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Kevin Earl Dorth	Part-Time Faculty	5/31/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	4/30/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	5/31/2018	230.00	Faculty Part Time	E&G
WKU - Owensboro	Anthony J. Kirchner	Part-Time Faculty	5/31/2018	650.00	Faculty Part Time	E&G
WKU - Owensboro	Anthony J. Kirchner	Part-Time Faculty	4/30/2018	1,068.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	5/31/2018	1,068.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	4/30/2018	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Gregory Keith Arbutuckle	Associate Dean, OCSE	4/30/2018	730.74	Supplemental Pay	RD
Civil Engineering Services	Tyler Arnon Baker	Staff Engineer	4/30/2018	167.50	Supplemental Pay	RD
Arena Management	Rachel Manning Goodman	Dir/Campus & Community Events	4/30/2018	150.00	Supplemental Pay	RD
Arena Management	Rachel Manning Goodman	Dir/Campus & Community Events	5/31/2018	150.00	Supplemental Pay	RD
Arena Management	Gina E Knutson	Coord, Facilities & Event Mgmt	4/13/2018	150.00	Supplemental Pay	RD
Arena Management	Stephen Van Rey	Director	5/31/2018	165.00	Supplemental Pay	E&G
Campus and Community Events	Rachel Manning Goodman	Dir/Campus & Community Events	4/30/2018	160.00	Supplemental Pay	RD
Campus and Community Events	Rachel Manning Goodman	Dir/Campus & Community Events	5/31/2018	75.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	4/30/2018	2,185.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	5/31/2018	3,537.50	Supplemental Pay	RD
Campus and Community Events	Dennis K. George	Assoc Prov Regional High Ed/Dean	5/31/2018	6,275.00	Supplemental Pay	RD
Campus and Community Events	Dennis K. George	Assoc Prov Regional High Ed/Dean	5/31/2018	4,800.00	Supplemental Pay	RD
Campus and Community Events	Wren Allen Mills	Assistant Director	5/31/2018	9,147.00	Supplemental Pay	RD
Campus and Community Events	Wren Allen Mills	Assistant Director	4/30/2018	711.45	Supplemental Pay	RD
Campus and Community Events	William Pierce Hoagland	Manager, Advertising and Sales	4/30/2018	2,164.02	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	5/31/2018	180.00	Supplemental Pay	E&G
College Heights Herald	Justin Shaun Rexing	AV Systems Engineer	4/30/2018	210.00	Supplemental Pay	E&G
Comm Tech - AV Services	Justin Shaun Rexing	AV Systems Engineer	4/30/2018	360.00	Supplemental Pay	E&G
Comm Tech - Network Services	Dereck Adam Keeling	Lead, Network Engineer	5/31/2018	1,000.00	Supplemental Pay	FDN
Comm Tech - Network Services	Nicholas Scott Schoenbaechler	Systems Administrator I	5/31/2018	1,500.00	Supplemental Pay	E&G
Comm Tech - Network Services	Nicholas Scott Schoenbaechler	Systems Administrator I	4/30/2018	1,500.00	Supplemental Pay	E&G
Dean Gordon Ford College Business	Adrienne Evtus Browning	Assistant Director	5/31/2018	1,500.00	Supplemental Pay	E&G
Director of Athletics	Allan Craig Bigges	Assoc Athletics Dir/Fac & Tkt	4/30/2018	1,500.00	Supplemental Pay	E&G
Director of Athletics	James Matthew Morrison	Asst. Athletic Dir, Ticket Ops	4/30/2018	1,500.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dual Credit	Hannah Elizabeth Diggins Elliott	Instructional Designer II	5/31/2018	800.00	Supplemental Pay	RD
Dual Credit	Tuesdi Leigh Helbig	Director	4/30/2018	1,500.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	5/31/2018	800.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	5/31/2018	800.00	Supplemental Pay	RD
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	4/13/2018	465.00	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	5/31/2018	375.00	Supplemental Pay	FDN
Girls Sweet 16	Leslie D. Forsythe	Dir, Ath Facils & Event Mgmt	4/30/2018	100.00	Supplemental Pay	RD
Girls Sweet 16	Gina E Knudson	Coord, Facilities & Event Mgmt	4/13/2018	315.02	Supplemental Pay	RD
Health & Fitness Lab	Alicia Kattariya Everette	Coordinator, Student Wellness	4/13/2018	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Alicia Kattariya Everette	Coordinator, Student Wellness	4/30/2018	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Alicia Kattariya Everette	Coordinator, Student Wellness	5/15/2018	48.00	Supplemental Pay	E&G
Health & Fitness Lab	Alicia Kattariya Everette	Coordinator, Student Wellness	5/31/2018	16.00	Supplemental Pay	E&G
Men's Basketball	Martin Hoover Cross	Asst Director of Operations	5/25/2018	2,500.00	Supplemental Pay	FDN
Men's Basketball	Talvis Ladon Franklin	Director of Operations	5/15/2018	5,000.00	Supplemental Pay	FDN
Men's Basketball	Marc Hsu	Assistant Coach	5/31/2018	5,000.00	Supplemental Pay	FDN
Men's Basketball	Robert Depp Hubbard	Academic Advisor, Athletics	5/15/2018	2,500.00	Supplemental Pay	FDN
Men's Basketball	Nikita Gomez Johnson	Assistant Coach	5/31/2018	5,000.00	Supplemental Pay	FDN
Men's Basketball	Brian Michael Dittmer	Dir, Equipment Operations	4/30/2018	1,000.00	Supplemental Pay	E&G
Men's Football	Naomi Smith Rowland	Laboratory Manager	5/31/2018	2,750.00	Supplemental Pay	RD
Online Program Development	Candace Renee Lee	Certification Officer	5/15/2018	192.00	Supplemental Pay	E&G
Professional Educator Services	Laura S Holderfield	Coordinator, Corporate Support	4/13/2018	1,514.63	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	5/31/2018	2,311.99	Supplemental Pay	FDN
Public Radio Services	William Pierce Hoagland	Manager, Advertising and Sales	5/31/2018	50.00	Supplemental Pay	E&G
Talisman	Jhasmin Lajime Bowen	Assistant Coach	4/30/2018	1,500.00	Supplemental Pay	E&G
Women's Basketball	Kayla Rene Bixel	Assistant Coach	5/31/2018	2,500.00	Supplemental Pay	FDN
Women's Softball	Matthew Thomas Wilhite	Assistant Coach	5/31/2018	2,500.00	Supplemental Pay	FDN

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

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
MKT EQ - 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 AUDIT PLAN

REQUEST:

Approval of the 2018-2019 Audit Plan

FACTS:

The Western Kentucky University Office of Internal Audit is responsible for preparing a fiscal year audit plan, which is approved by the Finance & Budget Committee on an annual basis. The fiscal year 2019 Audit Plan has been drafted and includes projects such as audits, management requested reviews, compliance reviews and annual projects. Internal Audit considers the risk assessment performed by the President's Cabinet members when determining projects to include on the Audit Plan.

BUDGETARY IMPLICATIONS:

Sufficient funds are budgeted within the Office of Internal Audit to complete the proposed Plan.

RECOMMENDATION:

President Timothy C. Caboni recommends approval of the 2018-19 Audit Plan.

MOTION:

Approve the 2018-19 Audit Plan.

WESTERN KENTUCKY UNIVERSITY
INTERNAL AUDIT PLAN - DRAFT
JULY 1, 2018 - JUNE 30, 2019

Division	Risk Category	Prior Year (Risk Assessment)	Project Objective	Type	Budget Hours
Information Technology	Operational	Sensitive Data Management	To determine best practices for mitigating the risk of an internal breach of sensitive data.	Review	180
Finance & Administration	Operational	University Termination Procedures (staff only)	To confirm that procedures are compliant with university policies and state regulations and best practices are in place to reduce legal risks in relation to staff terminations.	Audit	200
University wide	Financial	University Travel Related Expenditures	To determine expenses related to university travel comply with university policies and verify processes are effective and efficient for meeting goals and objectives.	Audit	600
Annual Projects					
Athletics	Compliance	NCAA Agreed Upon Procedures	To verify Athletic Events Ticket Revenue for football, men's and women's basketball & baseball to comply with the guidance detailed by NCAA Agreed Upon Procedures.	AUP	20
Athletics	Compliance	NCAA Football Ticket Sales Compliance	To verify attendance at football games to comply with NCAA legislation.	Audit	20
Finance & Administration	Compliance	Special License Plates Reconciliation	To verify that funds from the Special License Plates Program were adequately documented and reconciled to comply with the program's guidelines.	Review	2
Office of President	Compliance	Travel and Entertainment Expenses	To determine the travel expenses and non-payroll reimbursements to the President were adequately documented and comply with applicable statutes and university policies.	Audit	40
Student Financial Aid	Compliance	FISAP Report	To review supporting documentation of the calculation as provided by the Financial Aid office of the university.	Review	1
Management Requests					
Academic Affairs	Compliance	University Professional Development Funds	To verify professional development funds are being accounted for and used appropriately according to policy and are adequately supported by appropriate documentation.	Audit	225
Academic Affairs	Operational	The Kentucky Museum	To determine the operations of the museum are effective and efficient to ensure goals and objectives are accomplished.	Review	150
Risk Assessment Projects					
Academic Affairs	Operational / Financial	College of Health & Human Services	To determine that operations and financial activities are in compliance with university policies and adequately documented. CHHS is the first of future audits based on inherent risks related to leadership transitions and was chosen for the fiscal year 2019 plan based on largest dollar amount in expenditures compared to the other transitional colleges.	Audit	460
University Wide	Financial	Revenue Stream Analysis	To analyze the different revenue streams (excluding tuition, state appropriations and grant funds) flowing into the university and document major changes, if any, and determine the reasonableness / appropriateness of the changes.	Audit	200

Other

All	Strategic	Annual Risk Assessment	Internal Audit Administrative Duties	Continued Professional Education	Ad Hoc requests	Admin	Admin	185
						Admin		600
						Training		150
						Other		265

Total Hours 3298

Total Hours Breakdown

	<u>Director</u>	<u>Auditor</u>	<u>Total</u>	Director %	Auditor %
Vacation	90	90	180	50%	50%
Sick Leave	90	90	180	50%	50%
Holidays (18)	135	135	270	50%	50%
Summer Hours Difference	(15)	(15)	(30)	50%	50%
Professional Training	75	75	150	50%	50%
Professional Organizations	0	0	0		
Direct Audit Hours	1015	1350	2365	43%	57%
<i>Indirect Audit Hours:</i>					
Risk Assessment	160	25	185	86%	14%
Administrative Duties*	400	200	600	67%	33%
Total Hours Available/year	<u>1950</u>	<u>1950</u>	<u>3900</u>		

*Includes preparing for the 2019 quality assessment review, committee meetings, participating in meetings unrelated to specific projects and performing tasks related to the Ethics & Compliance hotline.

**AMENDMENT TO THE INTERNAL AUDIT CHARTER
RELATING TO REPORTING LINE OF THE CHIEF AUDIT EXECUTIVE
(I.E., INTERNAL AUDIT)**

REQUEST:

The President requests that the Board amend the Internal Audit Charter, as follows:

Section: *ORGANIZATION*, page 1

The Chief Audit Executive will report ~~functionally~~ **directly** to the Finance and Budget Committee, **with a secondary, ancillary reporting** and administratively (i.e., day-to-day operations) to the ~~Senior Vice President for Finance and Administration~~ **the President**.

Section: *AUDIT REPORTS*, page 3

The Chief Audit Executive will periodically report to the ~~President's Cabinet and~~ the Finance and Budget Committee, **with a secondary, ancillary reporting to the President**, on the follow-up reviews.

Section: *QUALITY ASSURANCE AND IMPROVEMENT PROGRAM*, page 4

The Chief Audit Executive will communicate to the ~~President's Cabinet and~~ the Finance and Budget Committee, **with a secondary, ancillary reporting to the President**, on the internal audit activity's quality assurance and improvement program, including results of ongoing internal assessments and external assessments conducted at least every five years.

FACTS:

The Board of Regents approved the reorganization and restructuring of Internal Audit through the adoption of the Internal Audit Charter on October 25, 2013. In approving the Charter, "internal audit activity is established by the Finance and Budget Committee," and "the internal audit activity's responsibilities are defined by the Finance and Budget Committee as part of their oversight role."

The Charter provided, in part:

1. “The Chief Audit Executive will report functionally to the Finance and Budget Committee and administratively (i.e., day-to-day operations) to the Senior Vice President for Finance and Administration.”
2. “Internal Audit will be responsible for conducting appropriate follow-up reviews on audit findings and recommendations. All significant findings will remain in an open issues file until cleared. The Chief Audit Executive will periodically report to the President’s Cabinet and the Finance and Budget Committee on the follow-up reviews.”
3. “The Chief Audit Executive will communicate to the President’s Cabinet and the Finance and Budget Committee on the internal audit activity’s quality assurance and improvement program, including results of ongoing internal assessments and external assessments conducted at least every five years.”

The University’s Budget Council in its Budget Restructuring Plan Recommendations to the President, dated February 20, 2018, recommended the Board of Regents consider moving the reporting structure of the Office of the Internal Auditor. The fiduciary duties of the Board of Regents includes consideration and review of policies and practices over time, and whether changes to those policies or practices are necessary to serve the best interests of the University. As such, the proposal is to amend the Internal Audit Charter, section: *Organization*, page 1, section: *Audit Reports*, page 3, and section: *Quality Assurance and Improvement Program*, page 4, to read as follows:

The Chief Audit Executive will report directly to the Finance and Budget Committee, with a secondary, ancillary reporting (i.e., day-to-day operations) to the President.

And,

The Chief Audit Executive will periodically report to the Finance and Budget Committee, with a secondary, ancillary reporting to the President, on the follow-up reviews.

And,

The Chief Audit Executive will communicate to the Finance and Budget Committee, with a secondary, ancillary reporting to the President, on the internal audit activity’s quality assurance and improvement program, including results of ongoing internal assessments and external assessments conducted at least every five years.

BUDGETARY IMPLICATIONS:

None.

RECOMMENDATION:

To amend the Internal Audit Charter, section: *Organization*, page 1, section: *Reporting and Monitoring*, page 3, and section: *Quality Assurance and Improvement Program* to read as follows:

The Chief Audit Executive will report directly to the Finance and Budget Committee, with a secondary, ancillary reporting (i.e., day-to-day operations) to the President.

And,

The Chief Audit Executive will periodically report to the Finance and Budget Committee, with a secondary, ancillary reporting to the President, on the follow-up reviews.

And,

The Chief Audit Executive will communicate to the Finance and Budget Committee, with a secondary, ancillary reporting to the President, on the internal audit activity's quality assurance and improvement program, including results of ongoing internal assessments and external assessments conducted at least every five years.

MOTION:

Approval of the amendments to the Internal Audit Charter.

STAFF EMERITUS APPOINTMENT

REQUEST:

Approval of emeritus status for the recommended individual.

FACTS:

Listed below is a staff member who has been recommended by Staff Council to receive emeritus status. He served the university for 39 years and had distinguished records of achievement and service during his tenure.

Athletics

Billy “Doc E” Edwards

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

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

MOTION:

Approval of emeritus status awarded for the recommended individual.

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:

Contribution received for designated area listed below:

Ogden Hall

Room/Area:	Faculty Office - Advising
Location:	1st floor
Donor:	Dr. Patrick Leach
Room/Area Name:	<i>Dr. Patrick Book Leach Advising Office</i>

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.

**APPROVAL OF ADDENDUM TO
ATHLETIC EMPLOYMENT CONTRACT**

REQUEST:

Approval of an Addendum to the Athletic Employment Contract between Western Kentucky University and Amy Tudor.

FACTS:

The University and Coach Tudor have negotiated an Addendum to the Athletic Employment Contract which outlines revised terms and conditions of her employment as Head Softball Coach. A copy of the Addendum is included with this agenda material.

BUDGETARY IMPLICATIONS:

No funds will be used from the athletics budget or state budget. Any bonuses earned will be paid from private money through the Hilltopper Athletic Foundation.

RECOMMENDATION:

President Timothy C. Caboni requests approval of an Addendum to the Athletic Employment Contract between Western Kentucky University and Amy Tudor.

MOTION:

Approval of the Addendum to the Athletic Employment Agreement between Western Kentucky University and Amy Tudor.

**ADDENDUM NO. 1
TO
WESTERN KENTUCKY UNIVERSITY
ATHLETIC EMPLOYMENT CONTRACT**

This Addendum to the Employment Contract between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **AMY TUDOR** ("Coach") is entered into for the following purposes:

The parties agree that **ARTICLE III, "TERM OF EMPLOYMENT"** is hereby amended to read as follows:

The term of the Employment Contract executed by the parties on September 10, 2013, shall be amended to provide for a period beginning on the day this Addendum No. 1 is fully executed by all parties and expiring on the 30th day of June, 2022, as follows. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.01 of the Employment Agreement during any year of this Contract, the term of this Contract shall be extended under the same terms and conditions by one additional year at the end of each year, with the term of employment together with extensions not to extend beyond June 30, 2025. Provided, however, that this extension provision shall not be construed to create an employment term that exceeds four (4) years at any given time, in accordance with the provisions of KRS 164.360 (2).

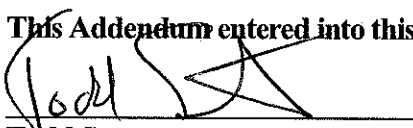
Article IV, Compensation/Benefits is amended to add the following provision: On October 1 of each season Tudor remains as Head Softball Coach, she will receive a \$10,000 retention bonus.

Article IV, 4.02 Coach's Bonus is amended to add the following provision: Coach Tudor will receive a \$1,500 bonus for each player that is named to the All-Conference USA team.

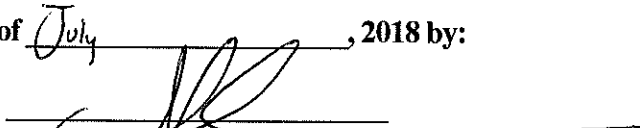
Article V, 5.03 Termination without cause is amended to the following: if Coach terminates the contract without cause prior to its expiration date in accordance with the provisions of this section and accepts another collegiate head coaching position, Coach shall pay the university, as liquidated damages, the sum of \$25,000 payable within six months of termination.

Unless otherwise specifically amended herein, the parties agree that all terms, conditions, agreements, and provisions of the Employment Contract dated September 10, 2013 shall continue in full force and effect for the term as established herein. The parties agree that this Addendum No. 1 is contingent upon subsequent approval by the University's Governing Board of Regents which will be sought by the University on August 3, 2018.

This Addendum entered into this 17 day of July, 2018 by:



Todd Stewart
Director of Athletics
Western Kentucky University



Amy Tudor
Head Coach
Western Kentucky University