




A LEADING AMERICAN UNIVERSITY WITH INTERNATIONAL REACH  
BOARD OF REGENTS

October 16, 2013

**MEMORANDUM**

TO: Board of Regents  
Mr. J. David Porter, Chair  
Mr. Frederick A. Higdon, Vice Chair  
Dr. Phillip W. Bale  
Ms. Keyana Boka  
Dr. Melissa B. Dennison  
Ms. Cynthia Harris

Mr. Gillard B. Johnson III  
Mr. James Kennedy  
Dr. Patricia H. Minter  
Mr. John W. Ridley  
Mr. Laurence J. Zielke

FROM: Julia J. McDonald 

SUBJECT: BOR Fourth Quarterly Meeting – October 25, 2013

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Attached please find the agenda and supporting materials for the Fourth Quarterly meeting of the Board of Regents scheduled for:

**DATE:** Friday, October 25, 2013  
**TIME:** 7:30 a.m. (breakfast) / 8:00 a.m. (meeting begins)  
**LOCATION:** Cornelius A. Martin Regents Room (MMTH)

We hope to conclude the meeting by 11:00 a.m. for everyone to attend the Hall of Distinguished Alumni Luncheon at 11:30 a.m. However, in the event we have not completed all agenda items prior to that time, we will reconvene after the luncheon. Parking will be reserved for you in the Regents Lot (map attached). Please do not hesitate to contact me if you have any questions. I look forward to seeing you next week!

/jjm

xc: Dr. Gary A. Ransdell, President  
Administrative Council  
Dr. Randy Capps, Parliamentarian

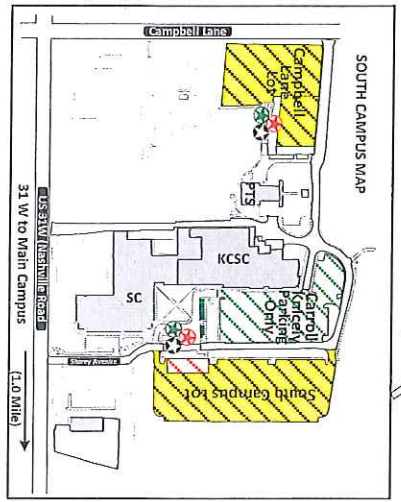
Attachments

*The Spirit Makes the Master*

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# 2013-2014 Parking Map



WKU Parking & Transportation Services  
[transportation@wku.edu](mailto:transportation@wku.edu)  
[www.wku.edu/transportation](http://www.wku.edu/transportation)  
 270.745.2361

Permit Zones		Other	
	Gated Hilltop		Visitor Parking
	Gated Regents		Carroll Knickery
	Premium		Road Closed
	Non-Premium		White Line
	Housing		Red Line
	Temporary Housing		Blue Line
	Commuter		Health Services (Reserved for Patients Only - 5:30p - 9pm)
	South Campus		Construction
	All Permits Zone (Campus Lane Permits Issued after 2PM)		Bus Stops
			Green Line
			Purple Line
			Yellow Line

13th & College  
 Blue Sign  
 13th & College

Gravel Lot at  
 13th and College  
 Center Street  
 Lot





# *Board of Regents*

## **FOURTH QUARTERLY MEETING**

**October 25, 2013 ~ 8:00 a.m. (CDT)**

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



**WESTERN KENTUCKY UNIVERSITY**  
**Board of Regents ~ Fourth Quarterly Meeting**  
**October 25, 2013 ~ 8:00 a.m. (CDT)**  
**Mass Media and Technology Hall ~ Cornelius A. Martin Regents Room**

**AGENDA**

- Call to Order (*Mr. J. David Porter, Chair*)
  - Invocation
  - Oath of Office (*Mr. J. David Porter, Chair*)
  - ❖ Mr. Gillard B. Johnson / Nicholasville, Kentucky
  - Special Recognition / Presentation (*President Gary A. Ramsdell*)
  - Roll Call (*Dr. Melissa B. Dennison, Secretary*)
  - Approval of Minutes
  - ❖ Special Budget Approval Meeting – June 21, 2013
  - ❖ Third Quarterly Meeting – July 26, 2013
- 

## **1. ACADEMIC AFFAIRS**

### **Action Items:**

- 1.1 Approval of an Arabic Undergraduate Major and Minor [pp 1-11]
- 1.2 Approval of a Chinese Undergraduate Major and Minor [pp 12-23]
- 1.3 Approval of Name Change to Department of Marketing [p 24]
- 1.4 Approval to Create the Department of Psychological Sciences [pp 25-26]
- 1.5 Approval of Emeritus Appointments [p 28]

### **Information Items:**

- Military Student Services (*Dean Dennis George*) [p 29]
  - Degree Approval Process (*Provost Gordon Emslie*) [p 30]
- 

## **2. EXECUTIVE**

### **Action Items:**

- 2.1 Approval of Addendum No. 3 to Athletic Employment Contract – Mr. Travis Hudson [p 31 and attached addendum]
- 2.2 Approval of Athletic Employment Contract for Head Coach, Softball – Ms. Amy Tudor [p 32 and attached Contract]
- 2.3 Approval of Employment Agreement for General Counsel – Ms. Deborah T. Wilkins [p 33 and attached Agreement]
- 2.4 Approval of Naming Designated Rooms / Areas [p 34-35]



- 2.5 Approval of Resolution of Appreciation for Mr. Jim Johnson [p 36 and attached Resolution]
- 2.6 Approval and Authorization to Sell Property and Easements to the Kentucky Transportation Cabinet [pp 37-40]

**Information Item:**

- Campus Master Plan Update (*Mr. John Osborne and Mr. Bryan Russell*) [attached map]
- 

### **3. FINANCE AND BUDGET**

**Action Items:**

- 3.1 Approval of the Internal Audit Charter [p 41 and attached Charter]
  - 3.2 Approval of FY 2014 Internal Audit Plan [p 42 and attached Plan]
  - 3.3 Approval of Personnel Actions [p 43 and attached reports]
  - 3.4 Acceptance for filing the 2013-14 First Quarter Statement of Revenues & Expenditures [pp 44-45]
- 

### **4. OTHER BUSINESS (*Mr. J. David Porter, Chair*)**

Upcoming calendar dates:

- Committee Meetings – December 13 ~ 1:00 p.m. (MMTH–Regents Room)
  - Holiday Dinner – December 13 ~ 6:00 p.m. (President’s Home)
  - Commencement – December 14 ~ 9:30 a.m. and 2:00 p.m. (Diddle Arena)
- 

### **5. ADJOURNMENT**



**Board of Regents**  
*2013-2014 Committee Membership*

**EXECUTIVE COMMITTEE**

Mr. J. David Porter, Chair  
Mr. Frederick A. Higdon, Vice Chair  
Dr. Phillip W. Bale  
Dr. Melissa B. Dennison  
Mr. John W. Ridley  
*AC Rep – Deborah Wilkins*

**ACADEMIC AFFAIRS COMMITTEE**

Dr. Phillip W. Bale, Chair  
Ms. Keyana Boka  
Dr. Melissa B. Dennison  
Mr. Gillard B. Johnson  
Dr. Patricia H. Minter  
*AC Rep – Provost Gordon Emslie*

**FINANCE AND BUDGET COMMITTEE**

Mr. John W. Ridley, Chair  
Mr. Frederick A. Higdon  
Ms. Cynthia Harris  
Mr. James Kennedy  
Mr. Laurence J. Zielke  
*AC Rep – Ann Mead*

**STUDENT AFFAIRS COMMITTEE**

Dr. Melissa B. Dennison, Chair  
Ms. Keyana Boka  
Ms. Cynthia Harris  
Mr. James Kennedy  
Dr. Patricia H. Minter  
*AC Reps – Howard Bailey and John Osborne*





**WKU**<sup>®</sup>

*Board of Regents*

**ACADEMIC AFFAIRS**  
**Agenda Items**

**October 25, 2013**

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

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**ARABIC**  
**UNDERGRADUATE MAJOR AND MINOR**

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**REQUEST:** Approval of a new undergraduate major and minor in Arabic offered through the Modern Languages Department in the Potter College of Arts and Letters.

**FACTS:**

This proposed Arabic major and minor are designed to provide Western Kentucky University (WKU) undergraduates with extensive training in the Arabic language and the culture and society of Arabic-speaking countries. The Arabic program supports the Kentucky postsecondary education strategic agenda and WKU mission by producing graduates who have the language skills and cultural knowledge to compete internationally in a variety of growing career fields in business and government service and to apply their language and cultural knowledge to improve local and regional communities.

While the primary demand for Arabic-speaking professionals has been at the Federal Government level, direct investment and trade with Arab countries is an important area for growth in Kentucky as well. In 2011, more than 23% of new jobs in Kentucky came from foreign direct investment. Kentucky's trade with the Arab world has grown dramatically over the past decade. Between 2000 and 2010, Kentucky's exports to Saudi Arabia increased over ten times (from \$13.5 million to \$150.2 million), while exports to Egypt grew nearly three times (\$7.4 million to \$20.4 million), exports to Kuwait grew over six times (\$3.0 million to \$20.5 million) and Qatar over twenty times (from less than \$1 million to \$19.1 million). Exports to the United Arab Emirates, at \$117 million, exceed those to India and Russia. (Source: Kentucky Cabinet for Economic Development). According to the Modern Language Association, nationwide enrollments in Arabic have increased faster than any other language, twice as much as the second fastest growing language, Chinese. Arabic is one of the "Critical Languages" designated by the U.S. Department of State for the Critical Language Scholarship.

These programs will provide WKU undergraduates with extensive language training and an in-depth study of the Arabic language and culture, which will prepare them to use Arabic proficiently in their professional endeavors. The need for professionals with a working knowledge of the Arabic language and culture has increased dramatically since 2000 and will continue to increase. Arabic proficiency can also complement a second major. The Arabic major and minor will greatly expand WKU's regional coverage, and enhance students' ability to do research into Middle Eastern/North African history, politics, geography, religion and cultures, allowing them to use primary sources in Arabic.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Spring 2014. Predictions indicate current faculty are sufficient to offer the programs. If growth requires additional faculty, associated tuition revenue will be utilized.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the undergraduate major and minor in Arabic.

**MOTION:** Approval to establish an undergraduate major and minor in Arabic.



**Potter College of Arts & Letters  
Department of Modern Languages  
Proposal to Create a New Major Program**

Contact Person: David DiMeo, [david.dimeo@wku.edu](mailto:david.dimeo@wku.edu) (270) 745-6408

**1. Identification of program:**

- 1.1 Program title: Arabic Major
- 1.2 Degree Type: Bachelor of Arts (B.A.)
- 1.3 Classification of Instructional Program Code (CIP): 16.1101
- 1.4 Required hours in proposed major program: 36
- 1.5 Special information: Students who enter the program with previous knowledge of Arabic should take measures to be placed at the right level and to gain credit for their language skills. For current information on verified credit, placement, and credit options, go to the Modern Languages website at this address: [www.wku.edu/modernlanguages](http://www.wku.edu/modernlanguages) or meet with a faculty member in Arabic.
- 1.6 Program admission requirements:  
Students must earn a “C” or better in ARBC101 or equivalent courses.
- 1.7 Catalog description: The proficiency-oriented Arabic major is built upon student-centered curriculum and standards-based assessments. It provides WKU undergraduates with extensive language training and in-depth study of Arab culture and society, which prepares them to use Arabic proficiently in their professional endeavors. Thirty-six credit hours are required in this major. Some of the required course work may be accomplished through approved methods for demonstration of previous knowledge. Study abroad is strongly recommended. A minor or second major is required. Students must earn a “C” or better in all courses counted toward the major.

**Required core courses: (18 hours)**

- ARBC 102 (3 hours) Elementary Arabic II
- ARBC 201, 202 (6 hours) Intermediate Arabic I & II
- ARBC 301, 302 (6 hours) Advanced Arabic I & II
- ARBC 321 (3 hours) Colloquial Arabic

**Elective courses (18 Hours):**

At least six courses at the 300- or 400-level for a total (including the core courses) of 18 or more credit hours. Students may include among the six courses up to six credit hours of 300- or 400-level courses delivered in English but related to Arabic studies (e.g. courses in Arabic history, philosophy, and or religion), only with permission of the program advisor.

Category of Electives	Max Hours	Course Number & Title
Arabic Language Courses	18 hours	ARBC 322 (3 hours) Arabic Translation Studies
		ARBC 323 (3 hours) Arabic Civilization I
		ARBC 324 (3 hours) Arabic Civilization II
		ARBC 435 (3 hours) Arabic Literature
		ARBC 437 (3 hours) Advanced Media Arabic
		ARBC 438 (3 hours) Topics in Arabic Media
		ARBC 455 (3 hours) Topics in Arabic Literature and Culture
Courses on Arabic Studies (delivered in English)	6 hours	HIST 462 (3 hours) History of the Middle East
		GEOG 467 (3 hours) Geography of the Middle East
		PS 365 (3 hours) Government and Politics of the Middle East
		RELS 306 (3 hours) Islam
		RELS 311 (3 hours) The Qur'an
		RELS 320 (3 hours) Religions of the Middle East
		Other courses with permission of program advisor.

**2. Rationale:**

**2.1 Reason for developing the proposed major program:**

This program provides an opportunity for the increasing number of students who want to start or continue their study of Arabic to reach a high level of language proficiency. Total enrollment in Arabic courses in fall 2012 has grown to 116, up from 73 the previous year and up from 26 in fall 2010. The major offers an organized program to guide those students through advanced study in Arabic, as well as the opportunity to earn a strong credential for their language skill.

Arabic is the fifth most commonly spoken language in the world, with nearly 300 million speakers. It is one of the six official languages of the United Nations. Arabic is the dominant language in one of the most strategically vital regions of the world, being an official language of the North African states, Israel, the vital oil and financial centers of the Persian Gulf, the Arabian peninsula and the Levant. Additionally, Arabic is the language of Islam, a religion of over one billion people, and thus provides a means of establishing communication and rapport with Muslims, even those whose native language is not Arabic.

The need for professionals with a working knowledge of the Arabic language and culture has increased dramatically since 2000 and will continue to increase. In the five year period following the 9/11 attacks, enrollments in Arabic in the United States increased 127%, the largest increase among the top 10 languages taught in the United States. The number of institutions offering Arabic nearly doubled during the same period (Source: Modern Language Association). Arabic has been consistently identified as a strategic language by the Department



of Defense, and a priority language for recruitment and careers in the U.S. State Department, intelligence and defense agencies. Arabic is one of the six languages currently being recruited for by the National Security Agency (the other five are Chinese, Pashtu, Dari, Farsi and Russian- Source: [nsa.gov/careers](http://nsa.gov/careers)). The career site Monster.com, for example, recommends job seekers of all types to acquire skill in “Arabic, Japanese or Chinese.” (source: [career-advice.monster.com](http://career-advice.monster.com))

Arabic proficiency can also complement a second major. The Arabic major will greatly expand WKU’s regional coverage, and enhance students’ ability to do research into Middle Eastern/North African history, politics, geography, religion and cultures, allowing them to use primary sources in Arabic. With the dramatic political, social and economic changes going on in the Arab world today, the ability to study events in the region will be of increasing importance to professionals in a range of disciplines. As several large Arab countries transition away from state-run political and economic systems to popular democracy, the need for political scientists, economists, educators, journalists and public administrators with some background in Arabic will increase.

- 2.2 Projected enrollment in the proposed major program: 10-15 annually. Based on informal surveys of students in basic Arabic classes, there is great interest in continuing study. We expect interest in WKU’s Arabic program to grow over the years through our outreach programs to K-12 students. For the first time, an Arabic VAMPY program will be offered in Summer 2013 and we are partnering with the Gatton Academy’s STEM+ program to increase participation in the Arabic program by students interested in Science, Technology Mathematics and Engineering. In fall 2013 we are also offering, for the first time, Honors sections of Arabic 101 and 102, which will help long-term recruiting of the most promising students into Arabic.
- 2.3 Relationship of the proposed major program to other programs now offered by the department: The Department of Modern Languages currently offers majors in Spanish, French and German, all of which belong to the commonly taught Indo-European language family. A major and minor in Chinese are in the approval process. The Arabic major would be the only major in a Semitic or Middle Eastern language and as such, would complement and further diversify the department’s offerings.
- 2.4 Relationship of the proposed major program to other university programs: Several majors and minors currently offered at WKU have a strong international component, including History, Mass Communication, Business, International Affairs, Political Science, and Religion. When combined with a major in Arabic language and culture, majors or minors in these related fields will prepare students to be more competitive in their respective fields and give them an added capability for research and application of their skills overseas. Thus, the proposed major program complements other WKU major and minor programs.
- 2.5 Relationship of the proposed major program to similar programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): The University of Kentucky offers a minor in Islamic Studies, which includes Arabic courses through the fourth year. The University of Louisville



offers Arabic through the third year. Among benchmark institutions, Montclair State offers an Arabic minor. Chico and Fresno State offer minors in Middle Eastern Studies, which include Arabic through the second year (Intermediate) level. Currently, no other benchmark institution offers an Arabic major. This major will give WKU a unique offering and may serve to attract students from a wide geographical area.

2.6 Relationship of the proposed major program to the university mission and objectives: This major directly serves the university mission of being a leading American institution with international reach. Graduates with an Arabic major will be able to apply their skills in a variety of disciplines directly in the Middle East and among Arabic speaking communities elsewhere. Students in the major program will represent WKU in study abroad and many will go on to graduate work in Arabic or in related fields. The program will help develop cultural awareness and sensitivity, communication skills and build international connections.

**3. Objectives of the proposed major program:**

Similar to the other major programs in the Department of Modern Languages, the proposed major program is designed to graduate students whose language skills provide them with enhanced opportunities for careers at the regional, national, and international levels, and/or prepare them for advanced study in language, literature, and culture. Upon successful completion of the program, majors will have reached the advanced proficiency level. They will be advanced speakers and writers of Arabic as a foreign language who can use Arabic proficiently in their research, government work, business or other professional endeavors, and interact with Arabic people in a culturally appropriate way.

**4. Program Description:**

4.1 Curriculum: Thirty-six credit hours are required in this major.

*Required core courses:* (18 hours)

- ARBC 102 (3 hours) Elementary Arabic II
- ARBC 201, 202 (6 hours) Intermediate Arabic I & II
- ARBC 301, 302 (6 hours) Advanced Intermediate Arabic I & II
- ARBC 321 (3 hours) Colloquial Arabic

*Elective courses:* (18 hours)

At least six courses at the 300- or 400-level for a total (including the core courses) of 36 or more credit hours. Students may include among the six courses up to six credit hours of 300- or 400-level courses delivered in English but related to Arabic studies (e.g. courses in Arabic history, philosophy, and or religion), only with permission of the program advisor.

List of electives:

Category of Electives	Max Hours	Course Number & Title
Courses delivered Arabic	18 hours	ARBC 322 (3 hours) Arabic Translation Studies
		ARBC 323 (3 hours) Arabic Civilization I



		ARBC 324 (3 hours) Arabic Civilization II
		ARBC 435 (3 hours) Arabic Literature
		ARBC 437 (3 hours) Advanced Media Arabic
		ARBC 438 (3 hours) Topics in Arabic Media
		ARBC 455 (3 hours) Topics in Arabic Literature and Culture
Courses on Arabic Studies (delivered in English)	6 hours	HIST 462 (3 hours) History of the Middle East
		GEOG 467 (3 hours) Geography of the Middle East
		PS 365 (3 hours) Government and Politics of the Middle East
		RELS 306 (3 hours) Islam
		RELS 311 (3 hours) The Qur'an
		RELS 320 (3 hours) Religions of the Middle East
		Other courses with permission of program advisor.

4.2. Accreditation, certification, approval and/or licensure: not applicable.

4.3 Program delivery:

Most of the courses will be provided through face-to-face courses. Some courses may be taken through approved study abroad programs. Study abroad is strongly recommended.

**5. Resources:**

5.1 Faculty: Staffing for the Arabic major will initially be adequate if the university continues to receive assistance from a Fulbright scholar teaching a lower level course and continues to employ one instructor part time and a full-time assistant professor. If the program grows enrollments substantially or if the part time person is no longer available, it may be necessary to add a full-time Arabic instructor or assistant professor position.

5.2 Technological and electronic informational resources (e.g., databases, e-journals): Library resources are on order and will be adequate.

5.3 Facilities and equipment: Current resources are adequate.

**6. Proposed term for implementation:** Spring 2014

**7. Dates of prior committee approvals:**

Modern Languages Department/Division: 19 March 2013

Potter College Curriculum Committee 4 April 2013

Undergraduate Curriculum Committee 04/25/2013

University Senate 05/15/2013

Potter College of Arts & Letters  
 Department of Modern Languages  
 Proposal to Create a New Minor Program

Contact Person: David DiMeo david.dimeo@wku.edu , (270) 745-6408

1. Identification of program:

- 1.1 Program title: Arabic Minor
- 1.2 Required hours in minor program: 30
- 1.3 Special information: Students who enter the program with previous knowledge of Arabic should take measures to be placed at the right level and to gain credit for their language skills. For current information on verified credit, placement, and credit options, go to the Modern Languages website at this address: [www.wku.edu/modernlanguages](http://www.wku.edu/modernlanguages) or meet with a faculty member in Arabic.
- 1.4 Catalog description: The proficiency-oriented Arabic minor is built upon student-centered curriculum and standards-based assessments. It provides WKU undergraduates with extensive language training and in-depth study of Arab culture and society, which prepares them to use Arabic proficiently in their professional endeavors. The minor in Arabic requires a minimum of 30 credit hours. Some of the required course work may be accomplished through approved methods for demonstration of previous knowledge. Study abroad is recommended. Students must earn a “C” or better in all courses counted toward the minor.

**Required core courses: (15 hours)**

- ARBC 102 (3 hours) Elementary Arabic II
- ARBC 201, 202 (6 hours) Intermediate Arabic I & II
- ARBC 301, 302 (6 hours) Advanced Arabic I & II

**Elective courses (15 hours):**

At least five courses at the 300- or 400- level for a total (including the core) of 30 credit hours. May include among the five courses up to six credit hours for courses delivered in English but related to Arabic studies (Arab history, religion, philosophy or politics), with permission of the program advisor.

Category of Electives	Max Hours	Course Number & Title
Courses delivered in Arabic	15 hours	ARBC 321 (3 hours) Colloquial Arabic
		ARBC 322 (3 hours) Arabic Translation Studies
		ARBC 323 (3 hours) Arabic Civilization I
		ARBC 324 (3 hours) Arabic Civilization II
		ARBC 435 (3 hours) Arabic Literature
		ARBC 437 (3 hours) Advanced Media Arabic
		ARBC 438 (3 hours) Topics in Arabic Media
		ARBC 455 (3 hours) Topics in Arabic Literature and Culture
Courses on Arabic	6 hours	HIST 462 (3 hours) History of the Middle East



Studies (delivered in English)	GEOG 467 (3 hours) Geography of the Middle East
	PS 365 (3 hours) Government and Politics of the Middle East
	RELS 306 (3 hours) Islam
	RELS 311 (3 hours) The Qur'an
	RELS 320 (3 hours) Religions of the Middle East
	Other courses with permission of program advisor.

**2. Rationale:**

**2.1 Reason for developing the proposed minor program:**

This program provides an opportunity for the increasing number of students who want to start or continue their study of Arabic to reach a high level of language proficiency. Total enrollment in Arabic courses in fall 2012 has grown to 116, up from 73 the previous year and up from 26 in fall 2010. The minor offers an organized program to guide those students through advanced study in Arabic, as well as the opportunity to earn a strong credential for their language skill.

Arabic is the fifth most commonly spoken language in the world, with nearly 300 million speakers. It is one of the six official languages of the United Nations. Arabic is the dominant language in one of the most strategically vital regions of the world, being an official language of the North African states, Israel, the vital oil and financial centers of the Persian Gulf, the Arabian peninsula and the Levant. Moreover, Arabic is the language of Islam, a religion of over one billion people, and thus provides a means of establishing communication and rapport with Muslims, even those whose native language is not Arabic.

The need for professionals with a working knowledge of the Arabic language and culture has increased dramatically since 2000 and will continue to increase. In the five year period following the 9/11 attacks, enrollments in Arabic in the United States increased 127%, the largest increase among the top 10 languages taught in the United States. The number of institutions offering Arabic nearly doubled during the same period (Source: Modern Language Association). Arabic has been consistently identified as a strategic language by the Department of Defense, and a priority language for recruitment and careers in the U.S. State Department, intelligence and defense agencies. Arabic is one of the six languages currently being recruited for by the National Security Agency (the other five are Chinese, Pashtu, Dari, Farsi and Russian- Source: [nsa.gov/careers](http://nsa.gov/careers)). Arabic proficiency, therefore, can be a marketable skill for students seeking careers in a wide range of career fields outside of language and linguistics. The career site Monster.com, for example, recommends job seekers of all types to acquire skill in "Arabic, Japanese or Chinese." (source: [career-advice.monster.com](http://career-advice.monster.com))

Arabic proficiency can also complement a second major. The Arabic minor will enhance students' ability to do research in Middle Eastern/North African history, politics, geography, religion and cultures, allowing them to use primary sources in Arabic. With the dramatic political, social and economic changes going on in the Arab world today, the ability to study events in the region will be of increasing importance to professionals in a range of disciplines. As



- several large Arab countries transition away from state-run political and economic systems to popular democracy, the need for political scientists, economists, educators, journalists and public administrators with some background in Arabic will increase.
- 2.2 Projected enrollment in the proposed minor program: 10-15 annually. Based on informal surveys of students in basic Arabic classes, there is great interest in continuing study. We expect interest in WKU's Arabic program to grow over the years through our outreach programs to K-12 students. For the first time, an Arabic VAMPY program will be offered in Summer 2013 and we are partnering with the Gatton Academy's STEM+ program to increase participation in the Arabic program by students interested in Science, Technology Mathematics and Engineering. In fall 2013 we are also offering, for the first time, Honors sections of Arabic 101 and 102, which will help long-term recruiting of the most promising students into Arabic.
  - 2.3 Relationship of the proposed minor program to other programs now offered by the department: The Department of Modern Languages currently offers minors in Spanish, French and German, all of which belong to the commonly taught Indo-European language family. A major and minor in Chinese are in the approval process. The Arabic minor would be the only minor in a Semitic or Middle Eastern language and as such, would complement and further diversify the department's offerings. These programs would help give the department true world-wide coverage.
  - 2.4 Relationship of the proposed minor program to other university programs: Several majors and minors currently offered at WKU have a strong international component, including History, Mass Communication, Business, International Affairs, Political Science, and Religion. For these majors/minors, training in Arabic language and culture will prepare students to be more competitive in their respective fields and give them an added capability for research and application of their skills overseas. Thus, the proposed minor program complements other WKU major and minor programs.
  - 2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): The University of Kentucky offers a minor in Islamic Studies, which includes Arabic courses through the fourth year. The University of Louisville offers Arabic through the third year only. Among benchmark institutions, Montclair State offers an Arabic minor. Chico and Fresno State offer minors in Middle Eastern Studies, which include Arabic through the second year (Intermediate) level. This program would give WKU a unique offering in the region and would attract students interested specifically in the study of Arabic.
  - 2.6 Relationship of the proposed minor program to the university mission and objectives: This minor directly serves the university mission of being a leading American institution with international reach. Graduates with an Arabic minor will be able to apply their skills in a variety of disciplines directly in the Middle East and among Arabic speaking communities elsewhere. Students in the minor program will represent WKU in study abroad and many will go on to graduate



work. The program will help develop cultural awareness and sensitivity, communication skills and build international connections.

**3. Objectives of the proposed minor:**

Similar to the other minor programs in the Department of Modern Languages, the proposed minor program is designed to graduate students whose language skills provide them with enhanced opportunities for careers at the regional, national, and international levels, and/or prepare them for advanced study in language, literature, and culture. Upon successful completion of the program, graduating minors will have reached the lower advanced proficiency level. They will be advanced speakers and writers of Arabic, and can use Arabic proficiently in their government work, business or other professional endeavors, and interact with Arabic people in a culturally appropriate way.

**4. Curriculum:**

Required core courses: (15 hours)

- ARBC 102 (3 hours) Elementary Arabic II
- ARBC 201, 202 (6 hours) Intermediate Arabic I & II
- ARBC 301, 302 (6 hours) Advanced Arabic I & II

Elective courses (15 hours):

At least five courses at the 300- or 400-level for a total (including the core courses) of 30 or more credit hours. May include among these five courses six credit hours of study abroad, and six credit hours of 300- or 400-level courses delivered in English but related to Arabic studies (e.g. courses in Arabic history, philosophy, and / or religion) with permission of program advisor.

List of electives:

Category of Electives	Max Hours	Course Number & Title
Arabic Language Courses	15 hours	ARBC 321 (3 hours) Colloquial Arabic I
		ARBC 322 (3 hours) Arabic Translation Studies
		ARBC 323 (3 hours) Arabic Civilization I
		ARBC 324 (3 hours) Arabic Civilization II
		ARBC 435 (3 hours) Arabic Literature
		ARBC 437 (3 hours) Advanced Media Arabic
		ARBC 438 (3 hours) Topics in Arabic Media
Courses on Arabic Studies (delivered in English)	6 hours	ARBC 455 (3 hours) Topics in Arabic Literature and Culture
		HIST 462 (3 hours) History of the Middle East
		GEOG 467 (3 hours) Geography of the Middle East
		PS 365 (3 hours) Government and Politics of the Middle East
		RELS 306 (3 hours) Islam

	RELS 311 (3 hours) The Qur'an
	RELS 320 (3 hours) Religions of the Middle East
	Other courses with permission of program advisor.

**5. Budget Implications:**

- 5.1 Faculty: Staffing for the Arabic minor will initially be adequate if the university continues to receive assistance from a Fulbright scholar teaching a lower level course and continues to employ one instructor part time and one full-time assistant professor. If the program grows enrollments substantially or if the part time person is no longer available, it may be necessary to add a full-time Arabic instructor or assistant professor position.
- 5.2 Technological and electronic informational resources (e.g., databases, e-journals): Library resources are on order and will be adequate.
- 5.3 Facilities and equipment: Current resources are adequate.

**6. Proposed term for implementation:** Spring 2014

**7. Dates of prior committee approvals:**

Modern Languages Department:	19 March 2013
Potter College Curriculum Committee	4 April 2013
Undergraduate Curriculum Committee	<u>04/25/2013</u>
University Senate	<u>05/15/2013</u>



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**CHINESE  
UNDERGRADUATE MAJOR AND MINOR**

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**REQUEST:** Approval of a new undergraduate major and minor in Chinese offered through the Modern Languages Department in the Potter College of Arts and Letters.

**FACTS:**

In view of the growing economic, political, and cultural significance of Chinese societies worldwide, the need for people with advanced Chinese language skills and a sophisticated understanding of Chinese culture will increase dramatically. Studying Chinese helps prepare students for the challenges and opportunities of the twenty-first century. The proposed Chinese major and minor fulfills this need in the marketplace. The objectives of this program reflect the mission and priorities of the institution by preparing students through coursework, experience abroad, and other cultural encounters to be more knowledgeable and sensitive citizens of the local, regional, and global communities.

This program provides a response to the rapidly growing number of students who want to start or continue their study of Chinese in college. In 2011-2012, 23 schools in the surrounding region offered Chinese to 4800 students through the WKU Confucius Institute. Of the 23, eight were high schools with 380 students taking Chinese five times a week with 60 of them enrolled in WKU Dual Credit Chinese in 2011. These numbers continued to increase this year: 33 teachers came to this region serving 10,000 students and 11 high schools are offering WKU Dual Credit Chinese. At the same time, current students at WKU have also demonstrated a strong interest in majoring in Chinese. In addition, 30 students have studied Chinese through the Chinese Flagship Program, and they may want the option to major in Chinese.

Demand for trained language experts at the post secondary education level is projected to grow 14-19% from 2010-2020 according to U.S. Labor of Statistics. A variety of career options will therefore be open to our majors with solid Chinese language skills. Some graduates may become university scholars and teachers; some may pursue careers in international affairs, law or diplomacy, and others may opt for careers in international business and trade. This program helps prepare students to be more competitive in the marketplace and to bring more collaboration and business with China to Kentucky's communities and economy.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Spring 2014. Predictions indicate current faculty are sufficient to offer the programs. If growth requires additional faculty, associated tuition revenue will be utilized.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the undergraduate major and minor in Chinese.

**MOTION:** Approval to establish an undergraduate major and minor in Chinese.

Proposal Date: 03/15/2012

**Potter College of Arts & Letters  
Department of Modern Languages  
Proposal to Create a New Major Program**

Contact Person: Ke Peng, [ke.peng@wku.edu](mailto:ke.peng@wku.edu), 745-5694

**1. Identification of program:**

- 1.1 Program title: Chinese Major
- 1.2 Degree Type: Bachelor of Arts (B.A.)
- 1.3 Classification of Instructional Program Code (CIP): 16.0301
- 1.4 Required hours in proposed major program: 36
- 1.5 Special information: Students who enter the program with previous knowledge of Chinese should take measures to gain credit for their language skills. For current information on verified credit, AP credit, or the STAMP placement test, go to the Modern Languages website at this address: [www.wku.edu/modernlanguages](http://www.wku.edu/modernlanguages) or meet with a faculty member in Chinese.
- 1.6 Program admission requirements:  
Students must earn a "C" or better in CHIN101 or equivalent courses.
- 1.7 Catalog description:

The proficiency-oriented Chinese major is built upon student-centered curriculum and standards-based assessments. It provides WKU undergraduates with extensive language training and in-depth study of Chinese culture and society, which prepares them to use Chinese proficiently in their professional endeavors. Thirty-six credit hours are required in this major. Some of the required course work may be accomplished through approved methods for demonstration of previous knowledge. Study abroad is strongly recommended. A minor or second major is required. No course with a grade of "D" or below may be counted toward the major.

**Required core courses: (21 hours)**

- CHIN 102 (3 hours) Elementary Chinese II
- CHIN 201, 202 (6 hours) Intermediate Chinese I & II
- CHIN 301, 302 (6 hours) Advanced Intermediate Chinese I & II
- CHIN 320 (3 hours) Chinese Conversation and Composition
- CHIN 333 (3 hours) Chinese Culture and Civilization

**Elective courses (15 Hours):**

At least five courses at the 300- or 400-level for a total (including the core courses) of 36 or more credit hours. Students may include among the five courses up to three credit hours of 200-level credit beyond 201/202 (only if taught in Chinese and taken in sequence) and six credit hours of 300- or 400-level courses delivered in English but related to Chinese studies (e.g. courses in Chinese history, philosophy, and or religion), only after the student has completed 6 hours at 300-level with permission of program advisor.



Category of Electives	Max Hours	Course Number & Title
Chinese Language Courses	3 hours	CHIN200-level courses other than 201/202
	15 hours	CHIN318 (3 hours) Business Chinese I
		CHIN401 (3 hours) Advanced Chinese I
		CHIN402 (3 hours) Advanced Chinese II
		CHIN418 (3 hours) Business Chinese II
		CHIN420 (3 hours) Advanced Chinese Stylistics
Study Abroad	6 hours	CHIN306 (3 hours) Experiencing Chinese Abroad
Courses on Chinese Studies (delivered in English)	6 hours	HIST461 (3 hours) Modern East Asia
		HIST471 (3 hours) Modern China
		PS366 (3 hours) Government and Politics in East Asia
		RELS308 (3 hours) East Asian Religious Traditions
		RELS317 (3 hours) Confucianism
		RELS318 (3 hours) Daoism
		HIST460 (3 hours) Traditional East Asia
		Other courses with permission of program advisor.

**2. Rationale:**

**2.2 Reason for developing the proposed major program:**

This program provides a response to the rapidly growing number of students who want to start or continue their study of Chinese in college. In 2011-2012, 23 schools in the surrounding region are offering Chinese to 4800 students through the WKU Confucius Institute. Of the 23, eight are high schools with 380 students taking Chinese five times a week with 60 of them enrolled in the WKU Dual Credit Chinese in the fall of 2011. These numbers will continue to increase in the coming academic year: 33 teachers will come to this region serving 10,000 students. At the same time, current students at WKU have also demonstrated a strong interest in majoring in Chinese. In addition, 30 students have studied Chinese through the Chinese Flagship Program, who may want the option to major in Chinese. In 2012, of the fifty-eight students who enrolled in CHIN102, twenty-four of them (41.4%) continued to take CHIN 201. Nine out of the ten students (91%) continued to take CHIN202 after completing CHIN201. Over fifty percent of the students in the 200-level Chinese classes indicated that they would be interested in majoring in Chinese.

In view of the growing economic, political, and cultural significance of Chinese societies worldwide, the need for people with advanced Chinese language skills and a sophisticated understanding of Chinese culture will increase dramatically. Studying Chinese helps prepare students for the challenges and opportunities of the twenty-first century. The proposed Chinese major fulfills this need in the marketplace. In 2010, President Obama singled out China as the country offering the most important relationship for the United States both politically and economically. At the current pace

of growth, China will surpass the U.S. to become the world's largest economy in 20 years. The companies or organizations our students will work for most likely have business or collaborative relationships with China and will need employees who understand the Chinese language and culture. Majoring in Chinese gives our college graduates a competitive edge for an important position in government or business. Additionally, Chinese is the modern language with the *oldest* continuously written *language* in the world. Extensive study of the Chinese language thus also opens the way to other important fields such as Chinese history, literature, art and archaeology.

A variety of career options will be open to our majors with solid Chinese language skills. Some graduates may become university scholars and teachers; some may pursue careers in international affairs, law or diplomacy, and others may opt for careers in international business and trade. This program helps train students to be more competitive in the marketplace and to bring more collaboration and business with China to Kentucky's communities and economy.

- 2.3 Projected enrollment in the proposed major program:  
Based on informal surveying, there is strong student interest in the Chinese major among current Asian Religions and Cultures majors, political science majors and business majors. Furthermore, majors will no doubt increase over the next few years, based on statewide promotion, increasing popularity of Chinese courses in K-12 offered through the WKU Confucius Institute, the Chinese Flagship Program, and word of mouth. By 2018 (five years after initial start-up), we expect approximately 50 majors and expanding enrollment across the university, as the Chinese major attracts students who would otherwise not have attended WKU.
- 2.4 Relationship of the proposed major program to other programs now offered by the department:  
The Department of Modern Languages currently offers majors in Spanish, French and German, all of which belong to the commonly taught Indo-European language and culture family. Courses on Asian languages and cultures are offered, but so far there are no majors offered in those less commonly taught languages. The proposed major program fills the gap.
- 2.5 Relationship of the proposed major program to other university programs:  
WKU has several interdisciplinary majors, including Asian Religions and Cultures, History, Mass Communication, Business, Political Science, and Engineering. For these majors, extensive training in Chinese language, culture and society prepares students to be more competitive in their respective fields. Thus, the proposed program complements other WKU major and minor programs.
- 2.6 Relationship of the proposed major program to similar programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions):



Currently, in the Commonwealth of Kentucky, only the University of Kentucky offers both Chinese major and minor programs. The University of Louisville offers coursework in Chinese through the 400 level and a Chinese minor. Chinese major and minor programs have become strategic curricular options to attract students at many institutions, e.g. the University of Tennessee, the University of Illinois, Indiana University, the University of North Carolina, the Ohio State University, etc.

The student-centered curriculum of our program shares a lot in common with the Chinese programs at the University of Kentucky, the University of Louisville, and other regionally accredited American institutions of higher education. We offer similar core courses and some even carry the same course titles and credit hours. However, our program differs from other programs in that almost all of our courses are delivered in the target language until students' proficiency has reached the advanced level at which point they can take up to six credit hours of 300- or 400-level Chinese studies courses delivered in English. The electives of the other programs do not have such a strict language proficiency component.

The existence of the Chinese programs in WKU's service area, WKU's Chinese Flagship, WKU's Confucius Institute, the Asian Studies minor program, and the Asian Religions and Cultures major program at WKU have created the demand in this region for an articulated program of Chinese language that leads to advanced proficiency. This program proposes to satisfy that need.

2.7 Relationship of the proposed major program to the university mission and objectives:

The proposed major program serves the university mission and objectives to be a leading American university with international reach. Through coursework, experience abroad, and other cultural encounters, the proposed program cultivates communicative skills and cultural awareness that prepare students to be more knowledgeable and sensitive citizens of the local, regional, and global communities. The proposed proficiency-based Chinese major, unique on account of that emphasis, attracts new students and helps them develop an in-depth understanding of cultural diversity and international connections. The major ensures that students will become life-long learners and succeed in a global society.

3. **Objectives of the proposed major program:**

Similar to the other major programs in the Department of Modern Languages, the proposed major program is designed to graduate students whose language skills provide them with enhanced opportunities for careers at the regional, national, and international levels, and/or prepare them for advanced study in language, literature, and culture. Upon successful completion of the program, majors will have reached the advanced proficiency level. They will be advanced Chinese speakers and writers of Chinese as a foreign language who can use Chinese proficiently in their research, government work, business or other professional endeavors, and interact with Chinese people in a culturally appropriate way.

4. **Program description:**

4.1 Curriculum: Thirty-six credit hours are required in this major.

**Required core courses:** (21 hours)

- CHIN 102 (3 hours) Elementary Chinese II
- CHIN 201, 202 (6 hours) Intermediate Chinese I & II
- CHIN 301, 302 (6 hours) Advanced Intermediate Chinese I & II
- CHIN 320 (3 hours) Chinese Conversation and Composition
- CHIN 333 (3 hours) Chinese Culture and Civilization

**Elective courses:** (15 hours)

At least five courses at the 300- or 400-level for a total (including the core courses) of 36 or more credit hours. Students may include among the five courses up to three credit hours of 200-level credit beyond 201/202 (only if taught in Chinese and taken in sequence) and six credit hours of 300- or 400-level courses delivered in English but related to Chinese studies (e.g. courses in Chinese history, philosophy, and or religion), only after the student has completed 6 hours at 300-level with permission of program advisor.

List of electives:

Category of Electives	Max Hours	Course Number & Title
Chinese Language Courses	3 hours	CHIN 200-level courses other than 201/202
	15 hours	CHIN 318 (3 hours) Business Chinese I
		CHIN 401 (3 hours) Advanced Chinese I
		CHIN 402 (3 hours) Advanced Chinese II
		CHIN 418 (3 hours) Business Chinese II
CHIN 420 (3 hours) Advanced Chinese Stylistics		
Study Abroad	6 hours	CHIN 306 (3 hours) Experiencing Chinese Abroad
Courses on Chinese Studies (delivered in English)	6 hours	HIST 461 (3 hours) Modern East Asia
		HIST 471 (3 hours) Modern China
		PS 366 (3 hours) Government and Politics in East Asia
		RELS 308 (3 hours) East Asian Religious Traditions
		RELS 317 (3 hours) Confucianism
		RELS 318 (3 hours) Daoism
		HIST 460 (3 hours) Traditional East Asia
		Other courses with permission of program advisor.

4.2 Program delivery

Most of the courses will be provided primarily through classroom courses. When the curriculum is well established, some courses may be offered as hybrid courses or offered online through the Kentucky Virtual University and the Distance Learning Center. Study abroad is strongly recommended.



**5. Resources:**

- 5.1 Faculty: Staffing for Chinese will be adequate initially if the program continues to receive an instructor from Han Ban through the WKU Confucius Institute to teach a portion of the lower level courses. If this service is no longer available or not working effectively, it will be necessary to hire at least one full time instructor to support the program. If the program grows enrollments substantially over time, additional faculty lines will be needed.
- 5.2 Technological and electronic informational resources (e.g., databases, e-journals): Library resources are on order and will be adequate.
- 5.3 Facilities and equipment: Current resources are adequate.

**6. Proposed term for implementation: Fall 2013**

**7. Dates of prior committee approvals:**

Modern Languages Department/Division:	04/17/2012
Potter College Curriculum Committee	11/01/2012
Contact with Office of Academic Affairs re: CPE Posting	11/26/2012
Undergraduate Curriculum Committee	01/31/2013
University Senate	02/21/2013

Potter College of Arts & Letters  
 Department of Modern Languages  
 Proposal to Create a New Minor Program

Contact Person: Ke Peng, [ke.peng@wku.edu](mailto:ke.peng@wku.edu) , 745-5694

**1. Identification of program:**

- 1.1 Program title: Chinese Minor
- 1.2 Required hours in minor program: 30
- 1.3 Special information: N/A
- 1.4 Catalog description:

The minor in Chinese requires a minimum of 30 credit hours. Some of the required course work may be accomplished through approved methods for demonstration of previous knowledge. Study abroad is recommended. No course with a grade of “D” or below may be counted toward the minor.

Required core courses: (18 hours)

- CHIN 102 (3 hours) Elementary Chinese II
- CHIN 201, 202 (6 hours) Intermediate Chinese I & II
- CHIN 301, 302 (6 hours) Advanced Intermediate Chinese I & II
- CHIN 333 (3 hours) Chinese Culture and Civilization

Elective courses (12 hours):

Category of Electives	Max Hours	Course Number & Title
Chinese Language Courses	3 hours	CHIN200-level courses other than 201/202
	12 hours	CHIN318 (3 hours) Business Chinese I
		CHIN401 (3 hours) Advanced Chinese I
		CHIN402 (3 hours) Advanced Chinese II
		CHIN418 (3 hours) Business Chinese II
		CHIN420 (3 hours) Advanced Chinese Stylistics
Study Abroad	6 hours	CHIN306 (3 hours) Experiencing Chinese Abroad
Courses on Chinese Studies (delivered in English)	3 hours	HIST461 (3 hours) Modern East Asia
		HIST471 (3 hours) Modern China
		PS366 (3 hours) Government and Politics in East Asia
		RELS308 (3 hours) East Asian Religious Traditions
		RELS317 (3 hours) Confucianism
		RELS318 (3 hours) Daoism
		HIST460 (3 hours) Traditional East Asia
		Other courses with permission of program advisor.



At least four courses at the 300- or 400-level for a total (including the core courses) of 30 or more credit hours. May include among the four courses up to three credit hours of 200-level credit beyond 201/202 (only if taught in Chinese and taken in sequence), six credit hours of study abroad, and three credit hours of 300- or 400-level courses delivered in English but related to Chinese studies (e.g. courses in Chinese history, philosophy, and or religion) with permission of program advisor.

**2. Rationale:**

**2.1 Reason for developing the proposed minor program:**

This program provides a response to the rapidly growing number of students who want to start or continue their study of Chinese in college. In 2011-2012, 23 schools in the surrounding region are offering Chinese to 4800 students through the WKU Confucius Institute. Of the 23, eight are high schools with 380 students taking Chinese five times a week with 60 of them enrolled in the WKU Dual Credit Chinese in the fall of 2011. These numbers will continue to increase in the coming academic year: 33 teachers will come to this region serving 10,000 students. At the same time, current students at WKU have also demonstrated a strong interest in majoring in Chinese. In addition, 30 students have studied Chinese through the Chinese Flagship Program, who may want the option to major in Chinese. In 2012, of the fifty-eight students who enrolled in CHIN102, twenty-four of them (41.4%) continued to take CHIN 201. Nine out of the ten students (91%) continued to take CHIN202 after completing CHIN201. Over fifty percent of the students in the 200-level Chinese classes indicated that they would be interested in majoring in Chinese.

In view of the growing economic, political, and cultural significance of Chinese societies worldwide, the need for people with advanced Chinese language skills and a sophisticated understanding of Chinese culture will increase dramatically. Studying Chinese helps prepare students for the challenges and opportunities of the twenty-first century. The proposed Chinese minor fulfills this need in the marketplace. In 2010, President Obama singled out China as the country offering the most important relationship for the United States both politically and economically. At the current pace of growth, China will surpass the U.S. to become the world's largest economy in 20 years. The companies or organizations our students will work for most likely have business or collaborative relationships with China and will need employees who understand the Chinese language and culture. Minor in Chinese gives our college graduates a competitive edge for an important position in government or business. Additionally, Chinese is the modern language with the *oldest*, continuously written *language* in the world. Extensive study of the Chinese language thus also opens the way to other important fields such as Chinese history, literature, art and archaeology.

A variety of career options will be open to our minors with solid Chinese language skills. Some graduates may become university scholars and teachers; some may pursue careers in international affairs, law or diplomacy, and others may opt for careers in international business and trade. This program helps train students to be more competitive in the

marketplace and to bring more collaboration and business with China to Kentucky's communities and economy.

- 2.2 Projected enrollment in the proposed minor program:  
15-20 annually. Based on informal surveying, there is strong student interest in the Chinese minor among current Asian Religions and Cultures majors, Asian Studies minors, political science majors and business majors. We expect the enrollment will expand over the next few years, based on statewide promotion, increasing popularity of Chinese courses in K-12 offered through the WKU Confucius Institute, the Chinese Flagship Program, and word of mouth.
- 2.3 Relationship of the proposed minor program to other programs now offered by the department:  
The Department of Modern Languages currently offers minors in Spanish, French and German, all of which belong to the commonly taught Indo-European language and culture family. Courses on Asian languages and cultures are offered, but so far there are no minors in those less commonly taught languages. The proposed minor program fills the gap.
- 2.4 Relationship of the proposed minor program to other university programs:  
WKU has several interdisciplinary majors and minors, including Asian Religions and Cultures, Asian Studies, History, Mass Communication, Business, Political Science, and Engineering. For these majors/minors, extensive training in Chinese language, culture and society prepares students to be more competitive in their respective fields. Thus, the proposed minor program complements other WKU major and minor programs.
- 2.5 Similar minor programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions):  
Currently, in the Commonwealth of Kentucky, only the University of Kentucky offers both Chinese major and minor programs. The University of Louisville offers coursework in Chinese through the 400 level and a Chinese minor. Chinese major and minor programs have become strategic curricular options to attract students at many institutions, e.g. the University of Tennessee, the University of Illinois, Indiana University, the University of North Carolina, the Ohio State University, etc.

The student-centered curriculum of our program shares a lot in common with the Chinese programs at the University of Kentucky, the University of Louisville, and other regionally accredited American institutions of higher education. We offer similar core courses and some even carry the same course titles and credit hours. However, our program differs from other programs in that almost all of our courses are delivered in the target language until students' proficiency has reached the advanced level at which point they can take up to six credit hours of 300- or 400-level Chinese studies courses delivered in English. The electives of the other programs do not have such a strict language proficiency component.



The existence of the Chinese programs in WKU's service area, WKU's Chinese Flagship, WKU's Confucius Institute, the Asian Studies Minor Program, and the Asian Religions and Cultures Major Program at WKU have created the demand in this region for an articulated program of Chinese language that leads to advanced proficiency. This program proposes to satisfy that need.

- 2.6 Relationship of the proposed minor program to the university mission and objectives: The proposed minor program serves the university mission and objectives to be a leading American university with international reach. Through coursework, experience abroad, and other cultural encounters, the proposed program cultivates communicative skills and cultural awareness that prepare students to be more knowledgeable and sensitive citizens of the local, regional, and global communities. The proposed proficiency-based Chinese minor attracts new students and helps them develop an in-depth understanding of cultural diversity and international connections. The minor ensures that students will become life-long learners and succeed in a global society.

**3. Objectives of the proposed minor:**

Similar to the other minor programs in the Department of Modern Languages, the proposed minor program is designed to graduate students whose language skills provide them with enhanced opportunities for careers at the regional, national, and international levels, and/or prepare them for advanced study in language, literature, and culture. Upon successful completion of the program, graduating minors will have reached the advanced proficiency level. They will be advanced Chinese speakers and writers of Chinese, and can use Chinese proficiently in their government work, business or other professional endeavors, and interact with Chinese people in a culturally appropriate way.

**4. Curriculum:**

Required core courses: (18 hours)

- CHIN 102 (3 hours) Elementary Chinese II
- CHIN 201, 202 (6 hours) Intermediate Chinese I & II
- CHIN 301, 302 (6 hours) Advanced Intermediate Chinese I & II
- CHIN 333 (3 hours) Chinese Culture and Civilization

Elective courses (12 hours):

At least four courses at the 300- or 400-level for a total (including the core courses) of 30 or more credit hours. May include among the four courses up to three credit hours of 200-level credit beyond 201/202 (only if taught in Chinese and taken in sequence), six credit hours of study abroad, and three credit hours of 300- or 400-level courses delivered in English but related to Chinese studies (e.g. courses in Chinese history, philosophy, and or religion) with permission of program advisor.

List of electives:

Category of Electives	Max Hours	Course Number & Title
Chinese Language Courses	3 hours	CHIN200-level courses other than 201/202
	12 hours	CHIN318 (3 hours) Business Chinese I
		CHIN401 (3 hours) Advanced Chinese I
		CHIN402 (3 hours) Advanced Chinese II
		CHIN418 (3 hours) Business Chinese II
		CHIN420 (3 hours) Advanced Chinese Stylistics
Study Abroad	6 hours	CHIN306 (3 hours) Experiencing Chinese Abroad
Courses on Chinese Studies (delivered in English)	3 hours	HIST461 (3 hours) Modern East Asia
		HIST471 (3 hours) Modern China
		PS366 (3 hours) Government and Politics in East Asia
		RELS308 (3 hours) East Asian Religious Traditions
		RELS317 (3 hours) Confucianism
		RELS318 (3 hours) Daoism
		HIST460 (3 hours) Traditional East Asia
		Other courses with permission of program advisor.

5. **Budget implications:** Staffing for Chinese will be adequate initially if the program continues to receive an instructor from Han Ban through the WKU Confucius Institute to teach a portion of the lower level courses. If this service is no longer available or not working effectively, it will be necessary to hire at least one full time instructor to support the program. If the program grows enrollments substantially over time, additional faculty lines will be needed.

6. **Proposed term for implementation:** Fall 2013

7. **Dates of prior committee approvals:**

Modern Languages Department/Division:	04/17/2012
Potter College Curriculum Committee	11/01/2012
Undergraduate Curriculum Committee	01/31/2013
University Senate	02/21/2013



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**NAME CHANGE TO DEPARTMENT OF MARKETING**

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**REQUEST:**

Approval to rename the Department of Marketing and Sales to the Department of Marketing in the Gordon Ford College of Business.

**FACTS:**

In October, 2008, the Board of Regents approved a request to rename the Department of Marketing the Department of Marketing and Sales. At that time, we only had two concentrations within the Marketing program, General Marketing and Sales. The name change was requested to showcase the Sales program in the Department, which, at the time, was one of only a handful of Sales programs nationally. Our Center for Professional Selling was one of only 13 such programs in the nation. Thus, including Sales in the departmental name made sense at that time.

While the Center for Professional Selling has flourished and the Sales program has grown, a number of things have changed since 2008. First, a number of other schools, including some in our neighboring regions, have created Sales programs of some type. In addition, we now have an additional concentration within the Marketing program – Social Media Marketing; created in response to changing market conditions. This program has the potential to be an additional competitive advantage for our department. We are also exploring additional concentrations, either within the Marketing program or in conjunction with other departments, such as data analytics, supply chain management and logistics, and retailing. Given the expansion into these areas the faculty have determined it would be in the best interest of the Marketing program as a whole to return to being simply the Department of Marketing.

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

**RECOMMENDATION:** President Gary A. Ransdell recommends the name change of the Department of Marketing and Sales to the Department of Marketing in the Gordon Ford College of Business, effective November 1, 2013.

**MOTION:** Approval to rename the Department of Marketing and Sales to the Department of Marketing in the Gordon Ford College of Business, effective November 1, 2013.

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**CREATION OF DEPARTMENT OF PSYCHOLOGICAL SCIENCES**

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**REQUEST:**

Approval to create the Department of Psychological Sciences in the Ogden College of Science & Engineering.

**FACTS:**

*Background:* The field of psychology includes many diverse areas of study, including clinical psychology, cognitive psychology, counseling psychology, developmental psychology, educational psychology, experimental psychology, industrial/organizational psychology, neuropsychology, school psychology and social psychology. Although WKU's Psychology Department is housed in the College of Education and Behavioral Sciences, it is not uncommon for Psychology departments to be housed in Colleges of Arts, Colleges of Science, and Colleges of Human Sciences. It is also not uncommon for the field of Psychology to be represented in more than one department and/or college.

At WKU, a significant number of faculty in the Department of Psychology in the College of Education & Behavioral Sciences have special expertise in areas of psychology that are closely aligned with the mission of the Ogden College of Science & Engineering. Therefore, it is proposed to create a new Department of Psychological Sciences in Ogden College, and to allow faculty who express a desire to move to that new department to do so.

The Department of Psychology will continue to exist in the College of Education & Behavioral Sciences. Creation of a new department in the Ogden College of Science & Engineering will create new opportunities for the study of psychology at WKU to flourish, allow for further growth in undergraduate and graduate academic programs, and will facilitate closer collaboration between faculty members in the various sub-disciplines of psychology that are represented on campus.

Initially, faculty in both departments will occupy space currently assigned to the Department of Psychology in both Gary Ransdell Hall and in Tate Page Hall. Other options for space allocations will be pursued over time.

**BUDGETARY IMPLICATIONS:**

It is proposed that the new department be established effective November 1, 2013. The salary and benefits of any faculty member choosing to move to the new department will be transferred to the new department for FY 15. Budgeted operating funds, one-time funds, graduate assistantship allocations, etc., will be reassigned accordingly. These measures will have no overall impact on the university's budget.

Salary and an administrative increment for the new Department Head, and possibly an additional office associate, will be required. The total impact on the university budget is estimated to be no more than \$50,000. This will be funded with one-time funds for FY 14, and built into the budget for FY 15. Given



the enriched environment for scholarly productivity, it is expected that these funds, and more, will be recouped in increased external grant/contract support.

**RECOMMENDATION:**

President Gary A. Ransdell recommends the creation of the Department of Psychological Sciences in the Ogden College of Science & Engineering, effective November 1, 2013.

**MOTION:**

**Approval to create the Department of Psychological Sciences in the Ogden College of Science & Engineering, effective November 1, 2013.**

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**FACULTY EMERITUS  
APPOINTMENTS**

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**REQUEST:**

Approval of faculty emeritus status for recommended individuals

**FACTS:**

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

***College of Education and Behavioral Sciences*****Department of Counseling and Student Affairs**

Dr. Vernon L. Sheeley, Professor of Counseling and Student Affairs, Emeritus

***Ogden College of Science and Engineering*****Department of Geography and Geology**

Dr. Nicholas C. Crawford, Professor of Geography and Geology, Emeritus

Dr. L. Michael Trapasso, Professor of Geography and Geology, Emeritus

***Potter College of Arts and Letters*****Department of English**

Mr. Russell H. Moore, Assistant Professor of English, Emeritus

**Department of Philosophy and Religion**

Dr. Alan B. Anderson, Professor of Philosophy and Religion, Emeritus

Dr. Jan E. Garrett, Professor of Philosophy and Religion, Emeritus

**BUDGETARY IMPLICATIONS:** No funds requested

**RECOMMENDATION:** President Ransdell recommends awarding the above individuals faculty emeritus status.

**MOTION:** Approval of faculty emeritus status awarded for the recommended individuals.



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**HONORARY DOCTORATE APPOINTMENT**  
**MR. ZUHEIR A. SOFIA**

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**REQUEST:**

Approval of Honorary Doctorate Degree to Mr. Zuheir A. Sofia.

**FACTS:**

The University Honorary Doctorate Degree Committee reviewed the credentials of several outstanding candidates for the honorary degree and has recommended that this individual be awarded a degree at the next appropriate occasion.

**Mr. Zuheir A. Sofia** is the Chairman, President, and CEO of Business Bank of Florida Corp., and Chairman of Sofia & Company, Inc. Mr. Sofia earned degrees in economics and business administration from WKU in 1969. He is also a graduate of Washington University in St. Louis and the Stonier Graduate School of Banking at Rutgers University. Mr. Sofia was inducted into the WKU Hall of Distinguished Alumni in 1998 in recognition for his long-term dedication to our university. Mr. Sofia's engagement with our university has resulted in significant impacts across our campus through his leadership and support. In addition to establishing the Sofia-Downing International Center, he has funded the Capps-Wurster International Student Scholarship resulting in international students being able to complete their degree in business from the Gordon Ford College of Business and achieve their dream of professional employment in the United States. When Mr. Sofia came to WKU, he did not speak any English. Mr. Sofia wants to recruit more international students to attend WKU and send more WKU students worldwide. Mr. Sofia has served on the Campaign Cabinet, the WKU Board of Advisors, and the WKU Foundation Board of Trustees. He was also a member of the WKU National Leadership Committee during the *Investing the Spirit* campaign. Mr. Sofia's many business, civic, educational, professional, and philanthropic affiliations have earned him national recognition.

**BUDGETARY IMPLICATIONS:**

No funds requested.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the honorary doctoral degree be awarded to Mr. Zuheir A. Sofia.

**MOTION:**

**Approval of Mr. Zuheir A. Sofia as the recipient of the honorary doctoral degree to be awarded at the next appropriate occasion.**

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## MILITARY STUDENT SERVICES

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### **Background:**

In March 2011, the office of Military Student Services was created primarily to administer the GoArmyEd Educational Portal, oversee the Servicemembers Opportunity College Consortium responsibilities, and support WKU's growing population of military, veterans, and their family members. Many new programs and initiatives have been established, such as the Textbooks For Troops program, that have propelled WKU into being nationally recognized as a Military Friendly School and a BEST For Vets college by Military Times Edge Magazine.

### **Who Are We Serving?:**

In the Fall 2010 semester, WKU had a total of 242 military students who self-identified on the admissions application. This total includes active duty, veterans, and their dependents. In the Fall 2013 semester, the total number has increased to more than 1,737. We have several hundred that have elected not to self-identify, or that were here prior to our increased identification efforts. A conservative estimate of the tuition revenue generated by our military student population is 15 million dollars per year. Since our true population totals are unknown, this figure is likely much higher.

### **What Makes WKU Military Friendly?:**

As examples of initiatives that make WKU Military Friendly, WKU offers the only Veterans Upward Bound, and the only Acquired Brain Injury Resource Programs in the state of Kentucky. We also host an award winning Army ROTC program, and a growing Air Force ROTC program. The office of Military Student Services operates the largest book scholarship program in the state of Kentucky. With over \$49,000 worth of textbooks available, the Textbooks For Troops program served 131 students with their textbook needs this semester. Other factors in our military friendly designation include WKU's participation in the Yellow Ribbon Program, MyCAA, unique programs tailored specifically to our military student population, and our long standing relationship with Ft. Knox.

### **Where do we go from here?:**

Although we are doing an outstanding job of serving our current students, we need to focus more attention on accepting more transfer credits for specialized military schools such as Army Medics and Navy Corpsmen. Additionally, our students need career counseling assistance with translating military training into an equivalent civilian career field. Partnerships through new initiatives (e.g., KEEP VETS) can result in increased enrollment, retention, and graduation rates for our military student population.

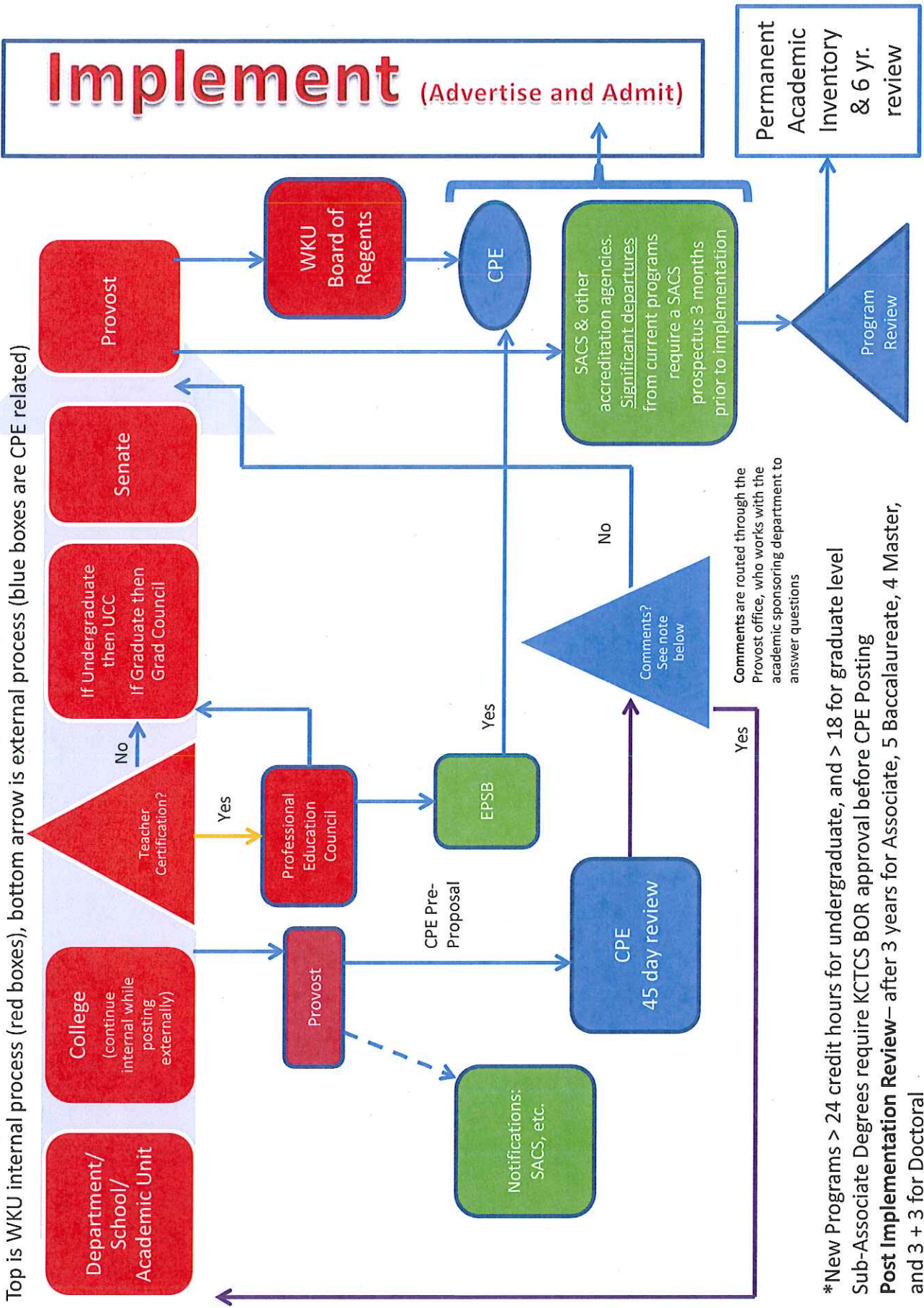
We also need to keep the momentum going by encouraging new admissions from this virtually untapped resource. Advertising efforts should be optimized as well as cultivating relationships with Ft. Campbell and other military bases across the globe.

The office of Military Student Services serves as the focal point of these efforts and is honored to provide leadership as we grow and serve our active duty and veteran student population.



# Program Approval Process (new\* or significantly modified)

Top is WKU internal process (red boxes), bottom arrow is external process (blue boxes are CPE related)



\*New Programs > 24 credit hours for undergraduate, and > 18 for graduate level  
 Sub-Associate Degrees require KCTCS BOR approval before CPE Posting  
**Post Implementation Review**— after 3 years for Associate, 5 Baccalaureate, 4 Master, and 3 + 3 for Doctoral





**WKU**<sup>®</sup>

*Board of Regents*

**EXECUTIVE  
Agenda Items**

**October 25, 2013**

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



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**APPROVAL OF ADDENDUM No. 3 TO ATHLETIC  
EMPLOYMENT CONTRACT**

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**REQUEST:**

The President requests approval of Addendum No. 3 to the Athletic Employment Contract between Western Kentucky University and Travis Hudson.

**FACTS:**

The University and Coach Hudson have negotiated a third addendum to the Athletic Employment Contract dated July 1, 2005. A copy of Addendum No. 3 is included with this agenda material.

**RECOMMENDATION:**

President Gary A. Ransdell requests approval of Addendum No. 3 to the Athletic Employment Contract between Western Kentucky University and Travis Hudson.

**BUDGETARY IMPLICATIONS:**

None. Available funding exists in the Athletic Budget.

**MOTION:**

**Approval of Addendum No. 3 to the Athletic Employment Contract between Western Kentucky University and Travis Hudson.**

**ADDENDUM NO. 3  
TO  
WESTERN KENTUCKY UNIVERSITY  
ATHLETIC EMPLOYMENT CONTRACT**

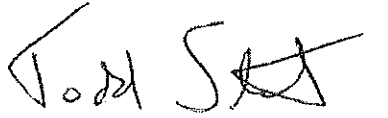
This Addendum No. 2 to the Employment Contract between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **TRAVIS HUDSON** ("Coach") is entered into for the following purposes:

The parties agree that **ARTICLE III, 4.02, "Coach's Bonus,"** is hereby amended to include the following provision:

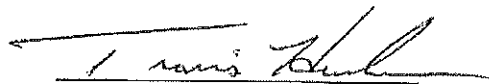
**D. Longevity Bonus:** As an additional incentive for a long term commitment on the part of the Coach, if the Coach is employed as of September 1, 2017, and has received a "satisfactory" or better performance evaluation as of that date, the parties agree that the Coach shall be paid the sum of one hundred thousand dollars (\$100,000.00) no later than September 30, 2017. It is agreed and understood that the bonus will be awarded / paid first from revenues available in the in the women's volleyball budget with any remaining funds to be drawn from the Athletics administrative budget.

Unless otherwise specifically amended herein, the parties agree that all terms, conditions, agreements, and provisions of the Employment Contract dated July 1, 2005, shall continue in full force and effect for the term as established herein. The parties agree that this Addendum No. 3 is contingent upon subsequent approval by the University's Governing Board of Regents which will be sought by the University on October 25, 2013.

This Addendum entered into this 10 day of September, 2013 by:



**Todd Stewart**  
Director of Athletics  
Western Kentucky University



**Travis Hudson**  
Head Coach  
Western Kentucky University



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**APPROVAL OF ATHLETIC EMPLOYMENT CONTRACT FOR  
HEAD COACH, SOFTBALL**

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**REQUEST:**

Approval of the Athletic Employment Contract between Western Kentucky University and Amy Tudor, Head Coach, Softball

**FACTS / RECOMMENDATION:**

President Gary A. Ransdell and Mr. Todd Stewart have negotiated an Employment Contract which outlines the terms and conditions of Ms. Tudor's employment as Head Coach of the softball program at the University. A copy of the Employment Contract is included with this agenda material.

**BUDGETARY IMPLICATIONS:**

None.

**MOTION:**

**To approve the Athletic Employment Contract between the University and Amy Tudor.**

**WESTERN KENTUCKY UNIVERSITY  
ATHLETIC EMPLOYMENT CONTRACT**

This Employment Contract is made this 23rd day of August, 2013, between **Western Kentucky University** (the "University") and **Amy Tudor** ("Coach").

**ARTICLE I  
PURPOSE**

The University and Coach have entered into this Employment Contract because the University desires to hire Coach for the time period referenced herein, with Coach's assurance that she will serve the entire term of this Employment Contract, a long-term commitment by Coach being critical to the University's desire to run a stable softball program.

The University and Coach agree that head coaches of intercollegiate athletic teams at Western Kentucky University conduct their professional activities under circumstances unique in the family of University employees, including evaluation and scrutiny of team performances by the public and the media and control by external rules and regulations.

Coach shall be a staff employee at the University, with the terms of her employment restricted solely to this Employment Agreement. It is understood and agreed that Coach's sole grievance rights shall be as set forth herein and that Coach hereby waives any and all grievance rights under the University's internal grievance procedures.

**ARTICLE II  
POSITION**

**2.01 DESCRIPTION OF DUTIES AND RESPONSIBILITIES**

**A. RECOGNITION OF DUTIES**

Coach agrees to be a loyal coach of the University. Coach agrees to devote her best efforts full time to the performance of her duties for the University, to give proper time



and attention to furthering her responsibilities to the University, and to comply with all rules, regulations, policies, and decisions established or issued by the University. Coach also agrees that, notwithstanding any other provisions of this agreement, during the term of this Employment Contract, she will not engage, directly or indirectly, in any business which would detract from her ability to apply her best efforts to the performance of duties hereunder.

B. GENERAL DUTIES AND RESPONSIBILITIES

During the period in which the University employs Coach as Head Women's Softball Coach, Coach agrees to undertake and perform all duties and responsibilities attendant to the position of Head Coach of Women's Softball as set forth herein.

C. SPECIFIC DUTIES AND RESPONSIBILITIES WHILE EMPLOYED AS COACH

As of the beginning of this Employment Contract, the duties and responsibilities assigned to Coach in connection with the position as Softball Coach are as set forth below. This list of specific duties and responsibilities supplement, and is not exclusive of, the other general duties and responsibilities provided for elsewhere in this Employment Contract.

1. Provide the University with her most dedicated and conscientious service in carrying out the duties and responsibilities as set forth herein or as may be assigned by the Athletics Director and perform her duties and responsibilities in a manner consistent with state and University rules, regulations, and policies.
2. Be primarily responsible for all aspects of the softball program including budget, scheduling, and the recruiting, training, supervision, evaluation, and performance of student athletes, coaching staff, and softball office clerical staff subject to the approval of the Athletics Director.

3. Abide by and comply with the constitution, bylaws, and interpretations of the National Collegiate Athletic Association (NCAA) and the Sun Belt Conference, or any other conference the University may choose to enter, as well as all University rules and regulations relating to the conduct and administration of the softball program. In the event that Coach becomes aware, or has a reasonable cause to believe, that violations of such constitution, bylaws, interpretations, rules, or regulations may have taken place, she shall report the same promptly to the Athletics Director of the University.
4. Use her best efforts to ensure that all academic standards, requirements, and policies of the University are observed by her and by members of her coaching staff at all times, including those in connection with the recruiting and eligibility of prospective and current student athletes for the softball program, and ensure that said standards, requirements, and policies are not compromised or violated at any time.
5. Use her best efforts, in conjunction with the University, to ensure that all student athletes recruited for the softball program are provided proper academic counseling and are encouraged to and given every opportunity to meet the degree requirements necessary to graduate from the University.
6. Recruit, coach, and train student athletes to compete successfully against major college competition in a quality softball program.
7. Use her best efforts to ensure that her student athletes conduct themselves in a manner that will reflect a positive image for the University both on and off the softball field.
8. Use her best efforts to keep public statements complementary to the athletics program and to the University.



9. Use her best efforts to establish and maintain a frequent and systematic program of personal communication with the University's student body, faculty, and staff.
10. Be available to attend a minimum of twenty (20) meetings each year throughout Kentucky and other states as scheduled and as mutually agreed upon by the Coach, Athletics Director, and/or President. Said meetings may include appearances at alumni functions, University corporate partnership appearances, etc.

2.02 DISCIPLINARY ACTIONS FOR VIOLATIONS OF NCAA OR CONFERENCE RULES AND REGULATIONS

If Coach is found to be in violation of NCAA or Conference rules and regulations, Coach shall be subject to disciplinary and/or corrective actions by the University.

2.03 REPORTING RELATIONSHIPS

The parties (without delineating the particular terms and conditions) acknowledge that each party will use its best efforts and will cooperate with the other to provide the following support for the University's softball program.

- A. Coach's immediate supervisor for purposes of implementing the Contract shall be the Athletics Director of the University; all matters pertaining to the operation of the University's softball program shall be subject to the direction and control of the Athletics Director.
- B. The overall policy of the entire athletics program shall remain the exclusive prerogative of the University. The Coach shall administer the daily routine and organization of the program as she deems necessary to effectuate its success, provided such administration shall be in accordance with the policies established by the Athletics Director.

- C. Coach shall have primary responsibility for decisions relating to choice and scheduling of softball opponents, means of travel to be employed, hotel, food accommodations, size and content of the travel squad and party, and all other matters pertaining to the operation of similar phases of the softball program, but final decisions in such matters shall be with the Athletics Director. It is specifically agreed and understood that travel arrangements shall be made in conformance with any contractual agreements between the University and any travel agency.
- D. Coach shall have the right to release, hire, and retain assistant softball coaches subject to the approval of the Athletics Director, the President of the University, and (as it pertains to hiring) the University's Board of Regents.
- E. Coach shall have primary responsibility for developing the budget annually for the softball program subject to the approval of the Athletics Director.

ARTICLE III  
TERMS OF EMPLOYMENT

The initial term of this Employment Contract shall begin on the 26<sup>th</sup> day of August, 2013, and continuing through June 30, 2017. The parties agree that the Director of Athletics and the President may, in their discretion, extend the term of this contract in writing under the terms and conditions outlined herein by one (1) additional year at the end of each of the original four (4) years, with the term of employment, together with extensions, not to extend beyond June 30, 2020. 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

In consideration for the promises she has made in entering into this Employment



Contract, Coach shall be entitled to the following forms of compensation; base salary payments, benefits, and bonuses.

4.01 SALARY AND BENEFITS

- A. The initial base salary paid by the University to Coach for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$62,000 annually and shall be payable in equal monthly installments during the period of this Contract and made in conformity with the payroll procedure of the University. Coach will be reviewed for her performance on an annual basis.
- B. Coach shall be eligible to participate in a group insurance, retirement, and voluntary payroll deduction program on the same basis and with the same University contributions that apply to the University's non-academic administrative staff.
- C. The University shall furnish to Coach, for her use on a loan basis during the term of her Employment Agreement, one (1) automobile and shall pay for automobile liability and comprehensive insurance and taxes, if applicable, upon said vehicle, as well as scheduled maintenance. University shall also be responsible for expenses related to business-related fuel expenses for said vehicle which are incurred in the normal course of her employment. University warrants and represents that Coach's name shall not appear on a lease for the vehicle nor any other ownership agreements in connection with the vehicle. Notwithstanding the above, University shall make whatever arrangements necessary to ensure Coach's legal right to the vehicle during the Term. Additionally, upon termination or expiration of this Agreement, Coach's name shall be removed from any documentation in connection with the insurance of the vehicle.

4.02 COACH'S INCENTIVES

Coach shall be entitled to the following bonuses as of the date of this Contract:

Academic Progress Rate of +940	5% of base salary each academic year
Academic Progress Rate of +970	5% of base salary each academic year
Public Season Tickets sold	10% of revenue for each season ticket sold in excess of 100

COACH'S BONUS

The Coach shall be entitled to the following bonuses:

1. Conference Regular Season Champion\* or Tournament Champion  
\*overall league champion  
(outright or as determined by league tie-breakers)  
OR  
NCAA Tournament Bid: One month's salary
2. NCAA super-regional: One month's salary
3. Advance to College World Series One month's salary
4. Win National Championship: One month's salary
5. SBC Coach of the Year  
OR  
NCAA Coach of the Year One month's salary

It is agreed and understood that bonuses will be awarded / paid first from revenues available in the in the softball budget with any remaining funds to be drawn from the Athletics administrative budget.

4.03 OPPORTUNITIES TO EARN OUTSIDE INCOME

While Coach is representing the University as Head Softball Coach, she shall have the opportunity to earn outside income as a result thereof and retain all income derived therefrom. The following general terms and conditions shall apply to each case in which Coach seeks to or makes arrangements to earn outside income as a result of her being Head Coach:



- A. Such outside activities shall not interfere with the full and complete performance by Coach of her duties and obligations as a University coach.
- B. In no event shall Coach accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever if such action would violate NCAA legislation.
- C. Coach shall obtain the advance written approval from the Athletics Director before entering into such agreements, such approval not to be unreasonably withheld or delayed.
- D. Such activities are independent of Coach's employment at University and the University shall have no responsibility nor bear any liability for any claims arising therefrom.
- E. **SUMMER CAMPS.** Coach shall be entitled to conduct softball camps using Western Kentucky University's athletic facilities and equipment. The operation of camp will be conducted under the auspices of Western Kentucky University Athletics Department and shall be conducted in accordance with general policies of the University. Coach will be obligated to pay the University the sum of one dollar (\$1) for the use of its intercollegiate athletic facilities and equipment for each camp, and said equipment and facilities shall be available for use for a minimum of three (3) weeks per year. A separate rate will be determined for the use of the Raymond B. Preston Health and Activities Center, which rate will not be unreasonable and which shall be determined by September 30 of the preceding year. Rates for room and meals to be charged by Western Kentucky University for such camp shall be rates normally charged for student camps generally by the University, which may vary from year to year. Coach agrees and understands that the University will place a surcharge on each camper enrolled in the camp, and University agrees to give Coach notice of any change in the amount

of the surcharge on or before September 30 of the preceding year. Such surcharge commence at \$5.00 per camper, effective with the summer of 2012.

F. OTHER INCOME

1. Commercial, Apparel, and Equipment Endorsements - Coach may undertake commercial endorsements of shoes in exchange for her endorsement of the shoes or her agreement to consult with the manufacturer or seller concerning the design and/or marketing of such shoes, and/or any products and services in which she identifies herself as Coach of the University's intercollegiate softball team and retain any and all income derived therefrom; provided, however, that such endorsements are in writing, do not conflict with existing University contracts, do not discredit or embarrass the University, do not extend beyond the term of this Employment Agreement, would be coterminous with Coach's termination of employment as Head Coach at the University, and are subject to the University's trademark and licensing program, and the prior approval of the University's Athletics Director, such approval not to be unreasonably withheld or delayed.
2. Other Products - Products obtained in trade or other negotiations by Coach on behalf of the University will not require compensation by the University to Coach and shall remain the property of the University.
3. Income from Speeches, Appearances, and Written Materials - Any income derived by Coach from speeches, appearances, and/or written materials shall be her separate income and shall fully vest to the Coach. Any speech given pursuant to this paragraph must be given by Coach in her individual capacity, not her official capacity as a University Coach.



ARTICLE V  
TERMINATION

5.01 TERMINATION BY UNIVERSITY FOR JUST CAUSE

The University shall have the right to terminate this Employment Agreement for just cause prior to its normal expiration date. The term "just cause" shall be defined as follows:

- A. Conviction of a felony or declared by a court of competent jurisdiction to be guilty of a crime involving moral turpitude;
- B. Intentional serious violation of any law, rule, regulation, or constitutional provision of the NCAA by Coach;
- C. Intentional serious violation of any law, rule, regulation, or constitutional provision of the NCAA by a member of the women's softball coaching staff or any other person under the Coach's supervision and direction, including student athletes in the softball program for which Coach had prior actual knowledge and failed to promptly and fully disclose / report to the Athletics Director;
- D. Deliberate violations of any duties or responsibilities outlined in this Employment Agreement or refusal or unwillingness to perform such duties or responsibilities in good faith and failure to cure such violations upon thirty (30) days written notice from the Athletics Director.

5.02 UNIVERSITY'S OBLIGATIONS UPON TERMINATION FOR CAUSE

In the event this Employment Agreement is terminated for cause in accordance with the provisions of Section 5.01 hereof, and at the time of such termination if there is more than one (1) month of unexpired term of this Contract, the "severance fee" shall be computed and paid as if the unexpired term of this Contract was only one (1) month. The "severance fee" will be calculated solely on the base salary (not including supplement

payments) as of date of termination.

5.03 TERMINATION WITHOUT CAUSE

Termination "without cause" shall mean termination of this Contract on any basis other than those set forth in Section 5.01.

- A. Notwithstanding anything to the contrary contained hereunder, either party shall have the right to terminate this Employment Contract without cause prior to its normal expiration date by delivering to the other party written notice of intent to terminate.
- B. If either the University or the Coach terminate this Contract without cause prior to its expiration date in accordance with the provisions of this Section, the party terminating shall pay the other party, as liquidated damages, an amount equal to the Coach's then current annual base salary as of the date of termination. Said sum shall be paid in one (1) lump sum within six (6) months of Coach's last day of employment at the University.
- C. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees, in any court of competent jurisdiction. In no case shall either party be liable to the other for the loss of any collateral business opportunities or any other benefits, perquisites, or income resulting from activities such as, but not limited to, camps, clinics, media appearance, apparel or shoe contracts, consulting relationships, or from any other sources that may ensue as a result of this Contract without cause, unless such termination is found to be in violation of any terms or provisions of this Contract.
- D. Should Coach terminate this Contract under the provisions of paragraph 5.03, in addition to the obligations agreed upon herein, Coach agrees to



guarantee a four (4)-year home-and-home game series between the softball team of the college/university which employs her and the University's softball team, with no requirement for financial remuneration on the part of that college/university or the University. Said series must start within two (2) years following the date of Coach's termination of this Contract, and shall provide for an appropriate, market rate, buyout for the University and college/university which employs her.

- E. Should Coach's termination with cause be based upon her decision to resign or retire from collegiate softball and Coach does not thereafter accept employment as a head softball Coach for at least one full year following the date of her resignation or retirement, these provisions shall not apply.

#### ARTICLE VI MISCELLANEOUS

##### 6.01 UNIVERSITY APPROVAL REQUIRED PRIOR TO NEGOTIATION WITH OTHER SCHOOLS OR EMPLOYERS

The parties agree that should another coaching or sports-related employment opportunity be presented to Coach or should Coach be interested in another coaching position during the term of her Employment Agreement, Coach must notify the University's Athletics Director of such opportunity or interest, and obtain permission from the Athletics Director before any discussions can be held by Coach with anticipated coaching position principals, which permission shall not be unreasonably withheld. In consideration of this permission, Coach agrees that she shall inform the entity offering the employment opportunity of the home-and-home series described in Section 5.03(D) of this Contract.

6.02 AMENDMENTS TO AGREEMENT

This Employment Agreement can only be altered or amended by written agreement between Coach and Athletics Director and as approved by the Board of Regents.

6.03 UNIVERSITY RETAINS ALL MATERIALS AND RECORDS

All materials or articles of information, including, without limitations, personnel records, team information, films, tapes, statistics, or any other material or data furnished to Coach by the University or developed by Coach on behalf of the University or at the University's direction of the University's use or otherwise in connection with Coach's employment hereunder are and shall remain the sole and confidential property of the University. Within thirty (30) days of the expiration of the term of this Agreement or its earlier termination as provided herein, Coach shall immediately cause any such materials in her possession or control to be delivered to the University.

6.04 TAX LIABILITIES

Coach shall be responsible for any and all income tax liabilities, interest, and/or penalties related to any benefits received pursuant to this Agreement.

6.05 LAWS OF THE COMMONWEALTH OF KENTUCKY

This Agreement shall be interpreted under the Laws of the Commonwealth of Kentucky, and if any provision of the Agreement may be prohibited, this shall not invalidate the remaining provisions of the Agreement.

6.06 ACKNOWLEDGMENT

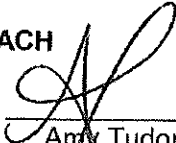
Coach acknowledges that she has read and understands the foregoing provisions of this Agreement, that she has been afforded and has exercised the opportunity to consult with personal legal counsel, that the provisions are reasonable and enforceable, and she agrees to abide by this Agreement and the terms and conditions set forth herein.

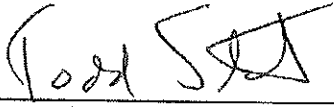
IN WITNESS WHEREOF, the parties hereto set forth their respective signatures  
on this Agreement as of the date set forth below.

**WESTERN KENTUCKY UNIVERSITY**

**COACH**

BY: \_\_\_\_\_  
Gary A. Ransdell                      Date  
President

BY:  \_\_\_\_\_                      Sept 10 2013  
Amy Tudor                                      Date  
Head Coach

BY:  \_\_\_\_\_                      9-10-13  
Todd Stewart                                      Date  
Athletics Director



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**EMPLOYMENT AGREEMENT / GENERAL COUNSEL**

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**REQUEST:**

Approval of the Employment Agreement between Western Kentucky University and Deborah T. Wilkins.

**FACTS / RECOMMENDATION:**

President Gary A. Ransdell and Ms. Deborah T. Wilkins have negotiated an Employment Agreement which outlines the terms and conditions of Ms. Wilkin's employment as General Counsel the University. A copy of the Employment Agreement is included with this agenda material.

**BUDGETARY IMPLICATIONS:**

None.

**MOTION:**

**To approve the Employment Agreement between the University and Deborah T. Wilkins.**

**Western Kentucky University  
EMPLOYMENT AGREEMENT**

**THIS EMPLOYMENT AGREEMENT** ("Agreement") made as of the \_\_\_\_\_ day of October, 2013, by and between Western Kentucky University (hereinafter "the University") and Deborah T. Wilkins (hereinafter referred to as "Wilkins").

For and in consideration of the covenants and agreements herein contained, the University and Wilkins covenant and agree as follows:

1. **EMPLOYMENT.** Pursuant to the terms and conditions of this Agreement, the University agrees that Wilkins will continue to serve as General Counsel, and Wilkins agrees to continue to serve in this capacity and to render services to the University as set forth herein.
2. **TERM.** The term of agreement will be for a period beginning on the 1st day of July, 2013, and expiring on the 30th day of June, 2017. The parties further agree that if circumstances do not exist that would justify the Wilkins' dismissal for cause, as defined in Section 6, in any year of this agreement, the parties agree to extend the term of this Agreement in writing under the terms and conditions outlined herein by one (1) additional year at the end of each of the original four (4) years, with the term of employment, together with extensions, not to extend beyond June 30, 2022. The provisions of the extension shall be interpreted so as to be compliant with KRS 164.360(2). The parties agree that Wilkins's position is a staff position.
3. **DUTIES.** Wilkins shall well and faithfully serve the University and shall at all times devote her whole time, attention, and energies to the performance of her duties as described in the job description attached hereto as Exhibit "A," and shall do and perform all such services, acts, and things connected therewith. Participation in any outside organizations, associations, clubs, or groups shall be consistent with the importance and dignity of Wilkins' position.
4. **COMPENSATION.** As of the date of this Agreement, Wilkins's annual salary is one hundred, forty-two thousand dollars and no cents (\$142,272.00). Wilkins's base salary for subsequent years will be reviewed and established annually during the term and any extension of this Agreement, with any annual adjustment to be effective on July 1 of that year, in accordance with the University's evaluation procedures and policies. Nothing herein will be interpreted to prevent or deny Wilkins consideration for or award of any other appropriate salary adjustment, including market or equity adjustments.
5. **BENEFITS.** Wilkins shall continue to receive and/or have an opportunity to participate in the maximum benefits accorded to administrators of the University now, or in the future, including, but not limited to, health insurance, retirement, vacation and sick leave.
6. **TERMINATION.** The University shall have the right to terminate this Employment Agreement for cause prior to its expiration date. The term "cause" shall be defined as follows:
  - a) Conviction of a felony or declared by a court of competent jurisdiction to be guilty of a crime involving moral turpitude;
  - b) Suspension or disbarment from the practice of law;

- c) Deliberate refusal to perform the duties or responsibilities outlined in Exhibit "A" in good faith and failure to cure such violations upon thirty (30) days written notice from the University;
  - d) Refusal to accept reassignment as provided in paragraph 7 of this agreement.
7. **REASSIGNMENT:** It is understood by the parties that the University retains the right, in its sole discretion, to reassign Wilkins to a position other than General Counsel and with different duties, responsibilities and title during the term of this Agreement. In such event:
- a) Wilkins' salary at the time of the reassignment, or at the time of any further or subsequent reassignments, shall not be reduced due to the reassignment, nor shall the reassignment prevent or deny Wilkins consideration for or award of any other appropriate salary adjustment, including market or equity adjustments.
  - b) Wilkins will be assigned to a position that is consistent with her education and experience, and Wilkins will be provided with an office appropriate for the position, consistent with her education and experience and located on the main campus.
  - c) If the University exercises its right to reassign Wilkins and Wilkins refuses to accept such reassignment, the University may terminate this Agreement pursuant to paragraph 6 above.
8. **COMPLETE AGREEMENT.** The Agreement constitutes the complete Agreement between the parties and incorporates all prior discussions, agreements, and representations made in regard to the matters set forth herein. This Agreement shall not be amended, modified, or changed except upon the mutual consent of Wilkins and the University. Any amendment to modification, to be effective, must be reduced to writing and signed by all parties to this Agreement.
9. **BOARD OF REGENTS APPROVAL:** The parties agree and understand that the terms of this Employment Agreement are subject to its recommendation by the President of the University to the Board of Regents, and contingent upon approval of the Board at its next regular meeting following the date the Agreement is executed.

This agreement entered into this \_\_\_\_\_ day of October, 2013, by:

\_\_\_\_\_  
Gary A. Ransdell, President

\_\_\_\_\_  
Deborah T. Wilkins,  
General Counsel



## Exhibit "A"

### Western Kentucky University Position Description Title: General Counsel President's Office

#### **Purpose of Position**

The General Counsel will be responsible for all matters pertaining to the university's legal affairs. In this capacity, the General Counsel shall provide advice to the Board of Regents, to the President, and to other officers and employees on all legal matters affecting the university; manage litigation involving the university; develop recommendations respecting the university's compliance with applicable state and federal laws, and assist officers of the institution and other upper management in carrying out the mission of the institution.

#### **Primary Job Duties and Responsibilities**

**The following duties are customary for this position, but are not to be construed as all-inclusive. Duties may be added, deleted and assigned based on management discretion and institutional needs.**

- Provides legal counsel and guidance to the Board of Regents, President, and other upper management of the institution on all legal matters relevant to a large public institution, including personnel law, policies, procedures, rules, and regulations, and laws pertaining to students, real estate transactions, contracts and grants, worker's compensation, liability and insurance matters, public monies and purchases, affirmative action, and other laws and regulations.
- Anticipates and identifies legal issues and counsels officers of the institution and other upper management in order to develop legal strategies and solutions, often in situations of great political, public relations, or financial risk or significance, and with limited time for assessing alternatives.
- Reviews, researches, interprets, and prepares both written and oral opinions on a wide variety of legal issues.
- Drafts, reviews, and approves policies and procedures, regulations, bylaws, and other legal documents.
- Reviews contracts, leases, and other legal documents; researches legal issues and recommends revisions as necessary.
- Represents or oversees the representation of the institution and upper management in judicial and administrative proceedings, and in negotiations with other state agencies.
- Selects and retains outside counsel, as required, to obtain legal opinions or to handle claims and litigation.
- Supervises legal work of outside counsel; consults on difficult or sensitive issues.
- Provides training to the campus community on various legal issues through seminars and meetings.
- Maintains professional growth and development through seminars, workshops, and professional affiliations to keep abreast of latest developments in college and university law and in other related areas.
- Performs miscellaneous job-related duties as assigned.

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**APPROVAL OF NAMING DESIGNATED ROOMS / AREAS**

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**REQUEST:**

Acceptance for naming the rooms/areas noted herein in honor of the contributions of those individuals designated.

**FACTS:**

Contributions received for designated areas listed below:

**The Medical Center – WKU Health Sciences Complex**

Room/Area: Office  
 Location: 3rd floor – Room 3300  
 Donor: Tom and Portia Pennington  
 Room/Area Name: *Tom and Portia Pennington Director of Physical Therapy Office*

Room/Area: Classroom  
 Location: 3rd floor – Room 3347  
 Donor: Tom and Portia Pennington  
 Room/Area Name: *Tom and Portia Pennington Physical Therapy Classroom*

Room/Area: Cadaver Lab  
 Location: 3rd floor – Room 3349  
 Donor: Tom and Portia Pennington  
 Room/Area Name: *Tom and Portia Pennington Cadaver Lab*

Room/Area: Conference Room  
 Location: 3rd floor – Room 3309  
 Donor: Kentucky Hospital Association  
 Room/Area Name: *Kentucky Hospital Association Conference Room*

Room/Area: Student Atrium  
 Location: 3rd floor – Room 3354  
 Donor: Kentucky Hospital Association  
 Room/Area Name: *Kentucky Hospital Association Student Atrium*

Room/Area: Research Lab  
 Location: 3rd floor – Room 3353  
 Donor: RehabCare  
 Room/Area Name: *RehabCare Research Lab*

Room/Area: Exercise Lab  
Location: 3rd floor – Room 3355  
Donor: RehabCare  
Room/Area Name: *RehabCare Exercise Lab*

Room/Area: Classroom  
Location: 3rd floor – Room 3341  
Donor: Vibra Healthcare  
Room/Area Name: *Vibra Healthcare Physical Therapy Classroom*

Room/Area: Office Suite  
Location: 3rd floor – Room 3043  
Donor: Signature HealthCARE  
Room/Area Name: *Signature HealthCARE Physical Therapy Office Suite*

Room/Area: Faculty Workroom  
Location: 3rd floor – Room 3305  
Donor: Julie Harris Hinson  
Room/Area Name: *Julie Harris Hinson Faculty Workroom*

**WKU – Glasgow Campus**

Room/Area: Greenhouse  
Location: Outside  
Donor: Farm Credit Services Mid America  
Room/Area Name: *Farm Credit Services Mid America Greenhouse*

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents accept the naming of the rooms/areas in honor of those individuals designated.

**MOTION:**

**To approve naming the rooms/areas as identified herein in honor of the contributions of those individuals designated.**



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**RESOLUTION OF APPRECIATION FOR  
MR. JIM JOHNSON**

---

**REQUEST:**

Approval of Resolution of Appreciation for Mr. Jim Johnson.

**FACTS:**

The enclosed Resolution is in appreciation of outstanding service demonstrated by Mr. Jim Johnson as a member of the WKU Board of Regents from 2007-2013.

**BUDGETARY IMPLICATIONS:**

No funds requested.

**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of the enclosed Resolution of Appreciation for Mr. Jim Johnson.

**MOTION:**

**Approval of the Resolution in honor of former Board member, Mr. Jim Johnson.**

# R E S O L U T I O N

- WHEREAS,** Mr. Jim Johnson, Bowling Green, Kentucky, served as a member of the Board of Regents of Western Kentucky University from July 2007 to July 2013; and
- WHEREAS,** this was a transformational period in the life of Western Kentucky University; and
- WHEREAS,** his term of office was characterized by able leadership, wise counsel, sound business acumen, and faithful service; and
- WHEREAS,** his loyal service and dedication to his responsibilities have made significant and lasting contributions to the University; and
- WHEREAS,** Mr. Johnson has given unselfishly of his time, energies, and resources to make Western Kentucky University better; and
- WHEREAS,** such leadership and dedicated efforts are deserving of special recognition;

THEREFORE BE IT

**RESOLVED,** that the Board of Regents of Western Kentucky University in a meeting on October 25, 2013, does hereby express its appreciation to Mr. Jim Johnson for his many contributions and for his special Hilltopper enthusiasm and extends best personal wishes for continued success in all his endeavors;

BE IT FURTHER

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

*Ordered at Bowling Green, Kentucky, this 25<sup>th</sup> day of October in the year of our Lord two thousand and thirteen.*

---

J. David Porter  
Chairman, Board of Regents

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Gary A. Ransdell  
President

**AUTHORIZATION TO SELL PROPERTY AND EASEMENTS TO THE KENTUCKY TRANSPORTATION CABINET**

**REQUEST:**

The President requests authorization and approval to sell a tract of land containing 36,912 sq. ft. or .85 acres at the intersection of 31W and University Blvd. to the Kentucky Transportation Cabinet for \$465,400.

**FACTS:**

The Kentucky Transportation Cabinet (KYTC) has completed their design work for the 31W Roundabout and they are in the process of land acquisition for the project. The KYTC has identified four parcels of land that is needed for construction and they have provided a detailed appraisal for each parcel. The following table summarizes the KYTC offer. The total for each parcel includes compensation for fee simple acquisition of land, permanent easements, and temporary easements, as well as, compensation for existing site improvements that will be removed, such as signage and landscaping. The KYTC offer is equal to the Fair Market Value as determined by a state approved appraiser.

PARCEL NUMBER	FEE SIMPLE	PERMANENT EASEMENT	TEMPORARY EASEMENT	OFFER
22	11,175 sq. ft.	776 sq. ft.		\$39,100.00
30	2,454 sq. ft.	3,776 sq. ft.		\$31,100.00
31	23,148 sq. ft.	522 sq. ft.	5,432 sq. ft.	\$359,800.00
39	135 sq. ft.	645 sq. ft.	1,912 Sq. ft.	\$35,400.00
<b>TOTALS</b>	<b>36,912 sq. ft.</b>	<b>5,719 sq. ft.</b>	<b>7,3114 sq. ft.</b>	<b>\$465,400.00</b>
	.85 acres	.13 acres	0.17 acres	

The purpose of the project is to provide an intersection alternative that is safer and has more capacity than the existing signalized intersection. Those improvements include enhancing left-turn movements from Chestnut Street onto US 31W Bypass, reducing congestion at University Boulevard and Nashville Road, better integration of pedestrian facilities and bicycle facilities, as well as providing for future growth.

Traffic volumes are projected to increase approximately 20 percent at this location by the year 2032. Current average daily traffic on University Blvd. is approximately 19,000 vehicles per day (vpd); US 31W (between University and Chestnut) 22,000 vpd; Chestnut Street 5,000 vpd; and Loving Way 2,400 vpd.



Roundabouts are proven to reduce crashes at intersections. Studies show that there is a 39% reduction in total crashes, a 76% reduction in injury crashes, and an 89% reduction in serious injury/fatal crashes.

The proposed construction schedule for this project begins with a construction Jetting in April of 2014 with a substantial completion (all lanes open) by the end of the calendar year in 2014.

Final touch-up and corrective work will most likely be accomplished in the Spring of 2015.

The University has determined that the property has become unsuitable for current use and purpose and would be more suitable consistent with public interests for another purpose. The public interests would be better served by the disposition of the land and the use of the land for the construction of highway improvement which will serve the University, and the citizens Bowling Green, Warren County, Kentucky.

**RECOMMENDATION:**

President Gary A. Ransdell requests authorization and approval to sell a tract of land containing 36,912 sq. ft. or .85 acres at the intersection of 31W and University Blvd. to the Kentucky Transportation Cabinet for \$465,400.

**MOTION:**

**To approve and authorize the President to take all actions necessary to transfer land containing 36,912 sq. ft. or .85 acres at the intersection of U.S. 31W and University Blvd. to the Kentucky Transportation Cabinet for \$465,400.**





**AT US231X  
NTY ROUNDABOUT**

**BURGESS & NIPLE**

1/7/2013





**BURGESS & NIPLE**

FILE NAME: P:\PROJECTS\CADD\ROADWAY PLANS\RO2100RW\_STRIP.DGN

USER: othompson  
DATE PLOTTED: April 25, 2013

E-SHEET NAME:

MicroStation v8.11.7.443







**WKU**<sup>®</sup>

*Board of Regents*

**FINANCE AND BUDGET**  
**Agenda Items**

**October 25, 2013**

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

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**INTERNAL AUDIT CHARTER**

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**REQUEST:**

Approval of the Internal Audit Charter.

**FACTS:**

As set forth by the Institute for Internal Auditors Standards and Guidance:

The purpose, authority, and responsibility of the internal audit activity must be formally defined in an internal audit charter, consistent with the Definition of Internal Auditing, the Code of Ethics, and the *Standards*. The chief audit executive must periodically review the internal audit charter and present it to senior management and the board for approval.

The internal audit charter is a formal document that defines the internal audit activity's purpose, authority, and responsibility. The internal audit charter establishes the internal audit activity's position within the organization, including the nature of the chief audit executive's functional reporting relationship with the board; authorizes access to records, personnel, and physical properties relevant to the performance of engagements; and defines the scope of internal audit activities. Final approval of the internal audit charter resides with the board.

Grant Thornton LLP continues to assist Western Kentucky University with developing a mature internal audit function to include an Internal Audit Charter, annual internal audit plans and presentations of executed audits to the Finance and Budget Committee and subsequently the full Board of Regents.

The attached Internal Audit Plan is presented to the Board of Regents for its approval.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents approves the Internal Audit Charter.

**MOTION:**

**Approval of Internal Audit Charter.**

**Western Kentucky University**  
**Internal Audit Charter**  
**August 2013**

**INTRODUCTION**

Internal Auditing is an independent and objective assurance and consulting activity that is guided by a philosophy of adding value to improve the operations of the University. It assists the University in accomplishing its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of the university's governance, risk management, internal control.

**ROLE**

The internal audit activity is established by the Finance and Budget Committee. The internal audit activity's responsibilities are defined by the Finance and Budget Committee as part of their oversight role.

**OBJECTIVE**

The Internal Audit function assists University Administration in assessing risks and evaluating both the design and operating effectiveness of controls that address those risks. Internal Audit provides Administration with analyses, recommendations, counsel and information concerning the specific University activities under review. The objective is to promote effective controls and improved processes at reasonable costs.

**PROFESSIONALISM**

The internal audit activity will govern itself by adherence to The Institute of Internal Auditors' mandatory guidance including the Definition of Internal Auditing, the Code of Ethics, and the *International Standards for the Professional Practice of Internal Auditing (Standards)*. This mandatory guidance constitutes principles of the fundamental requirements for the professional practice of internal auditing and for evaluating the effectiveness of the internal audit activity's performance.

The Institute of Internal Auditors' Practice Advisories, Practice Guides, and Position Papers will also be adhered to as applicable to guide operations. In addition, the internal audit activity will adhere to University relevant policies and procedures and the internal audit activity's standard operating procedures manual.

**AUTHORITY**

The internal audit activity, with strict accountability for confidentiality and safeguarding records and information, is authorized full, free, and unrestricted access to any and all of University records, physical properties, and personnel pertinent to carrying out any engagement. All employees are requested to assist the internal audit activity in fulfilling its roles and responsibilities. The internal audit activity will also have free and unrestricted access to the Finance and Budget Committee.

**ORGANIZATION**

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.

The Finance and Budget Committee will:

- Approve the internal audit charter.
- Approve the risk based internal audit plan.
- Approve the internal audit budget and resource plan.
- Receive communications from the Chief Audit Executive on the internal audit activity's performance relative to its plan and other matters.
- Approve decisions regarding the appointment and removal of the Chief Audit Executive. Approve the remuneration of the Chief Audit Executive.



**Western Kentucky University**  
**Internal Audit Charter**  
**August 2013**

- Make appropriate inquiries of Administration and the Chief Audit Executive to determine whether there is inappropriate scope or resource limitations.
- The Chief Audit Executive will communicate and interact directly with the Finance and Budget Committee, including in executive sessions and between Committee meetings, as appropriate.

**INDEPENDENCE**

The internal audit activity will remain free from interference by any element in the university, including matters of audit selection, scope, procedures, frequency, timing, or report content to permit maintenance of a necessary independent and objective mental attitude.

Internal auditors will have no direct operational responsibility or authority over any of the activities audited. Accordingly, they will not implement internal controls, develop procedures, install systems, prepare records, or engage in any other activity that may impair internal auditor's judgment.

Internal auditors will exhibit the highest level of professional objectivity in gathering, evaluating, and communicating information about the activity or process being examined. Internal auditors will make a balanced assessment of all the relevant circumstances and not be unduly influenced by their own interests or by others in forming judgments.

The Chief Audit Executive will confirm to the Finance and Budget Committee, at least annually, the organizational independence of the internal audit activity.

**RESPONSIBILITY**

The scope of internal auditing encompasses, but is not limited to, the examination and evaluation of the adequacy and effectiveness of the university's governance, risk management, and internal controls as well as the quality of performance in carrying out assigned responsibilities to achieve the university's stated goals and objectives. This includes:

- Evaluating risk exposure relating to achievement of the university's strategic objectives.
- Evaluating the reliability and integrity of information and the means used to identify, measure, classify, and report such information.
- Evaluating the systems established to ensure compliance with those policies, plans, procedures, laws, and regulations which could have a significant impact on the university.
- Evaluating the means of safeguarding assets and, as appropriate, verifying the existence of such assets.
- Evaluating the effectiveness and efficiency with which resources are employed.
- Evaluating operations or programs to ascertain whether results are consistent with established objectives and goals and whether the operations or programs are being carried out as planned.
- Monitoring and evaluating governance processes.
- Monitoring and evaluating the effectiveness of the university's risk management processes.
- Evaluating the quality of performance of external auditors and the degree of coordination with internal audit.
- Performing consulting and advisory services related to governance, risk management and control as appropriate for the university.
- Reporting periodically on the internal audit activity's purpose, authority, responsibility, and performance relative to its plan.
- Reporting significant risk exposures and control issues, including fraud risks, governance issues, and other matters needed or requested by the Finance and Budget Committee.

**Western Kentucky University**  
**Internal Audit Charter**  
**August 2013**

- Evaluating specific operations at the request of the Finance and Budget Committee or Administration, as appropriate.

#### **INTERNAL AUDIT PLAN**

At least annually, the Chief Audit Executive will submit to the Administrative Council and the Finance and Budget Committee an internal audit plan for review and approval. The internal audit plan will consist of a work schedule as well as budget and resource requirements for the next fiscal year. The Chief Audit Executive will communicate the impact of resource limitations and significant interim changes to the Administrative Council and the Finance and Budget Committee.

The internal audit plan will be developed based on a prioritization of the audit universe using a risk-based methodology, including input of the Administrative Council and the Finance and Budget Committee. The Chief Audit Executive will review and adjust the plan, as necessary, in response to changes in the university's business, risks, operations, programs, systems, and controls. Any significant deviation from the approved internal audit plan will be communicated to the Administrative Council and the Finance and Budget Committee through periodic activity reports.

#### **REPORTING AND MONITORING**

A written report will be prepared and issued by the Chief Audit Executive or designee following the conclusion of each internal audit engagement and will be distributed as appropriate. Internal audit results will also be communicated to the Finance and Budget Committee.

The internal audit report may include Administration's response and corrective action taken or to be taken in regard to the specific findings and recommendations. Administration's response, whether included within the original audit report or provided thereafter (i.e., within thirty days) by Administration of the audited area should include a timetable for anticipated completion of action to be taken and an explanation for any corrective action that will not be implemented. The internal audit activity will be responsible for appropriate follow-up on engagement findings and recommendations. All significant findings will remain in an open issues file until cleared. The Chief Audit Executive will periodically report to the Administrative Council and the Finance and Budget Committee on the internal audit activity's purpose, authority, and responsibility, as well as performance relative to its plan. Reporting will also include significant risk exposures and control issues, including fraud risks, governance issues, and other matters needed or requested by the Administrative Council and the Finance and Budget Committee.

#### **QUALITY ASSURANCE AND IMPROVEMENT PROGRAM**

The internal audit activity will maintain a quality assurance and improvement program that covers all aspects of the internal audit activity. The program will include an evaluation of the internal audit activity's conformance with the Definition of Internal Auditing and the *Standards* and an evaluation of whether internal auditors apply the Code of Ethics. The program also assesses the efficiency and effectiveness of the internal audit activity and identifies opportunities for improvement.

The Chief Audit Executive will communicate to the Administrative Council 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.

Western Kentucky University  
Internal Audit Charter  
August 2013

**Internal Audit Activity Charter**

Approved this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
Chief Audit Executive or Designee

\_\_\_\_\_  
Senior Vice President for Finance and Administration

\_\_\_\_\_  
Chair of the Finance and Budget Committee

\_\_\_\_\_  
Chair of Board of Regents



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**FY 2014 INTERNAL AUDIT PLAN**

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**REQUEST:**

Approval of FY 2014 Internal Audit Plan.

**FACTS:**

Grant Thornton LLP has successfully completed the first year of a contract designed to improve Western Kentucky University's internal audit function. In the second year, the Administration is recommending that the University continue with a partially outsourced internal audit function. Grant Thornton would continue to do some limited audits where an independent assessment is beneficial and would oversee several routine audits to be performed by a senior staff auditor. A position description for a senior staff auditor has been prepared, and a search committee has been identified to move the hiring process along, once the annual audit plan has been approved by the Board of Regents.

The proposed FY 2014 Internal Audit Plan has been developed in consideration of WKU's audit assessment and in consultation with Administrative Council. The Plan is attached.

Audits will be reviewed by respective departments and divisions, and auditee's responses to findings will be included in the final report. Quarterly audit reports will be submitted to the Board of Regents.

**BUDGETARY IMPLICATIONS:**

The WKU budget for Internal Audit is approximately \$191,000. It is estimated that the salary and benefits for the senior staff auditor (employed for 7 months) will require \$44,000. The Grant Thornton proposal is estimated to cost \$124,000. A reserve will be maintained for emergent audit issues and ad hoc requests.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the FY 2014 Internal Audit Plan be approved.

**MOTION:**

**Approval of FY 2014 Internal Audit Plan.**

Western Kentucky University  
 Internal Audit Plan  
 July 2013 through June 2014  
 as of September 9, 2013

Process	Sub-Process	Scope of Audit/Review	Timing	Required Hours			Required Dollars	
				Internal	External	Total	Internal (A)	External (A)
Athletics	NCAA Agreed Upon Procedures	Conduct a review of Athletic Events Ticket Revenue for the 2012- November 2013 2013 athletic season for: • Football • Men's Basketball • Women's Basketball • Baseball Conduct the review in accordance with the guidance detailed by NCAA Agreed Upon Procedures (dated September 11, 2012)	November 2013	60	0	60	-	-
Finance	Financial Aid, FISAP Report	Review supporting documentation of calculation provided by Finance & Administration	December 2013	20	0	20	-	-
Athletics	Football Ticket Reconciliation	Perform an internal audit of the Athletic Department's compliance with bylaw 20.9.7.3 of the NCAA Division I Manual. Bylaw 20.9.7.3 requires all members of the Football Bowl Subdivision ("FBS") to maintain an average actual or paid attendance of at least 15,000 over the number of home games played in a given season	January 2014	60	0	60	-	-
Finance	Certification of Revenue/Expenses, Special License Plates	Review supporting documentation of calculation provided by Finance & Administration	January 2014	16	0	16	-	-
Campus Services & Facilities	ID Center	Scope TBD	January/February 2014	120	0	120	-	-
Campus Services & Facilities	WKU Store	Review purchasing, receiving, inventory and cash receipt processes and procedures	March/April 2014	160	0	160	-	-
Finance	Procurement Card Processing	Select a sample of transactions for review against policy	May 2014	80	0	80	-	-
Office of President	President's Travel and Entertainment Expenses	Review supporting documentation for the President's T&E and confirm they are in accordance with University policy	June 2014	80	0	80	-	-
Ad hoc requests	Ad hoc requests	TBD	TBD	160	0	160	-	-

Potential Grant Thornton Internal Audit Projects		July 2013	0	60	60	15,000
Finance	Procurement Card Processing	Review P-Card process for opportunities for improvement. Select a sample of transactions for review against policy	0	60	60	15,000
Office of President	President's Travel and Entertainment Expenses	Review supporting documentation for the President's T&E and confirm they are in accordance with University policy	0	24	24	5,000
Student Affairs	Campus Safety	Review of Campus Emergency Preparedness plan and benchmark against similar institutions	0	80	80	16,000
Finance	Whistle Blower Procedures	Review process for operational improvements and leading practices.	0	60	60	12,000
Research/Finance	Office of Sponsored Programs and Office of Grant/Contract Accounting	Review process for operational improvements, leading practices and compliance with policy.	0	80	80	16,000
Finance	Internal Audit Administration	Develop audit plan; supervise and direct WKU audit staff person, as needed; prepare for and attend meetings with SVP of Finance & Administration, Finance & Budget Committee, Board of Regents, and other meetings, as necessary; draft IA charter and IA job descriptions; other administrative tasks to carry out Chief Audit Executive roles and responsibilities	0	175	175	60,000

(A) GT Fees includes travel expenses (approximately 15% of fees)

479	479	124,000
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**PERSONNEL ACTIONS**

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**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 07/10/2013 – 08/27/2013. One-time compensation payments executed through the payroll system cover the period 06/01/2013 – 08/31/2013.

**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”. One-time compensation payments associated with extra duties/special assignments are included in a separate report.

A new “action definition” first appears within this report and denotes individuals receiving compensation adjustments based on pre-defined training and competencies resulting from participation in the Career Path Program established in the Department of Facilities Management. The associated code is DFMCP.

**BUDGETARY IMPLICATIONS:**

Funding is provided as indicated for each transaction.

**RECOMMENDATION:**

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

**MOTION:**

**Approve faculty and staff personnel actions.**

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source
Political Science	Daniel P. Boden	Instructor	08/15/2013		48,804.00	Initial Appointment	E&G
Mathematics	Daniel Joseph Corley	Instructor	08/23/2013		38,004.00	Initial Appointment	E&G
Physics & Astronomy	Sanju Gupta	Associate Professor	08/15/2013		75,000.00	Initial Appointment	E&G
School of Teacher Education	Susan Keesey	Assistant Professor	08/15/2013		54,000.00	Initial Appointment	E&G
Honors College	Alexander I Olson	Assistant Professor	08/15/2013		50,004.00	Initial Appointment	E&G
Diversity & Community Studies	Judy Rohrer	Assistant Professor	08/15/2013		55,008.00	Initial Appointment	E&G
School of Teacher Education	Henrietta Moore Adams	Instructor	08/01/2013	42,360.00	43,212.00	Reappointment	E&G
Modern Languages	Melba Ivelisse Amador Medina	Instructor	07/01/2013	37,752.00	38,268.00	Reappointment	E&G
Management	Raja Bhattacharya	Executive-in-Residence	07/01/2013	58,680.00	58,680.00	Reappointment	E&G
School of Teacher Education	Kristy Lyn Cartwright	Instructor	07/01/2013	38,772.00	38,772.00	Reappointment	E&G
Academic Readiness	Richard Leo Hunt	Instructor	07/01/2013	32,004.00	34,008.00	Reappointment	E&G
Geography & Geology	Crystal J. Bergman	Instructor	08/15/2013		36,960.00	Rehire	E&G
Public Health	Melanie D. Eaton	Instructor	08/15/2013		45,000.00	Rehire	E&G
Mathematics	Amanda Sue Nutt	Instructor	08/15/2013		38,004.00	Rehire	E&G
Communication Sciences & Disorders	Lauren E. Bland	Department Head	07/01/2013	64,452.00	78,780.00	Transfer	E&G
School of Professional Studies	Ronald L. Mitchell	Associate Professor	07/01/2013	73,956.00	54,660.00	Transfer	E&G
Psychology	Brandy Nicole Tierman	Research Assistant Professor	07/01/2013	48,012.00	60,000.00	Transfer	E&G
Journalism & Broadcasting	Marjorie Lynne Yambor	Assistant Professor	07/01/2013	50,268.00	52,776.00	Transfer	E&G
Psychology	Sally L. Kuhlenschmidt	Professor	07/01/2013	89,568.00	85,968.00	Salary Decrease	E&G

**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 a staff member goes from part time to full time. (This code is not used for faculty.)  
**TRANSFER** - Used when an employee moves from one position to another position as the result of a search process regardless of department and/or salary change.



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Alumni Relations	Fred Wayne Gibson	Associate Professor	8/30/2013	1,500.00	Awards	E&G
Alumni Relations	Abigail Lindsay Oesterritter	Assistant Professor	8/30/2013	1,500.00	Awards	E&G
Alumni Relations	Nancy Ayers Rice	Associate Professor	8/30/2013	1,500.00	Awards	E&G
Alumni Relations	Andrew Howard Wulff	Associate Professor	8/30/2013	1,500.00	Awards	E&G
Ky Equal Opportunity Center for Gifted Studies	Monica Galloway Burke	Assistant Professor	8/30/2013	1,000.00	Awards	E&G
Center for Gifted Studies	Kenneth Brent Askins	Professor	6/28/2013	320.00	Consulting	Grant
Center for Gifted Studies	David L. Bell	Professional-in-Residence	6/28/2013	320.00	Consulting	Grant
Center for Gifted Studies	Lauren E. Bland	Associate Professor	6/28/2013	480.00	Consulting	RD
Center for Gifted Studies	Fred Paul Carter	Instructor	7/31/2013	1,280.00	Consulting	Grant
Center for Gifted Studies	Miwon Choe	Associate Professor	6/28/2013	320.00	Consulting	Grant
Center for Gifted Studies	Jennifer Dawn Cribbs	Assistant Professor	6/28/2013	160.00	Consulting	Grant
Center for Gifted Studies	Kathy C. Croxall	Associate Professor	6/28/2013	440.00	Consulting	Grant
Center for Gifted Studies	Janice C. Davenport	Professional-In-Residence	6/28/2013	160.00	Consulting	Grant
Center for Gifted Studies	Martha M. Day	Assistant Professor	6/28/2013	160.00	Consulting	Grant
Center for Gifted Studies	Linda Heath Fitzpatrick	Instructor	6/28/2013	800.00	Consulting	Grant
Center for Gifted Studies	Linda Heath Fitzpatrick	Instructor	6/28/2013	220.00	Consulting	Grant
Center for Gifted Studies	James B. Fulkerson	Instructor	6/28/2013	2,400.00	Consulting	RD
Center for Gifted Studies	Linda F. Gardner	Assistant Professor	6/28/2013	1,200.00	Consulting	RD
Center for Gifted Studies	Pamela M. Juiles	Associate Professor	6/28/2013	320.00	Consulting	Grant
Center for Gifted Studies	Lisa D. Murley	Assistant Professor	6/28/2013	160.00	Consulting	Grant
Center for Gifted Studies	Lester L. Pesterfield	Professor	6/28/2013	160.00	Consulting	Grant
Center for Gifted Studies	Judy S. Pierce	Professor	6/28/2013	320.00	Consulting	Grant
Center for Gifted Studies	Chad A. Snyder	Associate Professor	6/28/2013	1,200.00	Consulting	RD
Center for Gifted Studies	Joseph Newton Stites	Assistant Professor	6/28/2013	320.00	Consulting	Grant
Center for Training & Development	Dana Mischelle Cosby	Executive-in-Residence	6/28/2013	300.00	Consulting	Grant
Center for Training & Development	Aaron Wilson Hughley	Professor	6/28/2013	2,250.00	Consulting	Grant
Center for Training & Development	Aaron Wilson Hughley	Professor	7/31/2013	300.00	Consulting	Grant
Child Care	Carl L. Myers	Associate Professor	6/28/2013	421.65	Consulting	RD
Child Care	Carl L. Myers	Associate Professor	6/28/2013	796.45	Consulting	RD
Child Care	Carl L. Myers	Associate Professor	8/30/2013	1,601.80	Consulting	RD
Dean College of Education	Kandy C. Smith	Instructor	8/30/2013	1,000.00	Consulting	Grant
Dean Ogden College	H. Randall Capps	Scholar in Residence	6/28/2013	5,000.00	Consulting	E&G
Allied Health	Karen C. Sansom	Associate Prof/Prog Dir	7/31/2013	2,000.00	Overload	E&G
Engineering	Henry Joel Lenoir	Professor	7/31/2013	6,750.00	Overload	E&G
Engineering	Shane M. Palmquist	Associate Professor	7/31/2013	2,250.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	6/28/2013	1,473.68	Overload	E&G
School of Teacher Education	Janet Lynne Tassel	Assistant Professor	6/28/2013	750.00	Overload	E&G
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	6/28/2013	3,320.00	Supplemental Pay	FDN
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	7/31/2013	1,480.00	Supplemental Pay	FDN
21st Century Media - POD	Ronald R. DeMarse	Associate Professor	8/30/2013	2,500.00	Supplemental Pay	FDN
21st Century Media - POD	Phebe Pam Johnson	Professor	6/28/2013	10,400.00	Supplemental Pay	FDN
21st Century Media - POD	Phebe Pam Johnson	Professor	8/30/2013	6,500.00	Supplemental Pay	FDN
21st Century Media - POD	Kerry Northrup	Professional-in-Residence	7/31/2013	5,000.00	Supplemental Pay	E&G
21st Century Media - POD	Jo-Anne Mary Ryan	Associate Professor	6/28/2013	4,000.00	Supplemental Pay	E&G
21st Century Media - POD	Richard Taylor	Assistant Professor	8/30/2013	1,000.00	Supplemental Pay	E&G

Faculty One Time Payments  
For the Period June 1, 2013 through August 31, 2013

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
21st Century Media - POD	Stephen White	Professor	7/31/2013	4,000.00	Supplemental Pay	E&G
AA - Improve Teacher Preparation IV	Steven Richard Winger	Professor	6/28/2013	7,459.20	Supplemental Pay	E&G
AA - Improve Teacher Preparation IV	Steven Richard Winger	Professor	7/31/2013	7,459.20	Supplemental Pay	E&G
AA - Improve Teacher Preparation IV	Steven Richard Winger	Professor	8/30/2013	414.40	Supplemental Pay	E&G
Arch & Manufacturing Prof Services	Neal Edward Downing	Associate Professor	7/31/2013	1,500.00	Supplemental Pay	RD
Arch & Manufacturing Prof Services	Neal Edward Downing	Associate Professor	8/30/2013	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Randall Edward Deere	Professor	6/28/2013	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Randall Edward Deere	Professor	7/31/2013	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Randall Edward Deere	Professor	8/30/2013	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	6/28/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	7/31/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	8/30/2013	1,000.00	Supplemental Pay	RD
Award - Physics & Astronomy	William T. Hey	Professor	8/30/2013	500.00	Supplemental Pay	RD
Center for Gifted Studies	Richard F. Gelderman	Professor	7/31/2013	3,700.00	Supplemental Pay	E&G
Center for Gifted Studies	Walter B. Kessler	Department Head	7/31/2013	1,000.00	Supplemental Pay	RD
Center for Gifted Studies	Nielsen Pereira	Assistant Professor	7/31/2013	3,000.00	Supplemental Pay	FDN
Center for Gifted Studies	Catherine G. Poteet	Professional-In-Residence	7/31/2013	3,000.00	Supplemental Pay	FDN
Center for Training & Development	Cecilia Michelle Watkins	Associate Professor	7/31/2013	1,000.00	Supplemental Pay	Grant
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	6/28/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	7/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	8/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	6/28/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	7/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	8/30/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	6/28/2013	2,250.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	7/31/2013	2,250.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	6/28/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	7/31/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Cohort Programs	William N. Mkanta	Associate Professor	6/28/2013	3,500.00	Supplemental Pay	RD
Cohort Programs	William N. Mkanta	Associate Professor	7/31/2013	3,000.00	Supplemental Pay	RD
Cohort Programs	Jane Howard Simmons	Instructor	8/30/2013	9,000.00	Supplemental Pay	RD
Communication Sciences & Disorders	Mary Lloyd Moore	Clinical Associate Professor	7/31/2013	5,113.00	Supplemental Pay	E&G
Computer Information Systems	Sean R. Marston	Assistant Professor	6/28/2013	5,000.00	Supplemental Pay	E&G
Confucius Institute	Wei-Ping Fan	Professor	6/28/2013	3,927.00	Supplemental Pay	RD
Counseling and Student Affairs	Corrine R. Sackett	Assistant Professor	6/28/2013	4,500.00	Supplemental Pay	E&G
Dean College of Education	Melanie Waldrop Astriel	Instructor	7/31/2013	250.00	Supplemental Pay	E&G
Dean College of Education	Martha M. Day	Assistant Professor	6/28/2013	4,500.00	Supplemental Pay	Grant
Dean College of Education	Frederick G. Grieve	Professor	7/31/2013	250.00	Supplemental Pay	E&G
Dean College of Education	Diane Marie Lickenbrock	Assistant Professor	7/31/2013	250.00	Supplemental Pay	E&G
Dean College of Education	Kelly L. Madole	Professor	7/31/2013	250.00	Supplemental Pay	E&G
Dean College of Education	Hideko Norman	Instructor	7/31/2013	250.00	Supplemental Pay	E&G
Dean College of Education	Melissa Irene Rudloff	Professional-in-residence	6/28/2013	4,500.00	Supplemental Pay	Grant
Dean College of Education	Amber Nicole Schroeder	Assistant Professor	7/31/2013	250.00	Supplemental Pay	E&G
Dean College of Education	Matthew Clinton Shake	Assistant Professor	7/31/2013	250.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean College of Education	Roxanne Myers Spencer	Associate Professor	7/31/2013	250.00	Supplemental Pay	E&G
Dean Ogden College	Farhad Ashrafzadeh	Assistant Professor	6/28/2013	12,499.50	Supplemental Pay	E&G
Dean Ogden College	Matthew A. Dettman	Professor	6/28/2013	7,480.00	Supplemental Pay	E&G
Dean Ogden College	Matthew A. Dettman	Professor	7/31/2013	2,493.33	Supplemental Pay	E&G
Dean Ogden College	Lester L. Pesterfield	Professor	7/31/2013	8,498.67	Supplemental Pay	E&G
DELO - MBA	Cecile Wilson Garmon	Professor	6/28/2013	4,000.00	Supplemental Pay	RD
DELO - MBA	Michael Shane Spiller	Associate Professor	6/28/2013	8,000.00	Supplemental Pay	RD
Department of Marketing & Sales	Lukas Forbes	Associate Professor	8/30/2013	5,000.00	Supplemental Pay	FDN
Department of Marketing & Sales	Gregory T McAmis	Assistant Professor	6/28/2013	5,000.00	Supplemental Pay	E&G
Department of Marketing & Sales	Patricia R. Todd	Assistant Professor	6/28/2013	5,000.00	Supplemental Pay	E&G
Dept. of Kinesiology, Recr. & Sport	James D. Smith	Associate Professor	6/28/2013	5,000.00	Supplemental Pay	E&G
Director of Athletics	Jeffrey R. Bright	Associate Professor	7/31/2013	2,000.00	Supplemental Pay	E&G
Distance Learning	Cathy H. Abeil	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Aaron J. Celestian	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Ronald R. DeMarse	Associate Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Holli R. Drummond	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Chandrakanth Emami	Assistant Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Joseph William Evans	Assistant Professor	6/28/2013	750.00	Supplemental Pay	RD
Distance Learning	Mary Jane Gardner	Executive-in-Residence	8/30/2013	3,500.00	Supplemental Pay	RD
Distance Learning	Said Ghezal	Instructor	8/30/2013	3,500.00	Supplemental Pay	RD
Distance Learning	Fred Wayne Gibson	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Linda Brown Gonzales	Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Mary Kimberly Green	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	William T. Hey	Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Janice Ray Hunt-Shepherd	Associate Professor	6/28/2013	1,250.00	Supplemental Pay	RD
Distance Learning	Ahmed M. Khalafallah	Assistant Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Stephen Andrew King	Assistant Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Amy C. Krull	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Bruce Arthur Larson	Department Head	8/30/2013	2,000.00	Supplemental Pay	RD
Distance Learning	Philip W. Lienesch	Associate Professor	8/30/2013	2,500.00	Supplemental Pay	RD
Distance Learning	Craig A. Martin	Associate Professor	8/30/2013	3,500.00	Supplemental Pay	RD
Distance Learning	Jessica Marie McClanahan	Instructor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Zubair M. Mohamed	Chair	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Lora Willis Moore	Associate Professor	8/30/2013	1,000.00	Supplemental Pay	RD
Distance Learning	Ronald D. Ramsing	Associate Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Jeffrey Samuels	Associate Professor	6/28/2013	750.00	Supplemental Pay	RD
Distance Learning	Julia Frances Shadoan	Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Nilesh Chandra Sharma	Instructor	8/30/2013	250.00	Supplemental Pay	RD
Distance Learning	James D. Smith	Assistant Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Brian Kent Strow	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Brian Sullivan	Associate Professor	8/30/2013	750.00	Supplemental Pay	RD
Distance Learning	Janet Lynne Tassel	Assistant Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Samanta B. Thapa	Professor	8/30/2013	2,750.00	Supplemental Pay	RD
Distance Learning	Patricia R. Todd	Associate Professor	8/30/2013	5,500.00	Supplemental Pay	RD
Dual Credit	Larry Clay Byrd	Professor	7/31/2013	4,500.00	Supplemental Pay	RD



Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dual Credit	Robert L. Dietle	Department Head	7/31/2013	500.00	Supplemental Pay	RD
Dual Credit	Bruce Arthur Larson	Department Head	7/31/2013	500.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	6/28/2013	2,500.00	Supplemental Pay	RD
Dual Credit	Laura Green McGee	Department Head	7/31/2013	1,500.00	Supplemental Pay	RD
Dual Credit	Jean E. Nehm	Associate Professor	7/31/2013	2,000.00	Supplemental Pay	RD
Dual Credit	Virginia Anne Pfohl	Instructor	6/28/2013	3,500.00	Supplemental Pay	RD
Dual Credit	Laura Eileen Rogers	Instructor	7/31/2013	2,500.00	Supplemental Pay	RD
Economics	David Michael Beckworth	Assistant Professor	6/28/2013	5,000.00	Supplemental Pay	E&G
Economics	Brian Kent Strow	Associate Professor	6/28/2013	2,400.00	Supplemental Pay	E&G
Economics	David Michael Zimmer	Associate Professor	6/28/2013	5,000.00	Supplemental Pay	E&G
Ed Leadership Doctoral Program	Richard Leo Hunt	Instructor	8/30/2013	1,364.00	Supplemental Pay	E&G
Engineering	Mark Edward Cambron	Associate Professor	8/30/2013	9,062.89	Supplemental Pay	FDN
Engineering Mfg. Commerce Ctr	Stacy Wilson	Professor	7/31/2013	5,136.70	Supplemental Pay	E&G
Engineering Mfg. Commerce Ctr	Stacy Wilson	Professor	8/30/2013	5,414.70	Supplemental Pay	E&G
Engineering Services	Christopher Edward Byrne	Professor	7/31/2013	4,843.24	Supplemental Pay	RD
Engineering Services	Douglas L. Harper	Professor	7/31/2013	1,937.66	Supplemental Pay	RD
English	Terence Cecil Elliott	Instructor	6/28/2013	500.00	Supplemental Pay	Grant
English	William David LeNoir	Professor	6/28/2013	1,500.00	Supplemental Pay	Grant
English	William David LeNoir	Professor	6/28/2013	1,000.00	Supplemental Pay	Grant
English	Peggy D. Otto	Assistant Professor	6/28/2013	1,335.00	Supplemental Pay	Grant
F&A - Incentive - Research	Vijay Golla	Associate Professor	6/28/2013	3,567.30	Supplemental Pay	E&G
F&A - Incentive - Research	Ritchie Don Taylor	Associate Professor	6/28/2013	3,721.30	Supplemental Pay	E&G
F&A - Ogden College	Cangliang Shen	Assistant Professor	7/31/2013	13,112.00	Supplemental Pay	E&G
F&A - Physics & Astronomy Incentive	Richard F. Gelderman	Professor	7/31/2013	2,258.00	Supplemental Pay	E&G
Faculty Ctr for Excell Teaching	Sally L. Kuhlenschmidt	Professor	7/31/2013	4,500.00	Supplemental Pay	E&G
Farm	Cris E. Scudder	Instructor	7/31/2013	11,146.66	Supplemental Pay	E&G
Florist Shop	Roger L. Dennis	Instructor	7/31/2013	4,812.00	Supplemental Pay	RD
Florist Shop	Roger L. Dennis	Instructor	6/28/2013	4,812.00	Supplemental Pay	RD
Health Services	Maria Eve Main	Associate Professor	7/31/2013	105.00	Supplemental Pay	RD
Health Services	Kimberly Ann Phillips	Instructor	6/28/2013	580.00	Supplemental Pay	RD
High School Media Institute	Jeanie L. Adams-Smith	Associate Professor	7/31/2013	1,000.00	Supplemental Pay	RD
High School Media Institute	James Harris Kenney	Professor	7/31/2013	1,000.00	Supplemental Pay	RD
High School Media Institute	Travis Alan Newton	Visiting Assistant Professor	6/28/2013	1,000.00	Supplemental Pay	RD
High School Media Institute	Stephen White	Professor	6/28/2013	1,000.00	Supplemental Pay	RD
KHIS	William N. Mkanta	Associate Professor	6/28/2013	150.00	Supplemental Pay	RD
KHIS	Melissa A. Stewart	Professor	6/28/2013	300.00	Supplemental Pay	RD
Management	Ismail Civelek	Assistant Professor	7/31/2013	5,000.00	Supplemental Pay	E&G
Mathematics	Martha M. Day	Assistant Professor	6/28/2013	800.00	Supplemental Pay	Grant
Mathematics	Janet Lynne Tassell	Assistant Professor	7/31/2013	800.00	Supplemental Pay	Grant
MBA	Dana Mischelle Cosby	Executive-in-Residence	7/31/2013	1,200.00	Supplemental Pay	E&G
MBA	Zubair M. Mohamed	Chair	6/28/2013	900.00	Supplemental Pay	E&G
MSW Cohorts	James D. May	Department Head	6/28/2013	500.00	Supplemental Pay	RD
Office of Internationalization	Cecile Wilson Garmon	Professor	6/28/2013	500.00	Supplemental Pay	E&G
Office of Internationalization	Roger W. Murphy	Associate Professor	6/28/2013	500.00	Supplemental Pay	E&G
Office of Internationalization	Daniel A. Myers	Associate Professor	6/28/2013	1,000.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Office of Internationalization	Ronald D. Ramsing	Associate Professor	6/28/2013	500.00	Supplemental Pay	E&G
Office of Internationalization	Michael Kent Stokes	Professor	6/28/2013	500.00	Supplemental Pay	E&G
Physics & Astronomy	Steven John Gibson	Assistant Professor	6/28/2013	3,000.00	Supplemental Pay	E&G
Physics & Astronomy	Ivan Sergeevich Novikov	Associate Professor	7/31/2013	1,000.00	Supplemental Pay	E&G
Professional Studies	Julia Frances Shadoan	Professor	6/28/2013	955.00	Supplemental Pay	Grant
Provost Emeritus	Barbara G. Burch	Provost Emeritus	6/28/2013	3,000.00	Supplemental Pay	E&G
Provost Emeritus	Barbara G. Burch	Provost Emeritus	8/30/2013	3,000.00	Supplemental Pay	E&G
School of Nursing	Donna Schupp Blackburn	Professor	6/28/2013	2,000.00	Supplemental Pay	E&G
School of Teacher Education	Kristy Lyn Cartwright	Instructor	6/28/2013	2,327.00	Supplemental Pay	Grant
School of Teacher Education	Andrew S. Mienaltowski	Assistant Professor	6/28/2013	2,030.00	Supplemental Pay	Grant
School of Teacher Education	Rebecca R. Stobaugh	Assistant Professor	6/28/2013	2,000.00	Supplemental Pay	Grant
School of Teacher Education	Daniel J. Super	Instructor	6/28/2013	1,034.70	Supplemental Pay	Grant
School of Teacher Education	Cassie Farmer Zippay	Assistant Professor	6/28/2013	4,500.00	Supplemental Pay	Grant
Social Work	Gayle Marcus Malling	Assistant Professor	6/28/2013	500.00	Supplemental Pay	E&G
Social Work	Gayle Marcus Malling	Assistant Professor	7/31/2013	500.00	Supplemental Pay	E&G
Software Solutions	Qi Li	Associate Professor	7/31/2013	9,162.67	Supplemental Pay	RD
Software Solutions	Guangming Xing	Associate Professor	7/31/2013	23,168.28	Supplemental Pay	RD
Software Solutions	Uta Ziegler	Professor	7/31/2013	1,000.00	Supplemental Pay	RD
Student Radio	Marjorie Lynne Yambor	Assistant Professor	7/31/2013	3,750.00	Supplemental Pay	E&G
Student Radio	Marjorie Lynne Yambor	Assistant Professor	8/30/2013	1,250.00	Supplemental Pay	E&G
Study Away Program	Patricia E. Bertke	Instructor	8/30/2013	450.00	Supplemental Pay	RD
Study Away Program	Jill B. Cabrera	Associate Professor	7/31/2013	1,500.00	Supplemental Pay	RD
Study Away Program	Ingrid Adriana Cartwright	Assistant Professor	6/28/2013	2,025.00	Supplemental Pay	RD
Study Away Program	Gerhard K. Daday	Associate Professor	6/28/2013	1,440.00	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Instructor	6/28/2013	4,500.00	Supplemental Pay	RD
Study Away Program	Guy D. Jordan	Associate Professor	6/28/2013	2,025.00	Supplemental Pay	RD
Study Away Program	Richard David Keaster	Professor	7/31/2013	4,500.00	Supplemental Pay	RD
Study Away Program	Molly Beth Kerby	Assistant Professor	6/28/2013	1,500.00	Supplemental Pay	RD
Study Away Program	Soleiman Kiasatpour	Associate Professor	6/28/2013	2,160.00	Supplemental Pay	RD
Study Away Program	Roger W. Murphy	Associate Professor	6/28/2013	1,350.00	Supplemental Pay	RD
Study Away Program	Jane Olmsted	Department Head	6/28/2013	1,500.00	Supplemental Pay	RD
Study Away Program	Ronald D. Ramsing	Associate Professor	6/28/2013	2,025.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	8/30/2013	4,500.00	Supplemental Pay	RD
Study Away Program	Bill Russell Scott	Professor	6/28/2013	4,500.00	Supplemental Pay	RD
Study Away Program	Jo L. Shackelford	Assistant Professor	6/28/2013	1,350.00	Supplemental Pay	RD
Study Away Program	William M. Simpson	Associate Professor	7/31/2013	1,350.00	Supplemental Pay	RD
Study Away Program	Rebecca R. Stobaugh	Assistant Professor	8/30/2013	1,350.00	Supplemental Pay	RD
Victorian Newsletter	Deborah A. Logan	Professor	6/28/2013	4,000.00	Supplemental Pay	RD
Water Resource Center - POD	Elizabeth Lynn Shoemfelt	Professor	6/28/2013	7,150.00	Supplemental Pay	E&G
WKU - E-town/Radcliff/Fort Knox	Reagan Dwayne Brown	Associate Professor	6/28/2013	250.00	Supplemental Pay	Grant
WKU Research Foundation	Patricia L. Destroiers	Assistant Professor	8/30/2013	1,051.00	Supplemental Pay	E&G
WKU Research Foundation	Lance William Hahn	Associate Professor	6/28/2013	1,539.60	Supplemental Pay	E&G
WKU Research Foundation	Edward Kintzel	Assistant Professor	6/28/2013	438.00	Supplemental Pay	E&G
WKU Research Foundation	Sandra H. Starks	Associate Professor	6/28/2013	2,587.00	Supplemental Pay	E&G
Youth Programs	Sarah Grace Berry	Professional-In-Residence	8/30/2013	375.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
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\* Funding Source Codes:  
E&G - Education and General  
Grant - Grant Funded  
Aux - Auxiliary  
RD - Revenue Dependent  
Split - Funding is split between sources  
FDN - Foundation



Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Sociology	Kayla Jean Costello	08/26/2013	12/31/2013	3,680.00	Reappointment	E&G
Sociology	Ronald L. Hopper	08/26/2013	12/31/2013	5,520.00	Reappointment	RD
Sociology	Christa Jane Moore	08/26/2013	12/31/2013	4,338.00	Reappointment	E&G
Sociology	Paula D. Newby	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Sociology	Tambra Dawn Steelman	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Sociology	Tambra Dawn Steelman	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Theatre & Dance	Craig H. Taylor	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
Theatre & Dance	Wesley Alan Bartlett	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Theatre & Dance	Angelica Burgos	08/26/2013	12/31/2013	3,040.00	Reappointment	E&G
Theatre & Dance	Shauna L. Dever	08/26/2013	12/31/2013	3,560.00	Reappointment	E&G
Theatre & Dance	Justin D. Dobring	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
University College	Rebekah Jane Phillips	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	William L. Becker	08/26/2013	12/31/2013	2,492.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	William L. Becker	11/01/2013	12/31/2013	2,492.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Melissa Nicole Curtsinger	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Deborah Ann Edds	10/17/2013	12/31/2013	5,124.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Karl William Olive	08/26/2013	12/31/2013	2,436.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Wanda Diane Owsley	08/26/2013	10/31/2013	2,280.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Mary Dale Rogers	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Angela J. Steele	08/26/2013	10/31/2013	2,280.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Richard Dale Williams	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Glasgow	Johnny Derk Belcher	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Glasgow	Mark Vaughn Biggers	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
WKU - Glasgow	Georgena Ann Brackett	08/26/2013	12/31/2013	2,633.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brook	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brook	08/26/2013	12/31/2013	2,280.00	Reappointment	RD
WKU - Glasgow	Sharon Ann Eagles	08/26/2013	12/31/2013	5,054.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Eagles	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	James C. Hamilton	08/26/2013	12/31/2013	5,682.00	Reappointment	E&G
WKU - Glasgow	Tina Belle Hoover	08/26/2013	12/31/2013	4,275.00	Reappointment	E&G
WKU - Glasgow	Laura Beth Houchens	08/26/2013	12/31/2013	5,689.00	Reappointment	E&G
WKU - Glasgow	Laura Beth Houchens	08/26/2013	12/31/2013	3,553.00	Reappointment	E&G
WKU - Glasgow	Douglas Cleveland Jenkins	08/26/2013	12/31/2013	5,024.00	Reappointment	E&G
WKU - Glasgow	James Malcolm Lowe	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Glasgow	David Herbert Pelham	08/26/2013	12/31/2013	2,665.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	08/26/2013	12/31/2013	3,946.00	Reappointment	E&G
WKU - Glasgow	Van E. Roberts	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/26/2013	12/31/2013	2,436.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Glasgow	Jennifer Bruton Sims	08/26/2013	12/31/2013	2,489.00	Reappointment	E&G
WKU - Glasgow	William Charles Slater	08/26/2013	12/31/2013	4,219.00	Reappointment	E&G
WKU - Glasgow	Clay M. Smith	08/26/2013	12/31/2013	2,140.00	Reappointment	E&G
WKU - Glasgow	Clay M. Smith	08/26/2013	12/31/2013	4,338.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/26/2013	12/31/2013	2,809.00	Reappointment	E&G
WKU - Glasgow	Kristy Denise Vick-Stratton	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Sherryl Garling Wesley	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Glasgow	Markeeta Vincent Wood	08/26/2013	12/31/2013	5,260.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Amanda Sue Blohm-Thompson	08/26/2013	12/31/2013	4,812.00	Reappointment	E&G
WKU - Owensboro	Michael S. Boyd	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/26/2013	12/31/2013	2,820.00	Reappointment	E&G
WKU - Owensboro	Lindy Deusner	08/26/2013	12/31/2013	3,360.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	08/26/2013	12/31/2013	3,540.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	08/26/2013	12/31/2013	5,820.00	Reappointment	E&G
WKU - Owensboro	Rebecca Rae Eggers	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Robert James Glenn	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Paul Martin Kirtley	08/26/2013	12/31/2013	2,136.00	Initial Appointment	E&G
WKU - Owensboro	Harry R. Lewis	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Leesa K. Moman	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/26/2013	12/31/2013	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Allen Monroe Toy	08/26/2013	12/31/2013	2,676.00	Reappointment	E&G
WKU - Owensboro	Donald Eugene Waltermire	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G

**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 a staff member goes from part time to full time. (This code is not used for faculty.)
- TRANSFER** - Used when an employee moves from one position to another position as the result of a search process regardless of department and/or salary change.



Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
21st Century Media - POD	Brian David Elliott	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
21st Century Media - POD	Christopher A. Houchens	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Academic Readiness	Jacob L. Adams	08/26/2013	12/31/2013	1,692.00	Initial Appointment	E&G
Academic Readiness	Janet Karen Alford	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Academic Readiness	Vivian Pearl Baker	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Academic Readiness	Lisa M. Carnes	09/03/2013	12/31/2013	5,520.00	Initial Appointment	E&G
Academic Readiness	Jonathan W. Decker	08/26/2013	12/31/2013	2,454.00	Reappointment	E&G
Academic Readiness	Brian C. Griffing	08/26/2013	12/31/2013	4,294.00	Reappointment	E&G
Academic Readiness	Lauren R. Martinez	08/26/2013	12/31/2013	3,384.00	Reappointment	E&G
Academic Readiness	Tracy Leeann Reels	09/03/2013	12/31/2013	3,384.00	Initial Appointment	E&G
Academic Readiness	Janis Ann Watt	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Academic Support	Jean Carol Bobbett	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Academic Support	Melissa L. Joiner	08/26/2013	12/31/2013	2,136.00	Initial Appointment	E&G
Academic Support	Melissa L. Joiner	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Academic Support	Erica Gail Marsh	08/26/2013	12/31/2013	3,680.00	Reappointment	E&G
Academic Support	Rebecca M. Painter	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Academic Support	Bruce Dwayne Poteet	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Academic Support	Ruth M. Stewart	08/26/2013	12/31/2013	5,696.00	Reappointment	E&G
Agriculture	Elmer Gray	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
Agriculture	Russell Owen McKeith	09/03/2013	12/31/2013	3,560.00	Reappointment	E&G
Art	Samuel Clay Hunt	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
Art	Jacqueline Anne Lubbers	08/26/2013	12/31/2013	7,140.00	Reappointment	E&G
Art	David Edwin Meyers	08/26/2013	12/31/2013	2,436.00	Reappointment	E&G
Art	Neli Ilieva Ouzounova	08/26/2013	12/31/2013	7,440.00	Reappointment	E&G
Art	Leslyn Fae Rushing	08/26/2013	12/31/2013	2,140.00	Reappointment	E&G
Athletics	John Curry Jackson	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Biology	William Leo Lynch	08/26/2013	12/31/2013	3,204.00	Reappointment	E&G
Center for Gerontology	Kara B. Dassel	11/01/2013	12/31/2013	2,280.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Center for Gerontology	Louise Marie Murray	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Commonwealth School	Tina Louise Barnit	08/26/2013	12/31/2013	5,076.00	Reappointment	E&G
Commonwealth School	William Thomas Carroll	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Commonwealth School	Kimberly Loulane Dethridge	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Commonwealth School	Andrew R. Hensley	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Commonwealth School	Andrew R. Hensley	11/01/2013	12/31/2013	2,280.00	Reappointment	E&G
Commonwealth School	Marshall Hadden Kemp	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Commonwealth School	James Jeremy Miller	08/26/2013	12/31/2013	5,076.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	09/01/2013	12/31/2013	2,136.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	11/01/2013	12/31/2013	2,136.00	Reappointment	E&G
Commonwealth School	Maria Stewart	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Communication	Sabine Chai	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Communication	Cayla Shae Duncan	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Communication	Heather C. Lashley	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Communication	Doris J. Moody	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Communication	Paula Steen Noffsinger	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Communication	Paula Steen Noffsinger	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Communication	Pierre Quinn	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Communication	Lauren M. Staun	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Communication	Lauren M. Staun	08/26/2013	12/31/2013	4,475.00	Reappointment	RD
Communication	James Redford Turner	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	08/26/2013	12/31/2013	5,076.00	Reappointment	E&G
Communication	Dale R. Wicklander	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
Communication	Jackie Sue Yeiser	08/26/2013	12/31/2013	1,692.00	Initial Appointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	08/26/2013	12/31/2013	1,692.00	Initial Appointment	E&G
Communication Sciences & Disorders	Sylvia Rae Boyd	08/26/2013	12/31/2013	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Jan M. Chappel	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/26/2013	12/31/2013	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Laura L. Herman	08/26/2013	12/31/2013	6,408.00	Initial Appointment	E&G
Communication Sciences & Disorders	Sherry Adcock West	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Computer Information Systems	Shawn Micheal Brown	08/26/2013	12/31/2013	2,600.00	Reappointment	E&G
Computer Information Systems	Steven P. Luse	08/26/2013	12/31/2013	2,600.00	Reappointment	E&G
Computer Information Systems	Steven B. Parris	08/26/2013	12/31/2013	5,200.00	Reappointment	E&G
Computer Information Systems	Terry Lynn Pasley	11/01/2013	12/31/2013	2,600.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Computer Information Systems	Eugenios Andreas Patsalides	08/26/2013	12/31/2013	2,600.00	Reappointment	E&G
Cyber Defense Lab Professional Serv	Melinda Whitfield Thomas	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Department of Marketing & Sales	Cheryl Ann Payne	08/26/2013	12/31/2013	2,700.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Lacey Chavonne Carnon-Johnson	08/26/2013	12/31/2013	6,408.00	Initial Appointment	E&G
Dept. of Kinesiology, Recr. & Sport	Thomas W. Compton	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Thaddeus R. Crews	08/26/2013	12/31/2013	4,500.00	Reappointment	RD
Dept. of Kinesiology, Recr. & Sport	James R. Honaker	08/26/2013	10/31/2013	1,128.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Joseph Meadors	08/26/2013	12/31/2013	4,500.00	Reappointment	RD
Dept. of Kinesiology, Recr. & Sport	William Arthur Powell	08/26/2013	10/31/2013	3,000.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Keith Rigdon	08/26/2013	12/31/2013	614.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Keith Rigdon	11/01/2013	12/31/2013	614.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	James Andrew Wright	08/26/2013	12/31/2013	614.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	James Andrew Wright	11/01/2013	12/31/2013	614.00	Reappointment	E&G
Diversity & Community Studies	Michelle Lee Glorioso	09/03/2013	12/31/2013	1,692.00	Initial Appointment	E&G
Diversity & Community Studies	Leslie Erin Nichols	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Dual Credit	Melanie A. Hagan	08/26/2013	12/31/2013	3,194.00	Reappointment	E&G
Dual Credit	Marisa Suzanne Hopkins	08/26/2013	12/31/2013	2,136.00	Reappointment	RD
Dual Credit	Pam Tamme	08/26/2013	12/31/2013	1,840.00	Initial Appointment	RD
Economics	Richard P. Cantrell	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Economics	Michael Lynn Robertson	08/26/2013	12/31/2013	5,424.00	Reappointment	E&G
Economics	Rebecca Ruth Wharton	08/26/2013	12/31/2013	1,692.00	Initial Appointment	E&G
Ed Leadership Doctoral Program	Jenaya L. Perdue	08/26/2013	12/31/2013	5,076.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Stacy Rhae Edds-Ellis	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Connie L. Mayo	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
English	Elizabeth A. Ames	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
English	Joseph William Austin	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
English	Deborah Proctor Banks	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
English	Gary W. Beagle	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
English	Cassie N. Bergman	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
English	Jimmy D. Browning	08/26/2013	12/31/2013	5,076.00	Initial Appointment	E&G
English	Roy L. Burkhead	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
English	Anna May Combs	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
English	Alyssa D. Dawson	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
English	Geneva Lorena Ged	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
English	Joseph Anthony Glaser	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
English	Marie Guthrie	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
English	Rebecca Lauren Hallman	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
English	Thomas S. Johnson	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
English	Sherry Rosalie Keown	08/27/2013	12/31/2013	6,408.00	Initial Appointment	E&G
English	Jeong-Oh Kim	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
English	Tara Rachelle Koger	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
English	William Alan Madison	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
English	Justin Lee Mathews	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
English	Russell Haywood Moore	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
English	Valarie Lynn Phelps	10/17/2013	12/31/2013	2,280.00	Reappointment	E&G
English	Amy E. Pope	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
English		08/26/2013	12/31/2013	4,272.00	Reappointment	E&G



Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
English	John H. Reiss	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
English	Kimberly J. Reynolds	08/26/2013	12/31/2013	5,520.00	Reappointment	E&G
English	Velda Ruth Rogers	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
English	James D. Skaggs	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
English	Mari Beth Stanley	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
English	Vance Vogel	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
English	Sarah Wangler	08/26/2013	12/31/2013	3,680.00	Reappointment	E&G
English	Sarah Wangler	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
English	Catherine P. Ware	08/23/2013	12/31/2013	1,692.00	Initial Appointment	E&G
English	Elizabeth M. Weixel	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
English	Eva Lynn Whittle	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
English	Kayla M. Wright	08/26/2013	12/31/2013	5,076.00	Initial Appointment	E&G
English	Sherry Wilson Youngquist	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
ESLI	Terry Ryan Hall	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
ESLI	Terry Ryan Hall	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
ESLI	Terry Ryan Hall	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Dawn Marie Winters	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Family and Consumer Sciences	Lisa Marie Dix	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Diane J. Sprowl	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Nora V. Sweat	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Folk Studies & Anthropology	Joyce Bennett	08/26/2013	12/31/2013	3,384.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Folk Studies & Anthropology	Alice Anne Shaughnessy-Begay	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Geography & Geology	Melissa Anne Cary	08/26/2013	12/31/2013	3,680.00	Reappointment	E&G
Geography & Geology	Joseph L. Islas	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Gordon Ford College of Business	Tao Chen	08/26/2013	12/31/2013	2,700.00	Reappointment	E&G
History	James Thomas Baker	08/26/2013	12/31/2013	13,500.00	Reappointment	E&G
History	Charles J. Bussey	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
History	Gary L. Ferguson	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
History	Stephen M. Kershner	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
History	Stephen M. Kershner	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
History	Richard L. Troutman	10/17/2013	12/31/2013	4,500.00	Reappointment	E&G
Interdisciplinary Studies	Julie Lents-Sutton	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Interdisciplinary Studies	Martha Ann Topmiller	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Leadership Studies	Angela Williams Spiller	08/26/2013	12/31/2013	3,384.00	Initial Appointment	E&G
Leadership Studies	Michael Trivizadakis	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Leadership Studies	Michael Trivizadakis	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Liberal Arts & Science	Raymond L. Cravens	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
Liberal Arts & Science	Beverly Kay Fulkerson	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Liberal Arts & Science	Jill Darlene Harmon	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Liberal Arts & Science	Crystal Hodges Rowland	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Liberal Arts & Science	Thomas R. Wells	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Liberal Arts & Science	Jonathan David Word	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Liberal Arts & Science	Brandi Michelle Wyatt-Hughes	08/26/2013	12/31/2013	4,272.00	Reappointment	RD
Management	Edwin Buchanan	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Management	Terry Lynn Goodin	08/26/2013	12/31/2013	2,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/26/2013	12/31/2013	2,600.00	Reappointment	E&G
Management	David Thomas Sparks	08/26/2013	12/31/2013	2,600.00	Reappointment	E&G
Management	David Thomas Sparks	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Mathematics	James B. Barksdale	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Modern Languages	Khalidoun Almously	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Modern Languages	Khalidoun Almously	08/26/2013	12/31/2013	1,840.00	Reappointment	E&G
Modern Languages	Khalidoun Almously	10/17/2013	12/31/2013	5,520.00	Reappointment	E&G
Modern Languages	Timothy Andrew Dail	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Modern Languages	Gaelle Jego	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Music	Natalie Jo Adcock	08/26/2013	12/31/2013	3,386.00	Reappointment	E&G
Music	Natalie Jo Adcock	08/26/2013	12/31/2013	1,692.00	Secondary Appt.	E&G
Music	Jennifer J. Brennan-Hondorp	08/26/2013	12/31/2013	3,311.00	Reappointment	E&G
Music	Nancy Hill Cron	08/26/2013	12/31/2013	4,508.00	Reappointment	E&G
Music	Nancy Hill Cron	08/26/2013	12/31/2013	1,424.00	Reappointment	E&G
Music	Jeremy A. Kelly	08/26/2013	12/31/2013	3,084.00	Reappointment	E&G
Music	Justin David Osborne	08/26/2013	12/31/2013	5,520.00	Reappointment	E&G
Music	Beth Kenady Pope	08/26/2013	12/31/2013	1,424.00	Reappointment	E&G
Music	Beth Kenady Pope	08/26/2013	12/31/2013	4,970.00	Reappointment	E&G
Philosophy & Religion	Ryan Korstange	08/26/2013	12/31/2013	5,520.00	Reappointment	E&G
Political Science	Kevin Damien Defebbo	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Political Science	Kevin Damien Defebbo	08/26/2013	10/31/2013	1,140.00	Reappointment	E&G
Political Science	Walter Richards	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Political Science	Denise Michele Tolbert	11/01/2013	12/31/2013	846.00	Reappointment	E&G
Professional Studies	Daniel Colin Tucker Curry	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Professional Studies	Eugene K. Duncan	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
Professional Studies	Steven Alan Throneberry	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
Psychology	Anna Marie Clayton	08/26/2013	12/31/2013	5,795.00	Reappointment	RD
Psychology	Anna Marie Clayton	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Psychology	Richard L. Miller	08/26/2013	12/31/2013	8,000.00	Reappointment	E&G
Psychology	Dennis L. Painter	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Psychology	Scott B. Shadrick	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
Public Health	Rebecca Lynn Bruce	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
Public Health	Charles McClane Cann	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Public Health	Dennis R. Chaney	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
Public Health	David C. Duncan	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Public Health	James David Dunn	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Public Health	Rawnak Hafsa	08/26/2013	12/31/2013	3,384.00	Reappointment	E&G
Public Health	Rawnak Hafsa	08/26/2013	12/31/2013	1,692.00	Secondary Appt.	E&G
Public Health	Catherine Faith Morgan	08/26/2013	12/31/2013	4,272.00	Initial Appointment	E&G
Public Health	Ranjana Roka	08/26/2013	12/31/2013	1,128.00	Reappointment	E&G
Public Health	Ranjana Roka	08/26/2013	10/31/2013	1,692.00	Initial Appointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Public Health	Ranjana Roka	11/01/2013	12/31/2013	2,256.00	Reappointment	E&G
School of Nursing	Betty Jane Alexander	08/26/2013	12/31/2013	3,000.00	Initial Appointment	E&G
School of Nursing	Betty Jane Alexander	08/26/2013	12/31/2013	1,500.00	Reappointment	E&G
School of Nursing	Amy Nicole Ausbrooks	08/26/2013	12/31/2013	6,000.00	Reappointment	E&G
School of Nursing	Shelia Ann Catlett	08/26/2013	12/31/2013	4,000.00	Reappointment	E&G
School of Nursing	Linda N. Coakley	08/26/2013	12/31/2013	6,500.00	Reappointment	E&G
School of Nursing	Tracey Cox Gaslin	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
School of Nursing	Sherril Colleen Goldsmith	08/26/2013	12/31/2013	7,500.00	Reappointment	E&G
School of Nursing	Joyce Sue Dearing Keel	08/26/2013	12/31/2013	3,000.00	Reappointment	E&G
School of Nursing	Victoria Lynn Kingrey	08/26/2013	12/31/2013	7,000.00	Reappointment	E&G
School of Nursing	Claire Alice Kirby	08/26/2013	12/31/2013	4,000.00	Reappointment	E&G
School of Nursing	Leigh Keeton Lindsey	08/26/2013	12/31/2013	3,000.00	Reappointment	E&G
School of Nursing	Carolyn Florine McFarland	08/26/2013	12/31/2013	4,000.00	Reappointment	E&G
School of Nursing	Beverly Jo Mortimer	08/26/2013	12/31/2013	3,000.00	Reappointment	E&G
School of Nursing	Rhonda Joy Plumlee	08/26/2013	12/31/2013	4,000.00	Reappointment	E&G
School of Nursing	Rhonda Joy Plumlee	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
School of Nursing	Kelly Ann Polak	08/26/2013	12/31/2013	7,500.00	Reappointment	E&G
School of Nursing	Talitha Winquist Richards	08/26/2013	12/31/2013	7,500.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	08/26/2013	12/31/2013	3,000.00	Reappointment	RD
School of Nursing	Nikki C. Templeton	08/26/2013	12/31/2013	6,000.00	Initial Appointment	E&G
School of Professional Studies	Melissa Kaye Travelsted	08/26/2013	12/31/2013	6,000.00	Reappointment	E&G
School of Teacher Education	Rozalind Nicole Bell	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
School of Teacher Education	Kelly E. Copas	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Kelly E. Copas	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Kelly E. Copas	08/26/2013	12/31/2013	3,194.00	Reappointment	E&G
School of Teacher Education	Rose P. Davis	08/26/2013	12/31/2013	2,794.00	Reappointment	E&G
School of Teacher Education	Angela Dawn Gunter	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Marsha Sanders Ingram	08/26/2013	12/31/2013	4,272.00	Initial Appointment	E&G
School of Teacher Education	Tanya Marie Lancaster	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Tanya Marie Lancaster	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Jonna C. Smith	08/26/2013	12/31/2013	2,136.00	Initial Appointment	E&G
School of Teacher Education	James Anthony Timius	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Martha J. Vowels	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Wesley Amos Waadle	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
School of Teacher Education	Laura Helen Bain-Selbo	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
School of Teacher Education	Laura Helen Bain-Selbo	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Social Work	Heather Hazelwood Dausman	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Social Work	Sherry Lynn Litchfield	08/26/2013	12/31/2013	2,280.00	Reappointment	RD
Social Work	Julie Beth McCoy	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Social Work	Laura D. McMillian	08/26/2013	12/31/2013	2,280.00	Reappointment	Grant
Social Work	Merry Elizabeth Miller	08/26/2013	12/31/2013	2,280.00	Reappointment	RD
Social Work	Kelley Clay Varner	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Social Work	Kelley Clay Varner	08/26/2013	12/31/2013	2,136.00	Initial Appointment	E&G
Social Work	Jeffrey Wylie	08/26/2013	12/31/2013	2,280.00	Reappointment	RD



Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Sociology	Kayla Jean Costello	08/26/2013	12/31/2013	3,680.00	Reappointment	E&G
Sociology	Ronald L. Hopper	08/26/2013	12/31/2013	5,520.00	Reappointment	RD
Sociology	Christa Jane Moore	08/26/2013	12/31/2013	4,338.00	Reappointment	E&G
Sociology	Paula D. Newby	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
Sociology	Tambra Dawn Steelman	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Sociology	Tambra Dawn Steelman	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
Sociology	Craig H. Taylor	08/26/2013	12/31/2013	9,000.00	Reappointment	E&G
Theatre & Dance	Wesley Alan Bartlett	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Theatre & Dance	Angelica Burgos	08/26/2013	12/31/2013	3,040.00	Reappointment	E&G
Theatre & Dance	Shauna L. Dever	08/26/2013	12/31/2013	3,560.00	Reappointment	E&G
Theatre & Dance	Justin D. Dobring	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/26/2013	12/31/2013	6,840.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	08/26/2013	12/31/2013	4,500.00	Reappointment	E&G
Theatre & Dance	Rebekah Jane Phillips	08/26/2013	12/31/2013	1,692.00	Reappointment	E&G
University College	William L. Becker	08/26/2013	12/31/2013	2,492.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	William L. Becker	11/01/2013	12/31/2013	2,492.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Melissa Nicole Curtisinger	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Deborah Ann Edds	10/17/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Karl William Olive	08/26/2013	12/31/2013	5,124.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Wanda Diane Owsley	08/26/2013	10/31/2013	2,436.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Mary Dale Rogers	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Angela J. Steele	08/26/2013	10/31/2013	2,136.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Richard Dale Williams	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Johnny Derk Belcher	08/26/2013	12/31/2013	4,272.00	Reappointment	RD
WKU - Glasgow	Donna L. Bennett	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Mark Vaughn Biggers	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Glasgow	Georgena Ann Brackett	08/26/2013	12/31/2013	6,408.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	08/26/2013	12/31/2013	2,633.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Eagles	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Eagles	08/26/2013	12/31/2013	5,054.00	Reappointment	E&G
WKU - Glasgow	James C. Hamilton	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Tina Belle Hoover	08/26/2013	12/31/2013	5,682.00	Reappointment	E&G
WKU - Glasgow	Laura Beth Houchens	08/26/2013	12/31/2013	4,275.00	Reappointment	E&G
WKU - Glasgow	Laura Beth Houchens	08/26/2013	12/31/2013	5,689.00	Reappointment	E&G
WKU - Glasgow	Douglas Cleveland Jenkins	08/26/2013	12/31/2013	3,553.00	Reappointment	E&G
WKU - Glasgow	James Malcolm Lowe	08/26/2013	12/31/2013	5,024.00	Reappointment	E&G
WKU - Glasgow	James Malcolm Lowe	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Glasgow	David Herbert Pelham	08/26/2013	12/31/2013	2,665.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	08/26/2013	12/31/2013	3,946.00	Reappointment	E&G
WKU - Glasgow	Van E. Roberts	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/26/2013	12/31/2013	2,436.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Glasgow	Jennifer Bruton Sims	08/26/2013	12/31/2013	2,489.00	Reappointment	E&G
WKU - Glasgow	William Charles Slater	08/26/2013	12/31/2013	4,219.00	Reappointment	E&G
WKU - Glasgow	Clay M. Smith	08/26/2013	12/31/2013	2,140.00	Reappointment	E&G
WKU - Glasgow	Clay M. Smith	08/26/2013	12/31/2013	4,338.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/26/2013	12/31/2013	2,809.00	Reappointment	E&G
WKU - Glasgow	Kristy Denise Vick-Stratton	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Glasgow	Sherryl Garling Wesley	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Glasgow	Marketa Vincent Wood	08/26/2013	12/31/2013	5,260.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Mary Alice Yokley	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Amanda Sue Blohm-Thompson	08/26/2013	12/31/2013	4,812.00	Reappointment	E&G
WKU - Owensboro	Michael S. Boyd	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/26/2013	12/31/2013	2,820.00	Reappointment	E&G
WKU - Owensboro	Lindy Deuser	08/26/2013	12/31/2013	3,360.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	08/26/2013	12/31/2013	3,540.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	08/26/2013	12/31/2013	5,820.00	Reappointment	E&G
WKU - Owensboro	Rebecca Rae Eggers	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Robert James Glenn	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Paul Martin Kirtley	08/26/2013	12/31/2013	2,136.00	Initial Appointment	E&G
WKU - Owensboro	Harry R. Lewis	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Leesa K. Moman	08/26/2013	12/31/2013	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/26/2013	12/31/2013	4,560.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	08/26/2013	12/31/2013	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/26/2013	12/31/2013	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G
WKU - Owensboro	Allen Monroe Toy	08/26/2013	12/31/2013	2,676.00	Reappointment	E&G
WKU - Owensboro	Donald Eugene Waltermire	08/26/2013	12/31/2013	4,272.00	Reappointment	E&G

**Funding Source Codes:**

**E&G** - Education and General

**Grant** - Grant Funded

**Aux** - Auxiliary

**RD** - Revenue Dependent

**Split** - Split between sources

**FDN** - Foundation





Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
South Central AHEC	Veronica Ann Drake	AHEC Clinical Education Coordinator	07/01/2013	41,794.00	41,794.00	Reappointment	Grant	
College of Health & Human Services	Angelyn Brewer Drexler	C:PR Training Coordinator	07/01/2013	32,184.00	32,184.00	Reappointment	Grant	
South Central AHEC	Joyce Caylor Dunagan	Coordinator III	07/01/2013	43,392.00	43,392.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Eric Bernard Dupree	Management Specialist	07/01/2013	67,236.00	67,236.00	Reappointment	RD	
Office of Scholar Development	Melinda Susan Edgerton	Coordinator, Chinese Language Flagship	06/01/2013	42,840.00	42,840.00	Reappointment	Split	
Training/Technical Assistance Svcs	Gail Elleby	Management Specialist	07/01/2013	68,976.00	68,976.00	Reappointment	RD	
Upward Bound	Mary B. England	Academic Coordinator	09/01/2013	34,908.00	34,908.00	Reappointment	Grant	
Water Resource Center - POD	Jana Rose Fatic	Assc Dir/Academic Program Dir (WRM)	07/01/2013	62,544.00	62,544.00	Reappointment	Split	
Educational Opportunity Center	Kathy Delane Frain	Counselor	09/01/2013	31,212.00	31,212.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	07/01/2013	68,640.00	68,640.00	Reappointment	RD	
Educational Enhancement Programs	Shanica L. Gant	Office Associate	09/01/2013	24,000.00	24,000.00	Reappointment	Grant	
Student Support Services	Terrance Christopher George	Director, Student Support Services	07/01/2013	48,564.00	48,564.00	Reappointment	Grant	
South Central AHEC	Veronica J. Goad	Office Associate	07/01/2013	30,192.00	30,192.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Michael Brent Hartz	Staff Assistant	07/01/2013	41,184.00	41,184.00	Reappointment	RD	
Training/Technical Assistance Svcs	Krystal Marie Heinzen	Training Specialist	07/01/2013	60,600.00	60,600.00	Reappointment	RD	
Training/Technical Assistance Svcs	Luis Antonio Hernandez	Training Specialist	07/01/2013	69,960.00	69,960.00	Reappointment	RD	
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	07/01/2013	36,948.00	36,948.00	Reappointment	E&G	
Training/Technical Assistance Svcs	Amy Hood Hooten	Training Specialist	07/01/2013	66,504.00	66,504.00	Reappointment	RD	
Educational Enhancement Programs	Jenna Elizabeth Hughes	Office Associate	09/01/2013	24,996.00	24,996.00	Reappointment	Grant	
Ctr for Env. Ed. and Sustainability	Robin Booth Hume	Program Coordinator	07/01/2013	31,956.00	31,956.00	Reappointment	Split	
Veterans Upward Bound	Bertha Jean Hunter	Office Associate	10/01/2013	25,608.00	25,608.00	Reappointment	Grant	
South Central AHEC	Lucy Franklin Juett	Project Director	07/01/2013	73,668.00	73,668.00	Reappointment	Grant	
South Central AHEC	Donita J. Lashley	Health Programs Specialist	07/01/2013	41,364.00	41,364.00	Reappointment	Grant	
SKYTeach	Karen C. Long	Coordinator, SKY Teach	07/01/2013	34,380.00	34,380.00	Reappointment	E&G	
Talent Search	Cres Sena S. Manning	Academic Coordinator	09/01/2013	34,884.00	34,884.00	Reappointment	Grant	
Social Work	Kellye Marie McIntyre	Dir, Training & Development	07/01/2013	45,948.00	45,948.00	Reappointment	Grant	
Educational Opportunity Center	Rita Rose Meredith	Counselor	09/01/2013	29,988.00	29,988.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Sherri Renee Meyer	Child Care Res/Ref Coordinator	07/01/2013	44,568.00	44,568.00	Reappointment	RD	
Training/Technical Assistance Svcs	Marie Susan Morris	Staff Assistant	07/01/2013	40,908.00	40,908.00	Reappointment	RD	
Training/Technical Assistance Svcs	Paula May Mydlenski	Training Specialist	07/01/2013	66,504.00	66,504.00	Reappointment	RD	
Agriculture	Annesiy Nethisinghe	Research Scientist	06/01/2013	55,968.00	55,968.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Jill Owen Norris	Manager	07/01/2013	44,568.00	44,568.00	Reappointment	RD	
Distance Learning	Juliana Kloss Martins Ortalani	Instructional Designer	06/25/2013	45,900.00	45,900.00	Reappointment	RD	
Training/Technical Assistance Svcs	Jennifer Lynn Pecot	Training Specialist	07/01/2013	61,704.00	61,704.00	Reappointment	RD	
Kentucky Climate Center - POD	David Wayne Pedigo	Electronics/Field Technician	07/01/2013	27,564.00	27,564.00	Reappointment	E&G	
Social Work	Janie Sue Perdue	Training Coordinator	07/01/2013	30,804.00	30,804.00	Reappointment	Grant	
Student Disability Services	Karen Turner Porter	Captionist	07/01/2013	32,994.00	32,994.00	Reappointment	Grant	

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Veterans Upward Bound	Douglas T. Pruden	Adult Ed Spec, Vet Upward Bnd	10/01/2013	33,000.00	33,000.00	Reappointment	Grant	
Kentucky Climate Center - POD	Andrew D. Quilligan	Systems Administrator II	07/01/2013	44,892.00	44,892.00	Reappointment	E&G	
Kentucky Climate Center - POD	William Nicholas Rodgers	Research Associate	06/01/2013	32,640.00	32,640.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Lejane Sailors	Health Specialist	07/01/2013	66,108.00	66,108.00	Reappointment	RD	
Talent Search	Martha Jane Sales	Director	07/01/2013	72,924.00	72,924.00	Reappointment	Split	
Kentucky Climate Center - POD	Megan Marie Schargorodski	Manager, Mesonet Operations	07/01/2013	48,468.00	48,468.00	Reappointment	E&G	
Agriculture	Tinesha Mack Simmons	Research Technician	06/01/2013	36,228.00	36,228.00	Reappointment	Grant	
Ctr for Env. Ed. and Sustainability	Patricia Ann Sowell	Office Associate	07/01/2013	23,424.00	23,424.00	Reappointment	Split	
Veterans Upward Bound	Howard D. Stone	Director	10/01/2013	41,508.00	41,508.00	Reappointment	Grant	
Talent Search	Darlene Taylor	Director	09/01/2013	53,052.00	53,052.00	Reappointment	Grant	
Training/Technical Assistance Svcs	Marcia A. Verzaro-O'Brien	Director, Southern Region	07/01/2013	99,936.00	99,936.00	Reappointment	Grant	
Student Disability Services	Peggy S. Wallace	Captionist	07/01/2013	32,994.00	32,994.00	Reappointment	RD	
Training/Technical Assistance Svcs	James Christopher Watkins	Management Specialist	07/01/2013	66,876.00	66,876.00	Reappointment	Grant	
Student Support Services	Kimberly Ann Whalen	Office Coordinator	07/01/2013	30,756.00	30,756.00	Reappointment	Grant	
Social Work	Janey Cay Cline	Office Associate	07/30/2013	27,288.00	27,288.00	Rehire	E&G	
Police	Mellindy Lichelle Gregory	Records Assistant	08/01/2013	22,500.00	22,500.00	Rehire	E&G	
Men's Basketball	David Chase Richardson	Director of Operations	08/14/2013	50,004.00	50,004.00	Rehire	E&G	
WKU ALIVE Center for Community Part	Julia Margarita Rivas	Office Associate	07/08/2013	24,504.00	24,504.00	Rehire	E&G	
Athletics	Robert S. Sampson	Coordinator, Media Relations	07/12/2013	30,000.00	30,000.00	Rehire	E&G	
Bookstore	Aaron H. Shuford	Technology Support Specialist	07/29/2013	39,000.00	39,000.00	Rehire	Aux	
Athletics	Whitney L. Tarpy	Coordinator, Media Relations	07/12/2013	30,000.00	30,000.00	Rehire	E&G	
Public Radio Services	Billie J. Adkins	Development Coordinator	07/01/2013	25,092.00	25,092.00	Reclassification	E&G	
Public Radio Services	Lisa Hughes Aury	Reporter/Producer	07/01/2013	33,192.00	40,008.00	Reclassification	E&G	
Student Financial Assistance	Cathy L. Cook	Student Employment Specialist	07/01/2013	28,200.00	31,020.00	Reclassification	E&G	
Housing & Residence Life	Peggy Ann Crowe	Associate Director, Residence Life	07/01/2013	52,464.00	60,000.00	Reclassification	E&G	
Educational Television Services	Dana L. Divine	Program Operations Manager	07/01/2013	40,800.00	46,716.00	Reclassification	Aux	
Athletics	Phyllis Kay Finch	Compliance Ops Specialist	07/01/2013	35,616.00	39,120.00	Reclassification	Grant	
Athletics	Leslie D. Forsythe	Dir, Athletic Facilities & Event Mgmt	07/01/2013	42,780.00	47,280.00	Reclassification	E&G	
Facilities Management	Sara Ann Hutchison	Coordinator, Recycling & Surplus	07/01/2013	33,504.00	37,404.00	Reclassification	E&G	
Public Affairs	Thomas S. Meacham	Senior Graphic Designer	07/01/2013	65,004.00	60,000.00	Reclassification	E&G	
VP for Research	Lynn McIvor Minton	Business Outreach Consultant	07/01/2013	56,112.00	60,612.00	Reclassification	E&G	
Environment, Health & Safety	Kathy Douglas Penick	Emergency Planning Specialist	07/01/2013	33,000.00	36,000.00	Reclassification	E&G	
Planning, Design & Construction	Jed B. Peterson	Manager, Renovations	07/01/2013	41,508.00	51,504.00	Reclassification	E&G	
Welcome Center	Jennifer J. Ragan	Welcome Center Assc/Campus Operator	07/01/2013	24,672.00	29,676.00	Reclassification	E&G	
Public Radio Services	Jean Ann Secrest	Corporate Support Manager	07/01/2013	43,596.00	45,996.00	Reclassification	E&G	
International Enrollment Mgmt	Muhammad Raza N. Tiwana	Chief International Officer	07/01/2013	47,892.00	70,008.00	Reclassification	Grant	
Student Affairs & Campus Services	Bradley Allen Wheeler	Assistant Vice President	07/01/2013	73,992.00	84,000.00	Reclassification	E&G	



Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Human Resources	Kari Anne Atkins	Senior Comp & Benefits Consultant	07/01/2013	56,160.00	68,448.00	Status Change (PT to FT)	E&G	
Building Services	Eric L. Breakfield	Building Services Attendant	07/01/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Educational Television Services	Jessica Blue Gibbs	Associate Producer/Director	08/19/2013	21.15	37,800.00	Status Change (PT to FT)	Split	
Social Work	Austin Garrett Griffiths	Coordinator, Child Welfare Support	06/01/2013	6,408.00	45,996.00	Status Change (PT to FT)	Grant	
Transit Services	Cindy May Hurt	Transit Driver I	08/19/2013	10.35	23,107.50	Status Change (PT to FT)	E&G	
Building Services	Rickey W. Johnson	Building Services Attendant	08/19/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Psychology	Robin L. Lovell	Office Assistant	07/15/2013	13.26	24,000.00	Status Change (PT to FT)	E&G	
Building Services	Martha Jo Parker	Building Services Attendant	08/19/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Building Services	James Dean Parks	Building Services Attendant	07/01/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Lawrence Douglas Perkins	Building Services Attendant	08/19/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Montrell Deotis Pryor	Building Services Attendant	08/19/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Emily Ann Roberts	Building Services Attendant	07/01/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Building Services	David Alexander Sebaugh	Building Services Attendant	07/01/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Building Services	Donna Gail Shanahan	Building Services Attendant	07/01/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Library Public Services	Allison Kaye Sirey	Senior Reference/Periodicals Associate	08/15/2013	9.00	27,252.00	Status Change (PT to FT)	E&G	
Building Services	Patric W. Thompson	Building Services Attendant	07/01/2013	8.26	16,107.00	Status Change (PT to FT)	E&G	
Transit Services	Cathy Ann Vance	Transit Driver I	08/19/2013	10.35	23,107.50	Status Change (PT to FT)	E&G	
Potter College of Arts & Letters	Cierra Janet Waller	Academic Advisor	08/05/2013	10.00	30,000.00	Status Change (PT to FT)	E&G	
Combustion Lab Center Prof Services	Terrill Demont Martin	Managing Dir (CI)Ops Mgr (ICS)	08/01/2013	75,000.00	75,000.00	Title Change	RD	
Ogden College of Science & Engr	Kenneth Mark Crawford	Associate Dean	07/01/2013	62,196.00	96,024.00	Transfer	E&G	
Student Financial Assistance	Wendell Bryson Davis	Assistant Director	08/01/2013	29,868.00	48,576.00	Transfer	E&G	
Extended Learning & Outreach (DELO)	Susan Glyn Flanders Esters	Manager, Marketing	07/29/2013	37,356.00	52,944.00	Transfer	RD	
Public Affairs	Heather Lynn Garcia	Manager, Regional Campus Marketing	08/15/2013	57,204.00	58,008.00	Transfer	E&G	
Housing & Residence Life	Alicia C. Golston	Program Coordinator	07/10/2013	31,752.00	40,008.00	Transfer	Aux	
Student Support Services	Imari Rashad Hazelwood	Counselor	08/01/2013	28,848.00	30,000.00	Transfer	Grant	
Honors College	Jianjun He	Director	07/01/2013	47,004.00	71,004.00	Transfer	E&G	
Chemistry	Haley Denise Smith	Office Associate	07/15/2013	24,000.00	24,480.00	Transfer	E&G	
Social Work	Emily Ann Gouvas	Office Associate	07/01/2013	26,016.00	32,016.00	Temporary Rate Increase	E&G	
Social Work	Emily Ann Gouvas	Office Associate	07/31/2013	32,016.00	26,016.00	Temporary Rate Increase End	E&G	
University College	John Taylor Hart	Adult Learner Counselor	08/01/2013	31,260.00	35,508.00	Temporary Rate Increase	E&G	
University College	John Taylor Hart	Adult Learner Counselor	06/30/2014	35,508.00	31,260.00	Temporary Rate Increase End	E&G	
Allied Health	Melissa Beth Haselhoff	Office Assistant	07/01/2013	24,876.00	27,648.00	Temporary Rate Increase	E&G	
Allied Health	Melissa Beth Haselhoff	Office Assistant	12/31/2013	27,648.00	24,876.00	Temporary Rate Increase End	E&G	
Social Work	Marsha D. Hopper	Office Associate	07/01/2013	25,500.00	28,500.00	Temporary Rate Increase	E&G	
Social Work	Marsha D. Hopper	Office Associate	07/31/2013	28,500.00	25,500.00	Temporary Rate Increase End	Split	
Ed. Admin., Leadership & Research	Carolyn Ann Hunt	Office Associate	07/01/2013	28,368.00	31,968.00	Temporary Rate Increase	Split	
Ed. Admin., Leadership & Research	Carolyn Ann Hunt	Office Associate	06/30/2014	31,968.00	28,368.00	Temporary Rate Increase End	E&G	

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Health & Fitness Lab	Sabrina Olivia Pate	Office Associate	06/01/2013	29,712.00	32,712.00	Temporary Rate Increase	E&G	
Health & Fitness Lab	Sabrina Olivia Pate	Office Associate	06/30/2013	32,712.00	29,712.00	Temporary Rate Increase End	E&G	
Allied Health	Jo Ellen Scroggs	Office Associate	07/01/2013	26,568.00	29,340.00	Temporary Rate Increase	E&G	
Allied Health	Jo Ellen Scroggs	Office Associate	12/31/2013	29,340.00	26,568.00	Temporary Rate Increase End	E&G	
Academic Affairs & Provost's Office	Jessica M. Steenberg	Scheduling Application Coordinator	07/01/2013	36,792.00	41,592.00	Temporary Rate Increase	E&G	
Academic Affairs & Provost's Office	Jessica M. Steenberg	Scheduling Application Coordinator	06/30/2014	41,592.00	36,792.00	Temporary Rate Increase End	E&G	
Registrar's Office	Melina Katrin Wilson	Office Coordinator	07/01/2013	30,384.00	32,136.00	Temporary Rate Increase	E&G	
Registrar's Office	Melina Katrin Wilson	Office Coordinator	06/30/2014	32,136.00	30,384.00	Temporary Rate Increase End	E&G	
Intramural - Recreational Sports	Rebecca Thomas Sims	Office Coordinator	06/01/2013	34,224.00	43,224.00	Temporary Rate Increase	E&G	
Intramural - Recreational Sports	Rebecca Thomas Sims	Office Coordinator	06/30/2013	43,224.00	34,224.00	Temporary Rate Increase End	E&G	
Athletics	Allan Craig Biggs	Associate Athletics Dir/Facilities & Tickets	07/01/2013	74,640.00	88,644.00	Salary Increase	E&G	ADDED
Parking Services	Dennis L. Cain	Transportation Analyst	07/01/2013	37,536.00	39,420.00	Salary Increase	E&G	ADDED
Knically Conference Center	Stuart L. Cole	Coordinator, Conference Operations	07/01/2013	38,508.00	39,288.00	Salary Increase	RD	ADDED
Extended Learning & Outreach (DELO)	Karen Denise Dinwiddie	Program Assistant	07/01/2013	24,000.00	24,480.00	Salary Increase	RD	ADDED
Extended Learning & Outreach (DELO)	Cindy Lou Ehresman	Program Manager, Lifelong Learning	07/01/2013	48,504.00	54,504.00	Salary Increase	RD	ADDED
Distance Learning	Anne Whitney Honaker	Senior Instructional Designer	07/01/2013	52,716.00	58,716.00	Salary Increase	RD	ADDED
Dual Credit	Brittney Denise Jones	Dual Credit Program Specialist	07/01/2013	30,084.00	30,696.00	Salary Increase	RD	ADDED
Extended Learning & Outreach (DELO)	Linda D. Jones	Program/Event Management Specialist	07/01/2013	32,220.00	32,868.00	Salary Increase	RD	ADDED
Extended Learning & Outreach (DELO)	Elizabeth Poole Laves	Associate VP, Ext Learning & Outreach	07/01/2013	123,432.00	135,780.00	Salary Increase	RD	ADDED
Independent Learning	Amanda Jean McLaughney	Assistant Director	07/01/2013	45,900.00	46,824.00	Salary Increase	RD	ADDED
Distance Learning	Lauren Brittany Moseley	Instructional Support Specialist	07/01/2013	28,572.00	29,148.00	Salary Increase	RD	ADDED
Extended Learning & Outreach (DELO)	Laura Layne Rieke	Director, Academic Outreach	07/01/2013	72,828.00	76,836.00	Salary Increase	RD	ADDED
Sponsored Programs	Mary McCue Swietek	Associate Director	07/01/2013	56,568.00	61,572.00	Salary Increase	Split	ADDED
Extended Learning & Outreach (DELO)	Katie M. Williams	Office Associate	07/01/2013	24,756.00	25,260.00	Salary Increase	RD	ADDED
Public Radio Services	John W. Campbell	Manager, Radio Operations	07/01/2013	34,752.00	40,044.00	Salary Increase	RD	ADDED
School of Nursing	Mary Evelyn Clemons	Coordinator, Clinical Education	07/01/2013	33,696.00	36,696.00	Salary Increase	Grant	MKTEQ
Educational Television Services	Kathryn Berdel Grover-Jimerson	Traffic Supervisor	07/01/2013	30,072.00	34,644.00	Salary Increase	Grant	MKTEQ
Social Work	Kellye Marie McIntyre	Dir, Training & Development	07/01/2013	45,948.00	47,940.00	Salary Increase	Grant	MKTEQ
Facilities Management	Robin Lee Bradshaw	Supervisor, Building Services	07/01/2013	28,840.50	29,854.50	Salary Increase	E&G	MSGIN
Building Services	Kevin G. Gutierrez	Supervisor, Building Services	07/01/2013	28,840.50	29,854.50	Salary Increase	E&G	MSGIN
Student Financial Assistance	Janet L. Holloway	Financial Aid Counselor	07/01/2013	28,848.00	29,868.00	Salary Increase	E&G	MSGIN
Graduate School	Shanda T. Hopper	Business Manager	07/01/2013	33,696.00	34,884.00	Salary Increase	E&G	MSGIN
Student Financial Assistance	Kati Leann Jewell	Processing Specialist	07/01/2013	28,848.00	29,868.00	Salary Increase	E&G	MSGIN
Admissions Office	Alexandria L. Kerns	Admissions Counselor	07/01/2013	28,848.00	29,868.00	Salary Increase	E&G	MSGIN
Talent Search	Cres'Sena S. Manning	Academic Coordinator	07/01/2013	33,693.00	34,884.00	Salary Increase	Grant	MSGIN
Forensics - POD	Chadwick Dior Meadows	Assistant Coach, Forensics	07/01/2013	29,076.00	29,868.00	Salary Increase	E&G	MSGIN
Hoffman Institute - POD	Benjamin Verlinden Miller	Environmental Research Spec	07/01/2013	34,692.00	34,884.00	Salary Increase	Split	MSGIN

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Police	Elizabeth Rose Mills	Communications Officer	07/01/2013	22,296.00	23,088.00	Salary Increase	E&G	MSGIN
Hoffman Institute - POD	Jonathan Le Mar Oglesby	Envrnmntl Research Associate	07/01/2013	28,848.00	29,868.00	Salary Increase	Split	MSGIN
Campus and Community Events	Miles Levi Ormon	Events & Athletics Coordinator	07/01/2013	24,991.20	25,857.00	Salary Increase	E&G	MSGIN
Kentucky Climate Center - POD	James Kyle Thompson	Meteorology/Electronics Technician	07/01/2013	33,696.00	34,884.00	Salary Increase	E&G	MSGIN
Student Financial Assistance	Amanda Dawn Tinsley	Financial Aid Counselor	07/01/2013	28,848.00	29,868.00	Salary Increase	E&G	MSGIN
Hoffman Institute - POD	Shannon Renee Trimboli	Education Coordinator	07/01/2013	46,800.00	48,024.00	Salary Increase	Grant	MSGIN
Veterans Upward Bound	Rickey Melvin Wright	Coordinator, Vet Upward Bound	07/01/2013	33,696.00	34,884.00	Salary Increase	Grant	MSGIN
Athletics	Deborah F. Carroll	Business Operations Specialist	07/01/2013	38,052.00	41,556.00	Salary Increase	E&G	OTHSI
KIIS	John A. Dizgun	Assistant Director	07/01/2013	46,932.00	48,732.00	Salary Increase	RD	OTHSI
KIIS	Rebekah Joy Golla	Coordinator, Communications/Marketing	07/01/2013	38,412.00	40,020.00	Salary Increase	RD	OTHSI
Women's Volleyball	Kristina M. Griffin	Assistant Coach	07/01/2013	43,620.00	47,124.00	Salary Increase	E&G	OTHSI
KIIS	Haley Ann McTaggart	Office Associate	07/01/2013	25,164.00	25,764.00	Salary Increase	RD	OTHSI
KIIS	Qing She	Accountant	07/01/2013	44,580.00	45,252.00	Salary Increase	RD	OTHSI
Athletics	Grant L. Stepp	Coordinator, Ticket Sales	07/01/2013	26,508.00	30,012.00	Salary Increase	E&G	OTHSI
Facilities Management	David W. Blankenship	Area Technician	07/01/2013	35,139.00	36,192.00	Salary Increase	E&G	DFMCP
Facilities Management	Nathan L. Brindley	Plumber Journeyman	07/01/2013	35,139.00	36,192.00	Salary Increase	E&G	DFMCP
Facilities Management	Maurice D. Coursey	Area Technician	07/01/2013	35,139.00	36,192.00	Salary Increase	E&G	DFMCP
Facilities Management	Chad C. Hennion	Area Technician	07/01/2013	35,139.00	36,192.00	Salary Increase	E&G	DFMCP
Facilities Management	Herbert Spencer Hess	Area Supervisor	07/01/2013	49,744.50	53,215.50	Salary Increase	E&G	DFMCP
Facilities Management	Chester Bryant McNulty	Area Technician	07/01/2013	34,632.00	35,646.00	Salary Increase	E&G	DFMCP
Facilities Management	James T. Perkins	Area Technician	07/01/2013	34,339.50	35,139.00	Salary Increase	E&G	DFMCP
Facilities Management	Ben Thomas Splitter	Area Technician	07/01/2013	35,139.00	36,192.00	Salary Increase	E&G	DFMCP
Child Care	Kiran Sahi	Teacher	09/01/2013	36,192.00	23,040.00	Salary Decrease	RD	



**Funding Source Codes:**

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

**Salary Increase Codes:**

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

**Action Definitions:**

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

## Explanation for Salary Increases Greater Than \$5,000

Allan Craig Biggs	<p>Per Todd Stewart: Craig has assumed additional responsibilities in the areas of equipment, Russell Athletic, and CenterPlate as part of his oversight of Facilities and Game Operations. Funding for the adjustment will come from elimination of two positions in Athletics.</p>
Cindy Lou Ehresman	<p>Recurring funds to support this increase provided by DELO revenues. Increase due to added responsibilities for supervision of Continuing and Professional Development Staff.</p>
Anne Whitney Honaker	<p>Recurring funds to support this increase provided by DELO revenues. Increase due to added responsibilities for supervision of Distance Learning Instructional Design Team.</p>
Elizabeth Poole Laves	<p>Recurring funds to support this increase provided by DELO revenues. Increase due to added responsibilities related to Conferencing &amp; Catering, On Demand program initiatives, and incubator programs.</p>
Mary McCue Swietek	<p>Molly's performance has been both exceptional and exemplary in her role as Assistant Director in OSP. She has played a major role in driving the strategic direction of research at WKU. She has guided junior faculty and designed and implemented WKU's internal grants programs, RCAP and FUSE. Her performance had not gone unnoticed and she was recently tapped by Provost Emslie to participate in the formation of the new Center for Faculty Development. This salary increase and change in title to Associate Director for Faculty Research reflects this new role.</p>
John W. Campbell	<p>John Campbell is grant funded and the additional salary will be charged to the grant. Based on HR's recommendation this market/equity adjustment is to get John at the midpoint of his current pay grade of 107.</p>

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Ky Equal Opportunity	Jennifer I. Tougas	Director	8/30/2013	500.00	Awards	E&G
Ky Equal Opportunity	Jeffrey Alan Younglove	Dir/Campus & Community Events	8/30/2013	1,000.00	Awards	E&G
21st Century Media - POD	Charles Edward Clark	Director	6/28/2013	1,300.00	Supplemental Pay	FDN
21st Century Media - POD	Kurt Douglas Fatic	Information Tech Consultant	7/31/2013	250.00	Supplemental Pay	FDN
21st Century Media - POD	Kathy Jo Williams	Office Coordinator	8/30/2013	150.00	Supplemental Pay	E&G
Arena Management	Bryant Keen Bloodgett	Coordinator, Events	6/28/2013	150.00	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facts & Event Mgmt	6/28/2013	750.00	Supplemental Pay	RD
Athletic Facilities	Zachary K. Ryle	Coord, Tech & Communications	6/28/2013	635.00	Supplemental Pay	E&G
Athletic Facilities	Jeffrey Alan Younglove	Dir/Campus & Community Events	6/28/2013	150.00	Supplemental Pay	E&G
Campus and Community Events	Bryant Keen Bloodgett	Coordinator, Events	7/31/2013	150.00	Supplemental Pay	RD
Center for Gifted Studies	Tracy Ford Inman	Associate Director	7/31/2013	3,000.00	Supplemental Pay	RD
Center for Gifted Studies	Brimah Mamour Vonjo	Residential Counselor	8/15/2013	848.00	Supplemental Pay	RD
Chief Diversity Officer	Cynthia Faye Smith	Office Associate	6/28/2013	500.00	Supplemental Pay	E&G
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	6/28/2013	3,035.62	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	6/28/2013	2,125.12	Supplemental Pay	RD
College Heights Herald	Terrill Demont Martin	Managing Dir (CI)/Ops Mgr (ICS)	7/31/2013	15,000.00	Supplemental Pay	RD
Confucius Institute	Peggy Ann Crowe	Assoc Director, Residence Life	6/28/2013	250.00	Supplemental Pay	Grant
Continuing Education	Kacee Denise Lett	Resident Teacher	6/28/2013	1,800.00	Supplemental Pay	Grant
Dean College of Education	Tiffany N. Polite	Assistant Director	8/30/2013	2,275.00	Supplemental Pay	E&G
Enrollment Management	Sara Beth Hawke	Asst Dir, Residential Life	6/28/2013	2,000.00	Supplemental Pay	E&G
Gauffon Academy of Math and Science	Alissa Denise Arnold	Coordinator, Student Wellness	6/28/2013	119.00	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Coordinator, Student Wellness	7/31/2013	68.00	Supplemental Pay	E&G
Health & Fitness Lab	Catherine Faye Denton	Asst Residence Hall Director	6/28/2013	318.75	Supplemental Pay	Aux
Housing & Residence Life	Catherine Faye Denton	Asst Residence Hall Director	7/15/2013	847.88	Supplemental Pay	Aux
Housing & Residence Life	Catherine Faye Denton	Asst Residence Hall Director	7/31/2013	153.00	Supplemental Pay	Aux
Housing & Residence Life	Catherine Faye Denton	Asst Residence Hall Director	6/28/2013	3,271.00	Supplemental Pay	Aux
Housing & Residence Life	Tori Ann Holmes	Residence Hall Director	7/31/2013	1,090.00	Supplemental Pay	Aux
Housing & Residence Life	Tori Ann Holmes	Residence Hall Director	6/28/2013	505.05	Supplemental Pay	Aux
Housing & Residence Life	Sharnic Leeanne Washington	Residence Hall Director	7/31/2013	1,023.76	Supplemental Pay	Aux
Housing & Residence Life	Sharnic Leeanne Washington	Residence Hall Director	6/28/2013	600.00	Supplemental Pay	E&G
Housing & Residence Life	Adrienne Everts Browning	Career Counselor	6/28/2013	600.00	Supplemental Pay	E&G
Interdisciplinary Studies	Elizabeth A. Heller	Assistant Director	6/28/2013	600.00	Supplemental Pay	E&G
Interdisciplinary Studies	Lana J. Kunkel	Assistant Director	6/28/2013	600.00	Supplemental Pay	E&G
Interdisciplinary Studies	Tess Delores Dennis McKinley	Assistant Director	6/28/2013	600.00	Supplemental Pay	E&G
Intramural - Recreational Sports	Lucas O'Rourke Bartlett	Assistant Director, Programs	6/28/2013	250.00	Supplemental Pay	E&G
Intramural - Recreational Sports	Trinity J. Gonzalez	Program Coordinator	6/28/2013	324.00	Supplemental Pay	E&G
Intramural - Recreational Sports	Stephen Van Rey	Director	6/28/2013	750.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenbergen	Senior Director of Development	7/31/2013	66.00	Supplemental Pay	E&G
Office of Scholar Development	Audra Renee Jennings	Director, Scholar Development	6/28/2013	500.00	Supplemental Pay	E&G
Public Health	Whitney Brooke Bowen	Office Assistant	6/28/2013	250.00	Supplemental Pay	E&G
Public Radio Services	Lisa Hughes Aury	Reporter/Producer	6/28/2013	568.00	Supplemental Pay	E&G
Social Work	Emily Ann Gouvas	Office Associate	6/14/2013	500.00	Supplemental Pay	E&G
Social Work	Marsha D. Hopper	Office Associate	6/14/2013	500.00	Supplemental Pay	E&G
Social Work	Marsha D. Hopper	Office Associate	8/30/2013	250.00	Supplemental Pay	E&G
Student Radio	Erik Costa	TV Assistant Chief Engineer	6/28/2013	4,400.00	Supplemental Pay	E&G
Study Away Program	Lucas O'Rourke Bartlett	Assistant Director, Programs	6/28/2013	2,025.00	Supplemental Pay	RD

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Study Away Program	Heather Lynn Garcia	Director (Image West)	7/31/2013	1,350.00	Supplemental Pay	RD
Study Away Program	Paul C. Motley	Associate Director	6/28/2013	4,500.00	Supplemental Pay	RD
Study Away Program	Lawrence W. Snyder	Associate Dean	6/28/2013	1,500.00	Supplemental Pay	RD
Teacher Services	Ellen C. Gott	Certification Officer	6/28/2013	96.00	Supplemental Pay	E&G
Teacher Services	Ellen C. Gott	Certification Officer	7/31/2013	288.00	Supplemental Pay	E&G
Teacher Services	Ellen C. Gott	Certification Officer	8/30/2013	96.00	Supplemental Pay	E&G
Teacher Services	Denise Murrell Hardesty	Coord/Minority Tchrr	6/28/2013	2,200.00	Supplemental Pay	Grant
Ticket Office	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	7/31/2013	2,500.00	Supplemental Pay	E&G
University Centers	William A. Elliott	Testing Specialist	6/28/2013	60.00	Supplemental Pay	Aux

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**2013-14 FIRST QUARTER STATEMENT OF REVENUES & EXPENDITURES**

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**REQUEST:**

Accept for filing the 2013-14 First Quarter Statement of Revenues & Expenditures.

**FACTS:**

Total realized Educational and General (E&G) revenue, as a percentage of the budget, was comparable to the first quarter revenue of 2012-13. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various revenue dependent programs. The amount of revenue and the timing of receipt vary, but program administrators know they must manage expenditures so as to not exceed receipts. It is noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts, as a percentage of the budget, were comparable to first quarter revenues and expenditures of 2012-13. Revenues and expenditures for Auxiliary Enterprises are very similar to first quarter revenues and expenditures of 2012-13. At this point in the fiscal year, all revenues and expenses are at expected levels.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents accept for filing the 2013-14 First Quarter Statement of Revenues and Expenditures.

**MOTION:**

**Accept for filing the 2013-14 First Quarter Statement of Revenues and Expenditures.**

**Western Kentucky University**  
**First Quarter 2014 - Statement of Revenues and Expenditures**  
For the period from July 1, 2013 through September 30, 2013

	Revised Budget 1st Quarter	Actual 1st Quarter Year-to-date	Percent of 2013-14 Actual/Revised
<b>Revenue</b>			
<b>Educational and General</b>			
Unrestricted			
Student tuition and fees	\$ 182,080,000	\$ 86,509,220	47.5%
State appropriations	\$ 72,425,200	\$ 21,727,600	30.0%
Other	\$ 27,589,331	\$ 8,240,197	29.9%
Net assets allocation	\$ 24,429,427		
Total unrestricted	\$ 306,523,958	\$ 116,477,017	
Restricted			
Grants and Contracts	\$ 63,773,469	\$ 24,834,561	38.9%
Other	\$ 740,000		0.0%
Net assets allocation	\$ 2,452,178		
Total restricted	\$ 66,965,647	\$ 24,834,561	
<b>Auxiliary Enterprises</b>			
Revenue Sources	\$ 25,198,000	\$ 10,289,545	40.8%
Net assets allocation	\$ 50,587		
Total auxiliary enterprises	\$ 25,248,587	\$ 10,289,545	
<b>Total revenue</b>	<b>\$ 398,738,192</b>	<b>\$ 151,601,123</b>	<b>38.0%</b>
<b>Total revenue excluding net assets allocation</b>	<b>\$ 371,806,000</b>	<b>\$ 151,601,123</b>	<b>40.8%</b>
<b>Expenditures</b>			
<b>Educational and General</b>			
Unrestricted			
	\$ 306,523,958	\$ 77,453,863	25.3%
Restricted			
Grants and Contracts	\$ 63,773,469	\$ 24,834,561	38.9%
Grant Carryforward	\$ 2,452,178		
Other	\$ 740,000		0.0%
Total restricted	\$ 66,965,647	\$ 24,834,561	37.1%
<b>Auxiliary Enterprises</b>			
Auxilliary enterprises	\$ 25,248,587	\$ 4,389,797	17.4%
<b>Total expenditures</b>	<b>\$ 398,738,192</b>	<b>\$ 106,678,221</b>	<b>26.8%</b>

\* Current year expenditure sources included both revenues from current year and net asset allocation from prior year.