



*Board of Regents*

**COMMITTEE MEETINGS**

**March 28, 2014 ~ 8:30 a.m. (CDT)**

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



**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*



## Board of Regents - Committee Meetings

Friday, March 28 ~ 8:30 a.m. (CDT)  
Cornelius A. Martin Regents Room (MMTH)

### AGENDA

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#### FINANCE AND BUDGET COMMITTEE (*Mr. John W. Ridley, Chair*)

##### Action Items:

- 1.1 Acceptance of the Accountants' Report on Application of Agreed-Upon Procedures, NCAA Compliance Report for year ended June 30, 2013 [p 1 and attached report]
- 1.2 Acceptance of the separate Auditor's Report and Financial Statements WKYU-TV and WKYU-FM Radio for the year ended June 30, 2013 [p 2 and attached report]
- 1.3 Acceptance for filing the 2013-14 Second Quarter Statement of Revenues & Expenditures [p 3 and attached report]
- 1.4 Approval of Personnel Actions [p 4 and attached reports]

##### Information Items:

- Quarterly Internal Audit Report [p 5 and attachment]
  - Budget Update
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#### ACADEMIC AFFAIRS COMMITTEE (*Dr. Phillip W. Bale, Chair*)

##### Action Items:

- 1.1 Approval of an Associate of Science in Nursing Degree Type [pp 1-4]
- 1.2 Approval of Master of Science in Psychology [pp 5-10]
- 1.3 Approval of a Bachelor of Arts in Diversity & Community Studies [pp 11-18]
- 1.4 Approval of an Undergraduate Certificate in Aging Specialist [pp 19-22]
- 1.5 Approval of an Undergraduate Minor in Classical Studies [pp 23-27]
- 1.6 Approval of Reorganization of University College South Campus Academic Units [pp 28-30]
- 1.7 Approval of Emeritus Faculty Appointments [p 31]

##### Information Items:

- Enrollment Report (*Dr. Brian Meredith*)
  - Forensics Team (Intercollegiate Speech and Debate, *Dr. Jace Lux*) [p 32]
  - Army ROTC program at WKU (*LTC Scott Walker*) [p 33]
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**WKU**<sup>®</sup>

*Board of Regents*

**FINANCE AND BUDGET COMMITTEE**

**March 28, 2014**

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

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**ACCOUNTANTS' REPORT ON APPLICATION OF AGREED-UPON PROCEDURES, NCAA COMPLIANCE REPORT**

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**REQUEST:**

Acceptance of the Accountants' Report on Application of Agreed-Upon Procedures, NCAA Compliance Report for the year ended June 30, 2013.

**FACTS:**

Each year, Western Kentucky University contracts with our external auditing firm to issue a report on agreed-upon procedures to assist the University in complying with the NCAA Bylaw 6.2.3.1. The agreed-upon procedures were completed by Crowe Horwath, LLP for the fiscal year ended June 30, 2013 in accordance with attestation standards established by the American Institute of Certified Public Accountants. The statement of revenues and expenses of intercollegiate athletics operations (included in Exhibit 1 of the report) was prepared by staff in the Office of Athletics Business Affairs who are responsible for compliance with NCAA Bylaw 6.2.3.1. Crowe Horwath, LLP reviewed revenues and expenditures for the Athletics Department, reviewed the internal control structure of, and performed other accounting tests on the financial records of the area. A listing of procedures performed, along with associated findings, is included in Attachment A of the report.

Crowe Horwath, LLP's review does not constitute an audit and, therefore, does not contain an opinion on compliance with NCAA Bylaw 6.2.3.1. It provides information intended for use by the Board of Regents, management of Western Kentucky University, and any authorized representative of the National Collegiate Athletic Association solely for reporting with respect to procedures described within the report.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents accept the "Report of Independent Accountants on Applying Agreed-Upon Procedures" as required by NCAA Bylaw 6.2.3.1 for the year ended June 30, 2013.

**MOTION:**

**Accept the Report of Independent Accountants on Applying Agreed-Upon Procedures for NCAA Compliance for the year ended June 30, 2013.**

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

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**REQUEST:**

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

**FACTS:**

Total realized Educational and General (E&G) revenue, as a percentage of the budget, was comparable to the second 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 were comparable to second quarter revenues and expenditures of 2012-13. Revenues and expenditures for Auxiliary Enterprises were very similar to second quarter revenues and expenditures of 2012-13. At this point in the fiscal year, revenues and expenses are at expected levels.

**RECOMMENDATION:**

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

**MOTION:**

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

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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 11/12/2013 – 02/26/2014. Promotion and tenure recommendations are included in the faculty personnel report. One-time compensation payments executed through the payroll system cover the period 12/01/2013 – 02/28/2014.

**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.

**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	Salary Increase Reason
Journalism & Broadcasting	Jeanie L. Adams-Smith	Professor	07/01/2014	78,864.00	85,104.00	Rank Change	E&G	
Kentucky Museum	Sandra L. Staebell	Associate Professor	07/01/2014	52,404.00	57,720.00	Rank Change	E&G	
Liberal Arts & Science	Carnetta Charlotte Skipworth	Associate Professor	07/01/2014	44,412.00	49,728.00	Rank Change	E&G	
Liberal Arts & Science	Francesca D. Sunkin	Associate Professor	07/01/2014	43,752.00	49,068.00	Rank Change	E&G	
Library Special Collections	Nancy Carol Richey	Associate Professor	07/01/2014	44,700.00	50,016.00	Rank Change	E&G	
Management	Dawn Langkamp Bolton	Associate Professor	07/01/2014	92,412.00	97,728.00	Rank Change	E&G	
Mathematics	Mikhail Khenner	Associate Professor	07/01/2014	55,404.00	60,720.00	Rank Change	E&G	
Mathematics	Thanh Lan Nguyen	Professor	07/01/2014	60,840.00	67,080.00	Rank Change	E&G	
Mathematics	Richard C. Schugart	Associate Professor	07/01/2014	55,488.00	60,804.00	Rank Change	E&G	
Modern Languages	Laura Green McGee	Professor	07/01/2014	81,612.00	89,244.00	Rank Change	E&G	
Music	John Michael Cipolla	Professor	07/01/2014	63,516.00	69,756.00	Rank Change	E&G	
Music	Robert W. Pope	Professor	07/01/2014	63,972.00	70,212.00	Rank Change	E&G	
Music	Jeffrey Samuels	Professor	07/01/2014	64,332.00	70,572.00	Rank Change	E&G	
Philosophy & Religion	Steven John Gibson	Associate Professor	07/01/2014	54,876.00	60,192.00	Rank Change	E&G	
Physics & Astronomy	Edward Kintzel	Associate Professor	07/01/2014	53,556.00	58,872.00	Rank Change	E&G	
Physics & Astronomy	Scott J. Lasley	Professor	07/01/2014	59,496.00	65,736.00	Rank Change	E&G	
Political Science	Andrew S. Mienalowski	Associate Professor	07/01/2014	54,300.00	59,616.00	Rank Change	E&G	
Psychological Sciences	Qin Zhao	Associate Professor	07/01/2014	54,300.00	59,616.00	Rank Change	E&G	
Psychology	Said Ghezal	Assistant Professor	07/01/2014	46,932.00	51,204.00	Rank Change	E&G	
School of Professional Studies	Barbara Ann Flehn	Associate Professor	07/01/2014	53,420.00	59,736.00	Rank Change	E&G	
School of Teacher Education	Stephanie Kay Gandy	Professor	07/01/2014	63,108.00	69,348.00	Rank Change	E&G	
School of Teacher Education	Margaret G. Maxwell	Professor	07/01/2014	65,868.00	72,108.00	Rank Change	E&G	
School of Teacher Education	Janet Lynne Tassell	Associate Professor	07/01/2014	58,284.00	63,600.00	Rank Change	E&G	
Social Work	Sandra H. Starks	Professor	07/01/2014	64,668.00	70,908.00	Rank Change	E&G	
Sociology	Anne Bernice Onyekwulije	Professor	07/01/2014	59,400.00	65,640.00	Rank Change	E&G	



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

Yan Cao - Per Dr. Cao's contract, his nine-month base salary is \$120,000 of which only \$60,000 is budgeted, and a further \$24,000 is funded from one-time university funds. The remaining 2.7 months of effort must be funded from grants and contracts at a cost of \$36,000 per year.

Dr. Cao has a grant from KY Energy & Environmental Cabinet (Index#596679), on which \$20,010 has been budgeted as effort during the academic year. A further \$15,990 to fund effort across the academic year comes from contract work at ICSET, via index 262501. These contracts total over \$300,000, so the proportion used to fund Dr. Cao's salary is modest. This work has been done throughout this fiscal year, and thus the salary should be funded effective 7/1/13.

Faculty with Rank Changes receive the following promotion increments:

Promotion to Associate Professor – 10% of median Assistant Professor salary = \$5,316

Promotion to Professor – 10% of median Associate Professor salary = \$6,240

For those faculty with calendar year appointments, the salary increase is scaled according to Paragraph III.F.1 of Policy 1.5121

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Commonwealth School	Timothy Bowman Ritter	04/01/2014	5/31/2014	2,136.00	Reappointment	E&G
Commonwealth School	Maria Stewart	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Communication	Sabine Chai	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
Communication	Julie Anna Denton-Price	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Communication	Susan Mary Fleschner	08/26/2013	5/31/2014	2,280.00	Reappointment	E&G
Communication	Susan Mary Fleschner	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Communication	Heather C. Lashley	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Communication	Paula Steen Noffsinger	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Communication	Lauren M. Stamm	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Communication	James Redford Turner	01/27/2014	5/31/2014	6,408.00	Reappointment	E&G
Communication	Dale R. Wicklander	01/27/2014	5/31/2014	9,000.00	Reappointment	E&G
Communication Sciences & Disorders	John Phillip Boyd	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Communication Sciences & Disorders	Sylvya Rae Boyd	01/27/2014	5/31/2014	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	01/27/2014	5/31/2014	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	BLinda Kim Dance	01/27/2014	2/28/2014	3,384.00	Initial Appointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	01/27/2014	5/31/2014	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Lafin	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Communication Sciences & Disorders	Michelle Kate Verdier	01/27/2014	5/31/2014	3,000.00	Reappointment	E&G
Communication Sciences & Disorders	Sherry Adcock West	01/27/2014	5/31/2014	3,000.00	Reappointment	E&G
Communication Sciences & Disorders	Tracy Pendley Wilson	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Shawn Micheal Brown	01/27/2014	5/31/2014	2,848.00	Reappointment	E&G
Computer Information Systems	Steven P. Luse	01/27/2014	5/31/2014	2,600.00	Reappointment	E&G
Computer Information Systems	Steven B. Parris	01/27/2014	5/31/2014	2,600.00	Reappointment	E&G
Computer Information Systems	Terry Lynn Pasley	01/27/2014	5/31/2014	5,200.00	Reappointment	E&G
Computer Information Systems	Terry Lynn Pasley	04/01/2014	5/31/2014	2,600.00	Reappointment	E&G
Computer Information Systems	Eugenius Andreas Patsalides	01/27/2014	5/31/2014	7,800.00	Reappointment	E&G
Cyber Defense Lab Professional Serv	Meiinda Whitfield Thomas	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Anita Ruth Block	01/27/2014	5/31/2014	1,840.00	Reappointment	RD
Dept. of Kinesiology, Recr. & Sport	Thomas W. Compton	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Thaddeus R. Crews	01/27/2014	5/31/2014	9,000.00	Reappointment	RD
Dept. of Kinesiology, Recr. & Sport	Christopher L. Gaddis	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Trinity J. Gonzalez	04/01/2014	5/31/2014	1,840.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	James R. Honaker	08/26/2013	5/31/2014	1,128.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Jeff McGill	08/26/2013	5/31/2014	3,200.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Jeff McGill	04/01/2014	5/31/2014	3,200.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Joseph Meadors	01/27/2014	5/31/2014	4,500.00	Reappointment	RD
Dept. of Kinesiology, Recr. & Sport	Craig Alan Morehead	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	Craig Alan Morehead	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Arthur Powell	11/01/2013	5/31/2014	1,500.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Arthur Powell	01/27/2014	5/31/2014	3,000.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Arthur Powell	04/01/2014	5/31/2014	1,500.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Keith Rigdon	01/27/2014	5/31/2014	614.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	William Keith Rigdon	04/01/2014	5/31/2014	614.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	James Andrew Wright	01/27/2014	5/31/2014	614.00	Reappointment	E&G
Dept. of Kinesiology, Recr. & Sport	James Andrew Wright	04/01/2014	5/31/2014	614.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
ESLI	Dawn Marie Winters	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Extended Learning & Outreach (DELO)	SueAnn Strom	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
Family and Consumer Sciences	Glora Ann Carrico	01/27/2014	5/31/2014	2,580.00	Initial Appointment	E&G
Family and Consumer Sciences	Lisa Marie Dix	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Family and Consumer Sciences	Ann Elizabeth Embry	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Diane J. Sprowl	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Elinor B. Markle	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Christopher W. Antonsen	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Farm	Joyce Bennett	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Folk Studies & Anthropology	Alice Anne Shangnessy-Begay	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Folk Studies & Anthropology	Melissa Anne Cary	01/27/2014	5/31/2014	3,680.00	Reappointment	E&G
Folk Studies & Anthropology	Nicholas C. Crawford	01/27/2014	5/31/2014	5,500.00	Reappointment	E&G
Folk Studies & Anthropology	Joseph L. Islas	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Geography & Geology	Ruth Lancaster	08/26/2013	5/31/2014	1,840.00	Reappointment	RD
Geography & Geology	Ruth Lancaster	01/27/2014	5/31/2014	1,840.00	Reappointment	RD
Geography & Geology	Abolfazl Shafae	01/27/2014	5/31/2014	2,136.00	Reappointment	RD
Geography & Geology	Eileen F. Starr	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Geography & Geology	Tao Chen	01/27/2014	5/31/2014	2,400.00	Reappointment	E&G
Geography & Geology	Ahmad M. Hassan	11/01/2013	12/31/2013	2,280.00	Initial Appointment	RD
Gordon Ford College of Business	James Thomas Baker	01/27/2014	5/31/2014	4,500.00	Reappointment	E&G
Gordon Ford College of Business	Charles J. Bussey	01/27/2014	5/31/2014	4,500.00	Reappointment	E&G
History	Gary L. Ferguson	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
History	Samuel Earl Ford	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
History	Stephen M. Kershner	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
History	Stephen M. Kershner	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
History	Richard L. Troutman	04/01/2014	5/31/2014	4,500.00	Reappointment	E&G
History	Matthew Thomas Bogard	08/26/2013	5/31/2014	2,700.00	Reappointment	E&G
Institutional Research	Matthew Thomas Bogard	01/27/2014	5/31/2014	2,400.00	Reappointment	E&G
Institutional Research	Matthew Thomas Bogard	01/27/2014	5/31/2014	2,400.00	Reappointment	E&G
Institutional Research	Matthew Thomas Bogard	03/01/2014	5/31/2014	2,400.00	Reappointment	E&G
Institutional Research	Matthew Thomas Bogard	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Interdisciplinary Studies	Julie Lentz-Sutton	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	08/26/2013	5/31/2014	4,272.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Interdisciplinary Studies	Jacqueline C. Cavnar	01/27/2014	5/31/2014	2,280.00	Initial Appointment	E&G
Journalism & Broadcasting	Christopher Robert Terry	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Journalism & Broadcasting	Melissa Leigh Warp	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Journalism & Broadcasting	Angela Williams Spiller	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Journalism & Broadcasting	Michal Trivizadakis	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Journalism & Broadcasting	Michal Trivizadakis	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Leadership Studies	Thomas W. Weakley	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
Leadership Studies	Thomas W. Weakley	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Leadership Studies	Thomas W. Weakley	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Leadership Studies	Thomas W. Weakley	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Leadership Studies	Andrea Carol Block	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Liberal Arts & Science	Dorothy Megan Broadbent	08/26/2013	5/31/2014	1,840.00	Reappointment	E&G
Liberal Arts & Science	Dorothy Megan Broadbent	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G

Completed Part Time Faculty Personnel Actions Subject to Board Approval  
 Entered November 12, 2013 through February 26, 2014

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Political Science	Kevin Damien Defebbo	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Professional Studies	Eugene K. Duncan	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
Professional Studies	Steven Alan Throneberry	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Psychology	Anna Marie Clayton	01/27/2014	5/31/2014	2,136.00	Reappointment	RD
Psychology	Mark A. Graves	01/27/2014	5/31/2014	6,408.00	Reappointment	E&G
Psychology	Leigh Ann Mathis	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Psychology	Richard L. Miller	01/27/2014	5/31/2014	4,500.00	Reappointment	E&G
Psychology	Richard L. Miller	01/27/2014	5/31/2014	4,500.00	Reappointment	E&G
Psychology	Dennis L. Painter	01/27/2014	5/31/2014	6,408.00	Reappointment	E&G
Psychology	Bonnie Hannibal Reed	01/27/2014	5/31/2014	8,946.00	Reappointment	RD
Psychology	Scott B. Shadrick	02/05/2014	5/31/2014	4,560.00	Reappointment	E&G
Psychology	Margaret Annelle White	08/26/2013	5/31/2014	2,136.00	Reappointment	RD
Psychology	Margaret Annelle White	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
Psychology	Margaret Annelle White	10/17/2013	5/31/2014	2,136.00	Reappointment	RD
Psychology	Margaret Annelle White	01/06/2014	5/31/2014	2,136.00	Reappointment	E&G
Psychology	Margaret Annelle White	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Psychology	Margaret Annelle White	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Psychology	Margaret Annelle White	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Psychology	Charles McClane Cann	01/27/2014	5/31/2014	4,272.00	Reappointment	RD
Public Health	Dennis R. Chaney	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Public Health	Andrew Tyler Clark	04/01/2014	5/31/2014	1,692.00	Reappointment	E&G
Public Health	Emily Susan Coe	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Public Health	David C. Duncan	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Public Health	Kelsey Jo Guth	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
Public Health	Rawnak Hafsa	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Public Health	Rawnak Hafsa	01/27/2014	5/31/2014	3,384.00	Reappointment	E&G
Public Health	Craig Douglas Heckman	01/28/2014	5/31/2014	2,280.00	Reappointment	E&G
Public Health	Catherine Faith Morgan	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Public Health	Heather Lymna O'Banion	01/27/2014	5/31/2014	1,692.00	Initial Appointment	E&G
Public Health	Ranjana Roka	01/27/2014	5/31/2014	564.00	Reappointment	E&G
Public Health	Ranjana Roka	02/01/2014	5/31/2014	2,256.00	Reappointment	E&G
Public Health	Ranjana Roka	04/01/2014	5/31/2014	2,256.00	Reappointment	E&G
Public Health	Ranjana Roka	01/27/2014	5/31/2014	3,288.00	Reappointment	E&G
Public Health	Betty Jane Alexander	01/27/2014	5/31/2014	6,000.00	Reappointment	E&G
Public Health	Amy Nicole Ausbrooks	01/27/2014	5/31/2014	14,000.00	Reappointment	E&G
Public Health	Sheila Annette Barrett	01/27/2014	5/31/2014	4,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	08/26/2013	5/31/2014	3,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	01/26/2014	5/31/2014	3,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	01/27/2014	5/31/2014	3,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	01/27/2014	5/31/2014	3,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	01/27/2014	5/31/2014	2,000.00	Reappointment	E&G
School of Nursing	Shelia Ann Catlett	01/27/2014	5/31/2014	4,000.00	Reappointment	E&G
School of Nursing	Nikid Templeton Caudill	01/27/2014	5/31/2014	6,000.00	Reappointment	E&G
School of Nursing	Linda N. Coadley	01/27/2014	5/31/2014	6,500.00	Reappointment	E&G
School of Nursing	Laura Blackburn Deaton	01/27/2014	5/31/2014	7,000.00	Reappointment	E&G
School of Nursing	Debra Ann DeWitt	01/30/2014	5/31/2014	6,000.00	Initial Appointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Teacher Education	Brent M. Vannmeter	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
School of Teacher Education	Wesley Amos Waddle	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
School of Teacher Education	David Allen White	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Social Work	Laura Helen Bain-Selbo	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
Social Work	Catherine Bowers	01/27/2014	5/31/2014	2,136.00	Reappointment	RD
Social Work	LeAnn Elizabeth Bruce	01/06/2014	1/31/2014	2,280.00	Reappointment	RD
Social Work	Rebecca Ann Clark	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Social Work	Heather Hazelwood Dausman	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Social Work	Kevin Nathaniel Garvin	11/01/2013	12/31/2013	2,280.00	Reappointment	RD
Social Work	Debra L. Hall	01/27/2014	5/31/2014	2,280.00	Initial Appointment	E&G
Social Work	Sherry Lynn Litchfield	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/27/2014	5/31/2014	2,280.00	Reappointment	RD
Social Work	Laura D. McMillan	01/27/2014	5/31/2014	2,280.00	Reappointment	Grant
Social Work	Merry Elizabeth Miller	01/27/2014	5/31/2014	2,280.00	Reappointment	RD
Social Work	April Lynn Murphy	01/27/2014	5/31/2014	3,488.00	Initial Appointment	E&G
Social Work	David Robert Rupsch	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Social Work	Jeffrey Wylie	01/27/2014	5/31/2014	2,280.00	Reappointment	RD
Sociology	Ronald L. Hopper	01/27/2014	5/31/2014	6,789.00	Reappointment	RD
Sociology	Gregory Eric Latham	01/27/2014	5/31/2014	3,384.00	Initial Appointment	E&G
Sociology	Christa Jane Moore	01/27/2014	5/31/2014	4,370.00	Reappointment	E&G
Sociology	Paula D. Newby	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
Theatre & Dance	Carrie Lynn Barnette	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
Theatre & Dance	Carrie Lynn Barnette	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
Theatre & Dance	Carrie Lynn Barnette	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Theatre & Dance	Carrie Lynn Barnette	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Theatre & Dance	Wesley Alan Bartlett	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	01/27/2014	5/31/2014	6,408.00	Reappointment	E&G
Theatre & Dance	James Lee Brown	01/27/2014	5/31/2014	4,500.00	Reappointment	E&G
Theatre & Dance	Angelica Burgos	01/27/2014	5/31/2014	3,040.00	Reappointment	E&G
Theatre & Dance	Justin D. Dohring	01/27/2014	5/31/2014	6,408.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freebun	01/27/2014	5/31/2014	6,840.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	01/27/2014	5/31/2014	9,000.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	01/27/2014	5/31/2014	9,000.00	Reappointment	E&G
Theatre & Dance	Rebekah Jane Phillips	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Theatre & Dance	Rebekah Jane Phillips	01/27/2014	5/31/2014	1,692.00	Reappointment	E&G
Theatre & Dance	Bradford E. Derrick	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
Water Resource Center - POD	William L. Becker	01/27/2014	5/31/2014	2,487.00	Reappointment	RD
WKU - E-town/Radcliff/Fort Knox	William L. Becker	04/01/2014	5/31/2014	2,487.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Adrian Dale Buckles	08/26/2013	5/31/2014	2,280.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Adrian Dale Buckles	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Adrian Dale Buckles	04/01/2014	5/31/2014	2,280.00	Reappointment	E&G
WKU - E-town/Radcliff/Fort Knox	Stacey Carnes-Reyes	01/27/2014	5/31/2014	3,680.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Glasgow	Mary Alice Yokley	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/27/2014	5/31/2014	2,798.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	08/26/2013	5/31/2014	6,432.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	01/27/2014	5/31/2014	3,488.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	01/27/2014	5/31/2014	5,768.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	01/27/2014	5/31/2014	2,970.00	Reappointment	E&G
WKU - Owensboro	Rebecca Rae Eggers	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
WKU - Owensboro	Michael Vincent Farina	01/27/2014	5/31/2014	4,272.00	Reappointment	E&G
WKU - Owensboro	Roger W. Gardner	01/27/2014	5/31/2014	4,521.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	01/27/2014	5/31/2014	1,840.00	Reappointment	E&G
WKU - Owensboro	Jon Wesley Hancock	01/27/2014	5/31/2014	4,848.00	Reappointment	E&G
WKU - Owensboro	Jon Wesley Hancock	01/27/2014	5/31/2014	2,280.00	Initial Appointment	E&G
WKU - Owensboro	Brian Robert Howard	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Daniel William Kutny	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Leesa K. Moman	08/26/2013	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Kathleen Ann Mowers	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
WKU - Owensboro	Kathleen Ann Mowers	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/27/2014	5/31/2014	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	01/27/2014	5/31/2014	2,436.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	01/27/2014	5/31/2014	2,136.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	01/27/2014	5/31/2014	3,344.00	Reappointment	E&G
WKU - Owensboro	Donald Eugene Waltemire	08/26/2013	5/31/2014	4,560.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	01/27/2014	5/31/2014	4,560.00	Reappointment	E&G

Faculty One Time Payments  
For the Period December 1, 2013 through February 28, 2014

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Athletic Administration (Academic)	Randall Edward Deere	Professor	2/28/2014	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	12/13/2013	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	1/31/2014	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	2/28/2014	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	William T. Hey	Professor	12/13/2013	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	William T. Hey	Professor	1/31/2014	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	William T. Hey	Professor	2/28/2014	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Cliff P. Shaluta	Professor	2/28/2014	1,000.00	Supplemental Pay	RD
Athletic Facilities	Fred Wayne Gibson	Associate Professor	12/13/2013	470.00	Supplemental Pay	E&G
Athletic Facilities	Thomas Bradley Stimmet	Visiting Assistant Professor	12/13/2013	470.00	Supplemental Pay	E&G
Biodiversity Center - POD	Mark Edward Cambron	Associate Professor	12/13/2013	3,108.00	Supplemental Pay	Grant
Center for Gifted Studies	Patricia E. Bertke	Instructor	2/28/2014	600.00	Supplemental Pay	RD
Center for Gifted Studies	Patricia E. Bertke	Instructor	2/28/2014	600.00	Supplemental Pay	RD
Center for Gifted Studies	Chad A. Snyder	Associate Professor	1/31/2014	600.00	Supplemental Pay	RD
Center for Gifted Studies	Timothy D. Straubel	Instructor	1/31/2014	600.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	12/13/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	1/31/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	2/28/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Assistant Professor	12/13/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	1/31/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	2/28/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	12/13/2013	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	1/31/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	2/28/2014	750.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	2/28/2014	750.00	Supplemental Pay	RD
CFL - Social Work	John Kirk Atkinson	Associate Professor	12/13/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Dana Mischelle Cosby	Executive-in-Residence	2/28/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	12/13/2013	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	1/31/2014	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	2/28/2014	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	2/28/2014	500.00	Supplemental Pay	RD
Cohort Programs	Zubair M. Mohamed	Associate Professor	12/13/2013	2,500.00	Supplemental Pay	RD
Cohort Programs	Zubair M. Mohamed	Chair	2/28/2014	2,850.00	Supplemental Pay	RD
Cohort Programs	Jean C. Snaveley	Executive-in-Residence	2/28/2014	2,500.00	Supplemental Pay	RD
Cohort Programs	Brian Sullivan	Associate Professor	2/28/2014	2,500.00	Supplemental Pay	RD
Communication Disorders - NY	Lauren E. Bland	Department Head	1/31/2014	3,000.00	Supplemental Pay	RD
Communication Disorders - NY	Reagan Dwayne Brown	Associate Professor	12/13/2013	1,500.00	Supplemental Pay	RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	1/31/2014	3,000.00	Supplemental Pay	RD
Communication Disorders - NY	Ashley Chance Fox	Associate Professor	1/31/2014	3,000.00	Supplemental Pay	RD
Communication Disorders - NY	Janice Carter Smith	Instructor	1/31/2014	3,000.00	Supplemental Pay	RD
Dean College of Education	Julia Link Roberts	Professor	2/28/2014	300.00	Supplemental Pay	Grant
DELO - MBA	Thomas J. Butterfield	Chair	2/28/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Professor	12/13/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Professor	1/31/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Indudeep S. Chhachhi	Professor	2/28/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Brian L. Goff	Professor	2/28/2014	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	12/13/2013	2,000.00	Supplemental Pay	RD
DELO - MBA	Harold Thompson Little	Associate Professor	1/31/2014	2,000.00	Supplemental Pay	RD

Faculty One Time Payments  
For the Period December 1, 2013 through February 28, 2014

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
KIIS	Inmaculada Pertusa	Associate Professor	2/28/2014	300.00	Supplemental Pay	RD
MBA	Christopher Lloyd Brown	Chair	12/13/2013	3,600.00	Supplemental Pay	E&G
MBA	Ismail Civelek	Assistant Professor	12/13/2013	600.00	Supplemental Pay	E&G
MBA	Craig A. Martin	Associate Professor	2/28/2014	3,000.00	Supplemental Pay	E&G
Men's Golf - Non budget	Steven Richard Winingger	Professor	12/13/2013	563.00	Supplemental Pay	E&G
MSW Cohorts	James D. May	Department Head	12/13/2013	750.00	Supplemental Pay	RD
MSW Cohorts	James D. May	Department Head	1/31/2014	750.00	Supplemental Pay	RD
MSW Cohorts	James D. May	Department Head	2/28/2014	750.00	Supplemental Pay	RD
MSW Cohorts	Dana June Sullivan	Associate Professor	2/28/2014	1,500.00	Supplemental Pay	RD
Provost/VP Academic Affairs	Lynn D. Austin	Department Head	1/31/2014	250.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Antony Dilworth Norman	Department Head	1/31/2014	250.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Steve Carrol Wells	Director, Doctoral Studies	1/31/2014	250.00	Supplemental Pay	E&G
RN to BSN (Cohort)	William Spencer Cole	Chair	1/31/2014	250.00	Supplemental Pay	E&G
RN to BSN (Cohort)	Kimberly W. Harris	Instructor	2/28/2014	1,000.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Associate Professor	2/28/2014	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor	2/28/2014	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Lora Willis Moore	Instructor	2/28/2014	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Lisa Eileen Stewart	Associate Professor	2/28/2014	1,250.00	Supplemental Pay	RD
School of Professional Studies	Cecile Wilson Garmon	Instructor	2/28/2014	1,250.00	Supplemental Pay	RD
Social Work	James D. May	Department Head	2/28/2014	4,500.00	Supplemental Pay	E&G
Software Solutions	Guangming Xing	Professor	12/13/2013	2,500.00	Supplemental Pay	Grant
Software Solutions	Guangming Xing	Professor	1/31/2014	3,200.00	Supplemental Pay	RD
Software Solutions	Guangming Xing	Professor	2/28/2014	6,400.00	Supplemental Pay	RD
Software Solutions	Uta Ziegler	Professor	2/28/2014	2,400.00	Supplemental Pay	RD
Software Solutions	Warren Campbell	Associate Professor	2/28/2014	800.00	Supplemental Pay	RD
Study Away Program	Warren Campbell	Associate Professor	1/31/2014	1,125.00	Supplemental Pay	RD
Study Away Program	Warren Campbell	Associate Professor	2/28/2014	1,125.00	Supplemental Pay	RD
Study Away Program	H. Randall Capps	Scholar in Residence	1/31/2014	900.00	Supplemental Pay	RD
Study Away Program	H. Randall Capps	Scholar in Residence	1/31/2014	900.00	Supplemental Pay	RD
Study Away Program	Paul A. Fischer	Assistant Professor	2/28/2014	900.00	Supplemental Pay	RD
Study Away Program	Elizabeth D. Hall	Assistant Professor	1/31/2014	1,000.35	Supplemental Pay	RD
Study Away Program	Elizabeth D. Hall	Assistant Professor	1/31/2014	750.15	Supplemental Pay	RD
Study Away Program	Theodore R. Hovet	Assistant Professor	2/28/2014	750.15	Supplemental Pay	RD
Study Away Program	Theodore R. Hovet	Assistant Professor	1/31/2014	1,750.05	Supplemental Pay	RD
Study Away Program	Theodore R. Hovet	Assistant Professor	2/28/2014	1,750.05	Supplemental Pay	RD
Study Away Program	Edward Kintzel	Professor	2/28/2014	562.50	Supplemental Pay	RD
Study Away Program	Jie-Young Kong	Assistant Professor	1/31/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Jie-Young Kong	Assistant Professor	1/31/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Jie-Young Kong	Assistant Professor	2/28/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Thomas Keith Phillips	Professor	1/31/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Thomas Keith Phillips	Professor	1/31/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Nancy Ayers Rice	Associate Professor	2/28/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Nancy Ayers Rice	Associate Professor	1/31/2014	1,500.30	Supplemental Pay	RD
Study Away Program	Nancy Ayers Rice	Associate Professor	2/28/2014	1,500.00	Supplemental Pay	RD
Study Away Program	Jerry Walker Rutledge	Assistant Professor	1/31/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Donna Kay Schless	Assistant Professor	1/31/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Donna Kay Schless	Instructor	1/31/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Donna Kay Schless	Instructor	2/28/2014	2,250.00	Supplemental Pay	RD
Study Away Program	Brian Kent Strow	Associate Professor	1/31/2014	2,250.00	Supplemental Pay	RD



Meeting Date: April 18, 2014

Faculty One Time Payments  
For the Period December 1, 2013 through February 28, 2014

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Dana Mischelle Cosby	Part-Time Faculty	1/31/2014	3,750.00	Winter Teaching Pay	RD
Winter Session	Gerhard K. Daday	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Susan Davis	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Terry R. Dean	Part-Time Faculty	1/31/2014	1,500.00	Winter Teaching Pay	RD
Winter Session	Randall Edward Deere	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Roger L. Dennis	Part-Time Faculty	1/31/2014	3,750.00	Winter Teaching Pay	E&G
Winter Session	Pit Derryberry	Part-Time Faculty	1/31/2014	3,750.00	Winter Teaching Pay	RD
Winter Session	Lesla Beth Dill	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Lisa C. Duffin	Part-Time Faculty	1/31/2014	3,750.00	Winter Teaching Pay	RD
Winter Session	Joshua David Durkee	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Cindy Lou Ehresman	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Charlotte Ann Elder	Part-Time Faculty	1/31/2014	2,280.00	Winter Teaching Pay	RD
Winter Session	Gregory Earle Ellis-Griffith	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Chandrakanth Emami	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Dana Faye Emberton-Tinius	Part-Time Faculty	1/31/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	F. T. Esslinger	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Keri A. Esslinger	Part-Time Faculty	1/31/2014	3,150.00	Winter Teaching Pay	RD
Winter Session	Gina Sobrero Evans	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	John Richard Faine	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Frank Wensheng Fan	Part-Time Faculty	1/31/2014	2,250.00	Winter Teaching Pay	RD
Winter Session	Colin Farrell	Part-Time Faculty	1/31/2014	2,250.00	Winter Teaching Pay	RD
Winter Session	Barbara Ann Fiehn	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Lukas Forbes	Part-Time Faculty	1/31/2014	2,250.00	Winter Teaching Pay	RD
Winter Session	Loren A. Foster	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Marilyn M. Gardner	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Mary Jane Gardner	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Said Ghezal	Part-Time Faculty	1/31/2014	2,500.00	Winter Teaching Pay	RD
Winter Session	Fred Wayne Gibson	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Vijay Golla	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Linda Brown Gonzales	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Victoria Anice Gordon	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Mary Kimberly Green	Part-Time Faculty	1/31/2014	1,500.00	Winter Teaching Pay	RD
Winter Session	Frederick G. Griewe	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Stephen Boggs Groce	Part-Time Faculty	1/31/2014	2,700.00	Winter Teaching Pay	E&G
Winter Session	Scott Allen Grubbs	Part-Time Faculty	1/31/2014	5,250.00	Winter Teaching Pay	RD
Winter Session	Darti Jean Haynes-Lawrence	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Anne Lawson Heitzman	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Donna Lynn Hey	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	William T. Hey	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Michelle Sharmaine Hollis	Part-Time Faculty	1/31/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	Michelle Sharmaine Hollis	Part-Time Faculty	2/28/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	Quantin Maurice Hollis	Part-Time Faculty	1/31/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	Jerod Hollyfield	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Aaron Wilson Hughey	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD

Meeting Date: April 18, 2014

Faculty One Time Payments  
For the Period December 1, 2013 through February 28, 2014

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Amy Tracy Nemon	Part-Time Faculty	1/31/2014	3,750.00	Winter Teaching Pay	RD
Winter Session	Michael Anthony Nichols	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Terry L. Obee	Part-Time Faculty	1/31/2014	3,750.00	Winter Teaching Pay	RD
Winter Session	Evelyn Montcal Oregon	Part-Time Faculty	1/31/2014	3,150.00	Winter Teaching Pay	RD
Winter Session	Andrea Paganelli	Part-Time Faculty	1/31/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	Shane M. Palmquist	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Kenneth David Payne	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Janelle Anne Peeler	Part-Time Faculty	1/31/2014	1,500.00	Winter Teaching Pay	RD
Winter Session	Nielsen Pereira	Part-Time Faculty	1/31/2014	2,250.00	Winter Teaching Pay	RD
Winter Session	Virginia Anne Pfohl	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Judy S. Pierce	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Raymond Arthur Poff	Part-Time Faculty	1/31/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	Alexander B. Poole	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Paula Wurth Potter	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Naomi Smith Rowland	Part-Time Faculty	1/31/2014	2,136.00	Winter Teaching Pay	RD
Winter Session	Jill Duba Sauerheber	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Mark Anthony Schafer	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Ian Paul Schnee	Part-Time Faculty	1/31/2014	3,900.00	Winter Teaching Pay	RD
Winter Session	Marshall L. Scott	Part-Time Faculty	1/31/2014	3,900.00	Winter Teaching Pay	RD
Winter Session	Chris E. Scudder	Part-Time Faculty	1/31/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	David Anthony Serafini	Part-Time Faculty	1/31/2014	5,100.00	Winter Teaching Pay	RD
Winter Session	Matthew Clinton Shake	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Nilesh Chandra Sharma	Part-Time Faculty	1/31/2014	3,150.00	Winter Teaching Pay	RD
Winter Session	Deborah Carr Linville Shivel	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Elizabeth Ann Shoalar	Part-Time Faculty	1/31/2014	2,400.00	Winter Teaching Pay	RD
Winter Session	James D. Smith	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Michael E. Smith	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Chad A. Snyder	Part-Time Faculty	1/31/2014	3,600.00	Winter Teaching Pay	RD
Winter Session	Steven L. Spencer	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Michael Shane Spiller	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Mark Andrew Staynings	Part-Time Faculty	1/31/2014	1,500.00	Winter Teaching Pay	RD
Winter Session	Tammie Lynn Stenger-Ramsey	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Fred E. Stickle	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Thomas Bradley Stinnett	Part-Time Faculty	1/31/2014	6,000.00	Winter Teaching Pay	RD
Winter Session	Rebecca R. Stobaugh	Part-Time Faculty	1/31/2014	6,000.00	Winter Teaching Pay	RD
Winter Session	Rebecca R. Stobaugh	Part-Time Faculty	1/31/2014	6,000.00	Winter Teaching Pay	RD
Winter Session	Michael Kent Stokes	Part-Time Faculty	1/31/2014	3,000.00	Winter Teaching Pay	RD
Winter Session	Timothy D. Straubel	Part-Time Faculty	1/31/2014	2,400.00	Winter Teaching Pay	RD
Winter Session	Claudia Wood Strow	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Brian Sullivan	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Francesca D. Sunkin	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Tadayuki Suzuki	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Robyn K. Swanson	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD
Winter Session	Judith Szerdahelyi	Part-Time Faculty	1/31/2014	4,500.00	Winter Teaching Pay	RD

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
21st Century Media - POD	Jenna Lane Warrenfeltz	Director (Image West)	01/06/2014	53,004.00	53,004.00	Initial Appointment	Split	
Academic Readiness	Carlous B Yates	Director, Student Support Programs	11/25/2013	53,004.00	53,004.00	Initial Appointment	E&G	
Bookstore	Sara Kay Moore	Accounting Associate	01/23/2014	23,088.00	23,088.00	Initial Appointment	Aux	
Development Major Gifts	Cynthia Cherie Kelley	Office Coordinator	12/02/2013	36,000.00	36,000.00	Initial Appointment	E&G	
Distance Learning	Rita Joyce Samaras	Distance Learning Specialist	01/06/2014	31,608.00	31,608.00	Initial Appointment	RD	
Environment, Health & Safety	Ashley Reneae Birdwell	Health and Safety Specialist	01/10/2014	38,700.00	38,700.00	Initial Appointment	E&G	
Extended Learning & Outreach (DELO)	Jane Tinsley Massey	Marketing Specialist	12/02/2013	41,004.00	41,004.00	Initial Appointment	RD	
Information Technology	Anthony Joseph Gilbert	IVS Technician	11/25/2013	45,960.00	45,960.00	Initial Appointment	E&G	
Institute for Rural Health	Tracey Reneae Osborne	Registered Nurse	11/11/2013	37,008.00	37,008.00	Initial Appointment	E&G	
International Enrollment Mgmt	Amy C Hoffman	International Admissions Officer	12/02/2013	30,012.00	30,012.00	Initial Appointment	E&G	
International Enrollment Mgmt	Jennifer A Mcquady	Coordinator, International Recruitment	11/13/2013	35,004.00	35,004.00	Initial Appointment	E&G	
International Student Office	Stephanie Sieggreen	Director, International Student Office	02/03/2014	70,008.00	70,008.00	Initial Appointment	E&G	
Library Technical Services	Tea Ladic	Senior Catalog Assistant	02/24/2014	24,000.00	24,000.00	Initial Appointment	E&G	
Men's Football	David Consiglio	Assistant Coach	02/10/2014	35,004.00	35,004.00	Initial Appointment	E&G	
Men's Football	Kenneth Delgado	Assistant Coach	01/22/2014	85,008.00	85,008.00	Initial Appointment	E&G	
Men's Football	Jackson Bryan Ellis	Coordinator, Offensive Quality Control	01/24/2014	26,004.00	26,004.00	Initial Appointment	E&G	
Men's Football	Tyson Turner Helton	Asst Head/Offensive Coordinator	01/15/2014	135,000.00	135,000.00	Initial Appointment	E&G	
Men's Football	Justin Patrick Lovett	Football Strength Coach	01/22/2014	80,004.00	80,004.00	Initial Appointment	E&G	
Men's Football	Gregory Thomas Nord	Assistant Coach	01/28/2014	58,500.00	58,500.00	Initial Appointment	E&G	
Men's Football	LaTravis Taylor	Assistant Director, Football Operations	01/28/2014	40,008.00	40,008.00	Initial Appointment	E&G	
Office of Research	Paul Bovsvert	Executive Dir, KY BioAlliance	01/16/2014	93,000.00	93,000.00	Initial Appointment	Grant	
Physics & Astronomy	Adam C. Emberton	Engineer, Electrical	11/01/2013	40,008.00	40,008.00	Initial Appointment	E&G	
Plant Operations	Craig Lee Austin	Electrician	02/24/2014	35,100.00	35,100.00	Initial Appointment	E&G	
Police	Vedad Hadzikedunic	Police Officer	01/31/2014	31,488.00	31,488.00	Initial Appointment	E&G	
Police	Scott M. Harmon	Police Officer	12/30/2013	31,488.00	31,488.00	Initial Appointment	E&G	
Police	Ryan Michael Petty	Police Officer	11/11/2013	28,392.00	28,392.00	Initial Appointment	E&G	
Registrar's Office	Jessica Faith Humphrey	Student Records Associate	02/10/2014	24,816.00	24,816.00	Initial Appointment	E&G	
University Centers	Terenae Charleigh Coleman	Coordinator, Evening Program	12/02/2013	39,000.00	39,000.00	Initial Appointment	Aux	
WKU - Glasgow	Katelyn C. Pace	Office Associate	02/13/2014	24,984.00	24,984.00	Initial Appointment	E&G	
Cyber Defense Lab Professional Serv	Meilinda Whitfield Thomas	Manager, CDI Training/RSO	02/01/2014	72,000.00	72,000.00	Reappointment	Split	
Development Major Gifts	Brian C. Becker	Assistant Development Director	01/01/2014	50,004.00	50,004.00	Reappointment	E&G	
Ed Leadership Doctoral Program	Courtney Austin Kepple	Office Associate	01/01/2014	28,008.00	28,008.00	Reappointment	Grant	
Kentucky Climate Center - POD	Dana M. Grabowski	Lead Meteorology/Electronics Tech	01/01/2014	36,996.00	36,996.00	Reappointment	E&G	
Kentucky Climate Center - POD	David Wayne Pedigo	Electronics/Field Technician	01/01/2014	27,564.00	27,564.00	Reappointment	E&G	
Kentucky Climate Center - POD	Andrew D. Quilligan	Systems Administrator II	01/01/2014	44,892.00	44,892.00	Reappointment	E&G	
Kentucky Climate Center - POD	Eric Rappin	Research Scientist	02/15/2014	65,004.00	52,008.00	Reappointment	Split	



Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Annual Fund	William Frederick Skaggs	Director of Alumni Resources	12/01/2013	53,364.00	53,364.00	Degree (One Time Pay)	E&G	
Clinical Education Complex (CEC)	Kimberly Dawn Minton	Administrative Assistant	01/01/2014	30,000.00	30,504.00	Degree	E&G	
College Heights Foundation	Donald L. Smith	President, CHF	01/01/2014	110,004.00	111,204.00	Degree	RD	
Comm Tech - Interactive Video Serv.	William Todd Hughes	IVS Engineer	01/01/2014	51,696.00	52,200.00	Degree	E&G	
Dept. of Kinesiology, Recr. & Sport	Latisha Nicole Britt	Office Associate	01/01/2014	27,000.00	27,708.00	Degree	E&G	
Dept. of Kinesiology, Recr. & Sport	Kristeen Ann Owens	Program Specialist	01/01/2014	28,668.00	29,376.00	Degree	RD	
Distance Learning	Hannah Elizabeth Digges Elliott	Distance Learning Associate	01/01/2014	28,584.00	29,292.00	Degree	RD	
Dual Credit	Britney Denise Jones	Dual Credit Program Specialist	01/01/2014	30,696.00	31,404.00	Degree	RD	
Environment, Health & Safety	David Earl Oliver	Director	01/01/2014	80,004.00	81,204.00	Degree	E&G	
Environment, Health & Safety	Kathy Douglas Penick	Emergency Planning Specialist	01/01/2014	36,000.00	36,300.00	Degree	E&G	
Extended Learning & Outreach (DELO)	Karen Denise Dinwiddie	Program/Event Mgmt. Specialist	01/01/2014	31,008.00	31,308.00	Degree	RD	
Facilities Management	Curtis Jason Abston	Senior Energy Management Tech	01/01/2014	39,429.00	39,721.50	Degree	E&G	
Facilities Management	Carndi Kay Boehmer	Supervisor, Building Services	01/01/2014	30,166.50	30,673.50	Degree	E&G	
Facilities Management	Tina Marie Sneed	Building Services Attendant	01/01/2014	22,873.50	23,166.00	Degree	E&G	
Facilities Management	Stephen Alan Wood	Area Technician	01/01/2014	35,139.00	35,431.50	Degree	E&G	
Geography & Geology	Wendy Melanie Decroix	Office Coordinator	01/01/2014	31,344.00	31,644.00	Degree	E&G	
Health Services	Megan Kathleen Paschall	Office Coordinator	01/01/2014	30,732.00	31,440.00	Degree	RD	
Health Services	Stacie Marie Suffer	Assistant Director, Business Operations	01/01/2014	60,000.00	60,708.00	Degree	RD	
KIIS	Haley Ann McTaggart	Office Associate	01/16/2014	25,764.00	25,764.00	Degree (One Time Pay)	RD	
Library Public Services	Kathryn Renee Foushee	Senior Circulation Assistant	01/01/2014	24,444.00	24,948.00	Degree	E&G	
Police	John Henry Bailey	Special Operations (Captain)	01/01/2014	45,096.00	45,396.00	Degree	E&G	
Police	Anthony Roger Honeycutt	Corporal	01/01/2014	36,012.00	36,516.00	Degree	E&G	
Police	Emily Ann Gouvas	Office Associate	01/01/2014	26,016.00	26,520.00	Degree	E&G	
Sponsored Programs	Wanda Johnson	Operations Specialist	01/01/2014	33,528.00	33,528.00	Degree (One Time Pay)	E&G	
Technical Support Serv-IT Helpdesk	Nicholas Tyler Calkin	Help Desk Consultant	01/16/2014	38,268.00	38,268.00	Degree (One Time Pay)	E&G	
Technical Support Serv-IT Helpdesk	Robert A. Renfrow	Help Desk Consultant	01/01/2014	37,008.00	37,512.00	Degree	E&G	
General Counsel	Deborah Tomes Wilkins	General Counsel	02/03/2014	142,272.00	142,272.00	Title Change	E&G	
WKU - Glasgow	Lisa Gail Gawjarone	Administrative Coordinator	01/01/2014	41,664.00	41,664.00	Title Change	E&G	
WKU - Glasgow	William Harry Walter	Regional Vice Chancellor	01/01/2014	60,000.00	60,000.00	Title Change	E&G	
Alumni Relations	Scott William Shork	Alumni Programming Coordinator	02/17/2014	30,000.00	34,008.00	Transfer	E&G	
Building Services	Stephan Franklin Reynolds	Team Leader, Building Services	03/10/2014	16,438.50	19,734.00	Transfer	E&G	
Child Care	Theilma Mae Jackson	Director	01/01/2014	62,124.00	68,340.00	Transfer	RD	
Communication Technologies	Clinton David Barber	Comm Support Specialist	01/20/2014	29,700.00	34,704.00	Transfer	E&G	
Development Major Gifts	John Andrew Martin	Assistant Director	01/01/2014	32,004.00	35,208.00	Transfer	E&G	
Extended Learning & Outreach (DELO)	Karen Denise Dinwiddie	Program/Event Mgmt. Specialist	11/01/2013	24,480.00	31,008.00	Transfer	RD	
Extended Learning & Outreach (DELO)	Claissa Anne Priddy	Coordinator, Cohort Programs	02/01/2014	43,824.00	42,000.00	Transfer	RD	

Meeting Date: April 18, 2014

Completed Staff Personnel Actions Subject to Board Approval  
Entered November 12, 2013 through February 26, 2014

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Police	Terry Rodney Steff	Police Officer	01/09/2014	28,392.00	31,488.00	Salary Increase	E&G	OTHSI
University College	Merrill Price	Professor	07/01/2014	97,920.00	105,552.00	Rank Change	E&G	
College of Health & Human Services	Danita M. Kelley	Professor	07/01/2014	103,824.00	111,456.00	Rank Change	E&G	

\* EDR-End Date Renewable

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

Nicholas Holt

Coach Holt's salary was increased due to reorganization in football and additional duties being added.

Claude Neil Callaway

Salary adjustments are the result of Coach Brohm's overall reorganization / restructuring of the football staff; positions have added and/or amended duties. No new funds; all adjustments are funded from reallocation within the existing football budget.

Donald Feagan Dunn

Salary adjustments are the result of Coach Brohm's overall reorganization / restructuring of the football staff; positions have added and/or amended duties. No new funds; all adjustments are funded from reallocation within the existing football budget.

Sean Wesley Pugh

Salary adjustments are the result of Coach Brohm's overall reorganization / restructuring of the football staff; positions have added and/or amended duties. No new funds; all adjustments are funded from reallocation within the existing football budget.

William J. Hook

Mr. Hook will receive an annual salary increase from \$82,190 to \$89,190 effective January 1, 2014, per Gordon Baylis. Total increase plus fringe to be paid from KSTC funding.

Douglas D. Rohrer

Mr. Rohrer will receive an annual salary increase from \$122,400 to \$131,400 effective January 1, 2014 per Gordon Baylis. Total increase plus fringe to be paid from KSTC funding.

Staff One Time Payments  
For the Period December 1, 2013 through February 28, 2014

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Denise C. Garner	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	2/28/2014	534.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	12/13/2013	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	2/28/2014	460.00	Faculty Part Time	E&G
Communication	Jace Thomas Lux	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Communication	Lynn McIvor Minton	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Communication	Kayla M. Riley	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Communication	Kayla M. Riley	Part-Time Faculty	2/28/2014	423.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Jessica Gayle Statten	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	12/13/2013	712.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	12/13/2013	712.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	2/28/2014	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Janice S. Sandidge	Part-Time Faculty	2/28/2014	534.00	Faculty Part Time	E&G
Computer Science	Gopi Chand Nutakki	Part-Time Faculty	2/28/2014	750.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	2/28/2014	570.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	12/13/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Stacey A. Forsythe	Part-Time Faculty	12/13/2013	230.00	Faculty Part Time	E&G
Dean CHHS	Lynn Michelle Hazlett Sherry	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	12/13/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Marsha D. Hopper	Part-Time Faculty	12/13/2013	267.00	Faculty Part Time	E&G
Dean CHHS	Kristeen Ann Owens	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Dean CHHS	Sara Elihote Pits	Part-Time Faculty	12/13/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Sara Elihote Pits	Part-Time Faculty	2/28/2014	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	12/13/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Candice Bream Tope-Phillips	Part-Time Faculty	12/13/2013	460.00	Faculty Part Time	E&G
Dean CHHS	Benjamin W. Harmon	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	12/13/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Katherine Ann Mead	Part-Time Faculty	12/13/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schlegel	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	12/13/2013	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	2/28/2014	570.00	Faculty Part Time	E&G
Dean Potter College	Jennifer C. Markin	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Department of Marketing & Sales	Cody James Turner	Part-Time Faculty	12/13/2013	677.00	Faculty Part Time	E&G
Department of Marketing & Sales	Cody James Turner	Part-Time Faculty	2/28/2014	677.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Alissa James Arnold	Part-Time Faculty	2/28/2014	356.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	12/13/2013	712.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	2/28/2014	712.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lacee Chavonne Camron-Johnson	Part-Time Faculty	12/13/2013	1,602.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Lacee Chavonne Camron-Johnson	Part-Time Faculty	2/28/2014	534.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	12/13/2013	750.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Billy Tyler Edwards	Part-Time Faculty	2/28/2014	750.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Stacey A. Forsythe	Part-Time Faculty	2/14/2014	230.00	Faculty Part Time	E&G
Dept. of Kinesiology, Recr. & Sport	Stacey A. Forsythe	Part-Time Faculty	2/28/2014	230.00	Faculty Part Time	E&G

Staff One Time Payments  
For the Period December 1, 2013 through February 28, 2014

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Public Health	Anita Ann Britt	Part-Time Faculty	2/14/2014	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	2/28/2014	285.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	12/13/2013	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	12/13/2013	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	2/14/2014	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	2/28/2014	307.00	Faculty Part Time	E&G
Public Health	Terri Jeannine Flood	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	2/28/2014	534.00	Faculty Part Time	E&G
Public Health	Jaroslava Voracova	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Public Health	Renee Fuqua Kilgore	Part-Time Faculty	12/13/2013	750.00	Faculty Part Time	E&G
Public Health	Renee Fuqua Kilgore	Part-Time Faculty	2/28/2014	1,500.00	Faculty Part Time	E&G
Public Health	Mary Ann Brockman Bokkon	Part-Time Faculty	12/13/2013	638.00	Faculty Part Time	E&G
Public Health	Mary Ann Brockman Bokkon	Part-Time Faculty	12/13/2013	638.00	Faculty Part Time	E&G
Public Health	Mary Ann Brockman Bokkon	Part-Time Faculty	2/28/2014	638.00	Faculty Part Time	E&G
Public Health	Ashton Clouse	Part-Time Faculty	12/13/2013	601.00	Faculty Part Time	E&G
Public Health	Ashton Clouse	Part-Time Faculty	12/13/2013	601.00	Faculty Part Time	E&G
Public Health	Heather Renee Cowherd	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Public Health	Brandon Wayne Davidson	Part-Time Faculty	12/13/2013	211.50	Faculty Part Time	E&G
Public Health	Brandon Wayne Davidson	Part-Time Faculty	12/13/2013	211.50	Faculty Part Time	E&G
Public Health	Brandon Wayne Davidson	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Public Health	Melanie Jan Duvall	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Public Health	Cindy Lou Ehresman	Part-Time Faculty	12/13/2013	570.00	Faculty Part Time	E&G
Public Health	Cindy Lou Ehresman	Part-Time Faculty	2/28/2014	570.00	Faculty Part Time	E&G
Public Health	Andrea Lynn Ford	Part-Time Faculty	12/13/2013	638.00	Faculty Part Time	E&G
Public Health	Andrea Lynn Ford	Part-Time Faculty	12/13/2013	638.00	Faculty Part Time	E&G
Public Health	Terrence Christopher George	Part-Time Faculty	12/13/2013	712.00	Faculty Part Time	E&G
Public Health	Lindsey Anne Gilmore	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Public Health	John Taylor Hart	Part-Time Faculty	12/13/2013	846.00	Faculty Part Time	E&G
Public Health	Christopher Roberts Jensen	Part-Time Faculty	12/13/2013	601.00	Faculty Part Time	E&G
Public Health	Christopher Roberts Jensen	Part-Time Faculty	12/13/2013	601.00	Faculty Part Time	E&G
Public Health	Rita Rose Meredith	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Public Health	Jarrett Hall Murphy	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Public Health	Roberta S. Parrigin	Part-Time Faculty	2/28/2014	534.00	Faculty Part Time	E&G
Public Health	Roberta S. Parrigin	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Public Health	Aurelia Renee Spaulding	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Public Health	Derrick Brandon Strode	Part-Time Faculty	12/13/2013	423.00	Faculty Part Time	E&G
Public Health	Rebecca L. Tinker	Part-Time Faculty	12/13/2013	460.00	Faculty Part Time	E&G
Public Health	Brittany E Wagner	Part-Time Faculty	12/13/2013	601.00	Faculty Part Time	E&G
Public Health	Brittany E Wagner	Part-Time Faculty	12/13/2013	601.00	Faculty Part Time	E&G
Public Health	Ellen Durbin Micheleletti	Part-Time Faculty	12/13/2013	230.00	Faculty Part Time	E&G
Public Health	Ellen Durbin Micheleletti	Part-Time Faculty	12/13/2013	230.00	Faculty Part Time	E&G
Public Health	Ellen Durbin Micheleletti	Part-Time Faculty	2/14/2014	267.00	Faculty Part Time	E&G
Public Health	Ellen Durbin Micheleletti	Part-Time Faculty	2/28/2014	267.00	Faculty Part Time	E&G
Public Health	Mathew Brendan Davis	Part-Time Faculty	12/13/2013	534.00	Faculty Part Time	E&G
Public Health	Austin Garrett Griffiths	Part-Time Faculty	2/28/2014	534.00	Faculty Part Time	E&G



Meeting Date: April 18, 2014

Staff One Time Payments  
For the Period December 1, 2013 through February 28, 2014

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Commencement	Sarah Megan Meador	Scheduling Coordinator	1/15/2014	200.00	Supplemental Pay	E&G
Commencement	Danielle Myrl Reeves	Student Records Associate	1/15/2014	200.00	Supplemental Pay	E&G
Commencement	Marsha L. Wagoner	Degree Certification Officer	2/14/2014	200.00	Supplemental Pay	E&G
Commencement	Meina Katrina Wilson	Office Coordinator	1/15/2014	200.00	Supplemental Pay	E&G
Confucius Institute	Lois Ann Hall	Administrative Assistant	12/13/2013	500.00	Supplemental Pay	RD
Confucius Institute	Terril Demont Martin	Managing Dir (CI)/Ops Mgr (ICS)	12/13/2013	5,000.00	Supplemental Pay	RD
Dean College of Education	Tracy Ford Inman	Associate Director	2/28/2014	300.00	Supplemental Pay	Grant
Director of Athletics	Alice Lee Williams	Asst. Dir/Acounting & Resources	12/13/2013	700.00	Supplemental Pay	E&G
Distance Learning	Naomi Smith Rowland	Lab Tech & Coordinator	2/28/2014	2,750.00	Supplemental Pay	RD
Educational Television Services	Jordan Keith Basham	Broadcast/Production Engineer	12/13/2013	2,000.00	Supplemental Pay	E&G
Educational Television Services	Joshua Michael Niedzwick	Associate Producer/Director	12/13/2013	400.00	Supplemental Pay	E&G
Equal Opportunity/AA/University ADA	Huda Nakhal Malky	Director	2/28/2014	3,333.60	Supplemental Pay	E&G
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	1/31/2014	1,000.00	Supplemental Pay	RD
Gatton Academy of Math and Science	Ian Steven Oliver	Residential Counselor	1/31/2014	50.00	Supplemental Pay	E&G
Health & Fitness Lab	Brimah Marnoud Vorjo	Residential Counselor	1/31/2014	150.00	Supplemental Pay	E&G
Health & Fitness Lab	Aiissa Denise Arnold	Coordinator, Student Wellness	12/13/2013	85.00	Supplemental Pay	E&G
Health & Fitness Lab	Rachel Manning Goodman	Coordinator, Student Wellness	1/31/2014	42.50	Supplemental Pay	E&G
Health & Fitness Lab	Alissa Denise Arnold	Asst Dir/Campus & Comm. Events	12/13/2013	48.00	Supplemental Pay	E&G
High School Football Championships	Rachel Manning Goodman	Asst Dir/Campus & Comm. Events	1/31/2014	32.00	Supplemental Pay	E&G
High School Football Championships	Bryant Keen Bloodgett	Coordinator, Events	1/31/2014	300.00	Supplemental Pay	RD
High School Football Championships	Jason A. Dailey	Coord, Facilities & Event Mgmt	1/31/2014	250.00	Supplemental Pay	RD
High School Football Championships	Billy Tyler Edwards	Associate Ath Dir/Training & S	1/31/2014	250.00	Supplemental Pay	RD
High School Football Championships	Stephen Van Rey	Director	1/31/2014	200.00	Supplemental Pay	RD
High School Football Championships	Grant L. Stepp	Coordinator, Ticket Sales	1/31/2014	300.00	Supplemental Pay	RD
Kelly Autism Program	Sarah E. McMaine-Render	Manager, Program (KAP)	12/13/2013	500.00	Supplemental Pay	FDN
Kelly Autism Program	Sarah E. McMaine-Render	Manager, Program (KAP)	1/31/2014	500.00	Supplemental Pay	RD
Library Public Services	Krista Shartzter Steenbergen	Senior Director of Development	12/13/2013	198.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenbergen	Senior Director of Development	1/31/2014	99.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenbergen	Senior Director of Development	2/28/2014	264.00	Supplemental Pay	E&G
Men's Golf	Phillip Hatchett	Head Athletic Coach	12/13/2013	3,500.00	Supplemental Pay	FDN
Men's Swimming	Stephen Van Rey	Director	2/28/2014	250.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Robert Allen Cobb	Prof. Assoc./Applied Research	1/31/2014	250.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Cina D. P. Huff	Sr Applications Prgrmt Analyst	1/31/2014	250.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Jace Thomas Lux	Director, Forensics	1/31/2014	250.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Charles Louis Pride	Dir/Student Activities & Orgs	1/31/2014	250.00	Supplemental Pay	E&G
Provost/VP Academic Affairs	Bradley Allen Wheeler	Assistant Vice President	1/31/2014	250.00	Supplemental Pay	E&G
Student Radio	Erik Costa	TV Assistant Chief Engineer	1/31/2014	3,327.50	Supplemental Pay	E&G
Student Technology	Nathan Dudley Digges-Elliott	Information Tech Consultant	2/28/2014	300.00	Supplemental Pay	E&G
Study Away Program	Jianjun He	Director	1/31/2014	1,000.35	Supplemental Pay	RD
Study Away Program	R. Allen Redden	Staff Physician	1/31/2014	750.00	Supplemental Pay	RD
Study Away Program	R. Allen Redden	Staff Physician	2/28/2014	750.00	Supplemental Pay	RD
Teacher Services	Ellen C. Gott	Certification Officer	1/31/2014	192.00	Supplemental Pay	E&G
Ticket Office	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	12/13/2013	2,500.00	Supplemental Pay	E&G

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**QUARTERLY INTERNAL AUDIT REPORT**

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The Western Kentucky University has entered into a contract with the firm of Grant Thornton LLP for internal audit services. Bailey Jordan, Partner, Business Advisory Services, will attend the Finance and Budget Committee meeting to present the quarterly audit report. For this quarter, Grant Thornton staff has completed the following audits: emergency preparedness plan, football ticket reconciliation and whistleblower procedures. The audit of WKU Store is complete; however, more time is needed for review and preparation of Administration's response to the recommendations. Thus, this audit will be presented at the next Finance and Budget Committee meeting.

WKU has hired a senior staff auditor. Jennifer Miller will start working on April 7<sup>th</sup>. Her resume is attached.



**WKU**<sup>®</sup>

*Board of Regents*

**ACADEMIC AFFAIRS COMMITTEE**

**March 28, 2014**

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

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**DEGREE TYPE ASSOCIATE OF SCIENCE IN NURSING**

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**REQUEST:** Approval of a new: Associate of Science in Nursing (ASN) degree type offered through the School of Nursing in the College of Health and Human Services.

**FACTS:**

In Kentucky, there are 28 schools that offer some type of associate degree in nursing. Of those 28, fifteen are in the Kentucky Community and Technical College System (KCTCS), which offer the technically focused Associates of Applied Science (AAS) degree in nursing. Other universities in Kentucky which still have a 2-year nursing program generally refer to their programs as Associate of Science Nursing (ASN) programs and offer the ASN degree. These Universities include Eastern Kentucky University, Lincoln Memorial University, Midway College, and University of Pikeville. At WKU this degree is currently offered as an Associates of Science (AS) degree with a major in Nursing. WKU seeks to redefine this degree as an ASN degree, bringing it into line with the university's offerings.

All of the schools listed above are accredited by the same agency the Accreditation Commission for Education in Nursing (ACEN). The ASN is the preferred degree for accreditation; refers in the current catalog and other sources to our program as the Associate Degree program or ADN program are not acceptable to our accrediting agency.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014. No cost associated with this new degree type.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the Associate of Science in Nursing (ASN) degree type.

**MOTION:** Approval to establish an Associate of Science in Nursing degree type.

- 2.2 Document need for academic degree type for professional certification, program accreditation, licensure, career advancement, and/or higher education in the academic field:

The School of Nursing is seeking clarification and consistency of terminology among the programs. After speaking to the Office of the Registrar, it is necessary formally to create a new academic degree type in order to use Associate of Science in Nursing (ASN) in any and all documents. The ASN abbreviation is the correct description of the program we have at WKU, and will be less likely to be confused with the lower level Associate of Applied Science (AAS). The School of Nursing requests that the Associate of Science in Nursing program be abbreviated ASN. ASN is consistent with the other programs in the School of Nursing, the Bachelor of Science in Nursing (BSN) and the Master of Science in Nursing (MSN). Further, the Associate of Science in Nursing program's next accreditation visit is Spring 2015 making this clarification and consistency of terminology imperative. WKU has one of the few actual Associate of Science in Nursing programs in the State, but this fact is often lost as we keep referring to ourselves by the generic term "Associate Degree Program". This also affects our student's ability to transfer into BSN completion programs, because the AAS does not transfer as many hours as an ASN program.

- 2.3 List other universities in Kentucky and other states (including programs at benchmark institutions) offering this academic degree type:

In Kentucky, there are 28 schools that offer some type of associate degree in nursing. Of those 28, 15 are in the Kentucky Community and Technical College System (KCTCS), which offer the technically focused AAS degree in nursing. Unlike WKU, other universities in Kentucky which still have a 2 year nursing program refer to their programs as Associate of Science Nursing (ASN) programs and offer the ASN degree. These Universities include Eastern Kentucky University, Lincoln Memorial University, Midway College, and University of Pikeville. The other Universities in Kentucky which offer a nursing degree have moved away from the 2 year nursing degree in favor of the BSN or higher degree nursing programs.

- 2.4 Evidence that this academic degree type is recognized by relevant professional organization(s), regional accreditor (s), and/or the Department of Education:

All of the schools listed in 2.3 are accredited by the same agency as our Associate of Science with a major in Nursing program, the Accreditation Commission for Education in Nursing (ACEN). This indicates that the ASN is the preferred degree for accreditation. In addition, requests that we clean up our language by our accrediting agencies indicates that while our current degree type of Associate of Science with a major in nursing is a recognized type of nursing degree, the current catalog and other references to this program as the Associate Degree program or ADN program is not acceptable by

**MASTER OF SCIENCE  
PSYCHOLOGY**

**REQUEST:** Approval of a new Master of Science in Psychology through the Psychological Sciences Department in the Ogden College of Science and Engineering.

**FACTS:**

In November of 2013, the Department of Psychological Sciences was created in Ogden College of Science and Engineering. The creation of this department is the culmination of several years of growth in the number of faculty actively engaged in the practice and teaching of basic and applied research in psychological science. As part of this change, the current masters (MA) program in Psychology, which has three concentrations (Clinical Psychology, Industrial/Organizational Psychology, and Psychological Science), is being divided. The MA in Psychology will maintain the Clinical Psychology concentration and will remain in the Department of Psychology in the College of Education and Behavioral Sciences. The remaining two concentrations will be used to form an MS in Psychology (with concentrations in I/O Psychology and Psychological Science) that will be housed in the Department of Psychological Sciences in the Ogden College of Science and Engineering. Graduate enrollments in both master’s programs are not expected to change substantially in the near future and teaching demands should remain essentially unchanged.

The MS degree requires 36-45 credit hours, 27 hours of required core courses (see Table) plus specific program content that depends on the concentration chosen. A thesis based on original research conducted under the direction of a department graduate faculty member is required.

Required	Title	Hours
PSYS 510	Advanced Research Methods in Psychology	3
PSYS 512	Analysis of Variance	3
PSYS 513	Correlation and Regression Analysis	3
PSYS 518	Statistics and Psychometric Theory	3
PSYS 599	Thesis Research	6
Options	Science of Behavior	3
PSYS 581	Professional Issues and Ethics in Psychological Science	3
PSYS 579 or 595	Internship or Practicum	3
<b>TOTAL</b>	<b>Required</b>	<b>27</b>

Two concentrations are available in this program, which include: 1) Industrial-Organizational Psychology, and 2) Psychological Science, with 9 hours of additional coursework.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014. Because a single program is being divided into two programs along existing concentration lines, no additional resource needs are anticipated. Existing resources will be re-allocated to the departments of Psychology and Psychological Science, as appropriate.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the Master of Science in Psychology.

**MOTION:** Approval to establish a Master of Science in Psychology.

Approximately 20 new students (10 per concentration) will be admitted each year, for a total enrollment of 40 students.

2.3 Relationship of the proposed major program to other programs now offered by the department:

The Department of Psychological Sciences is a new department. We are currently proposing a BS in Psychology that will complement the proposed MS in the same way that the current BA complements the existing MA.

2.4 Relationship of the proposed major program to other university programs:

See 2.1 above. The Department of Psychology will continue to offer an MA in Psychology that will maintain the Clinical Psychology concentration. All other relationships with existing university programs will remain the same.

2.5 Relationship of the proposed major program to similar programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions):

Relationships with existing programs offered elsewhere in Kentucky will remain unaffected by creating an MS from the existing Psychological Science and Industrial/Organizational concentrations.

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

For at least 3 decades, the graduate program in Psychology has contributed to excellence in research, teaching, and service at WKU. That contribution will continue in the new Master of Science degree.

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

Essentially, the objectives of the proposed program are the same as the objectives for the current concentrations in Psychological Science and Industrial/Organizational Psychology. New courses have been added to the existing concentrations (Cognitive Neuroscience, Psychology of Language, and Psychopharmacology) and revisions have been made to existing courses (e.g., Conditioning and Learning). These additions and revisions bring the program into better alignment with the American Psychological Association's goal of enhancing psychology's prominence as a core STEM discipline.

A focus area in Clinical Science has been added to the Psychological Science Concentration, which already has focus areas in Cognitive Psychology, Developmental Science, and Biobehavioral Psychology. This new focus area has excellent potential to attract students interested in pursuing careers or doctoral-level study in the scientific study of mental health. In addition, the development of this focus area is consistent with the growing recognition of the need for evidence-based models of mental health.

### 4. Program description:

4.1 Curriculum:

Degree Requirements-36-45 hours

The program comprises 27 hours of core courses plus specific program content that varies by concentration. A thesis based on original research conducted under the direction of a department graduate faculty member is required. A comprehensive examination is required at the time of thesis defense. A research tool is required in all concentrations. No concentration may have more than 9 hours of 400G-level courses.

*Required Core - 27 hours*

Methods and Statistics - 12 hours

PSYS 510 Advanced Research Methods in Psychology (3 hrs)

PSYS 512 Analysis of Variance (3 hrs)

\*A four-to-six months internship in personnel psychology is encouraged (6 hours); 6 advisor approved graduate credit hours may be substituted for the internship if no internship placement can be obtained.

Psychological Science Concentration (Code XXX) - 36 Hours

This concentration uses a research mentorship approach to prepare students to be competitive applicants for admission into a Ph.D. program and/or for positions where strong research and methodological skills are needed. Students may choose from one of four focus areas allowing specialization in cognitive psychology, developmental science, clinical science, or biobehavioral psychology, or they may design a focus area (9 hours) that best fits their interests (subject to approval by their advisor and the program coordinator). A thesis is required. Applicants should refer to faculty research interests identified on the program web site and must apply specifically to work with one or more faculty members in whose research they have a particular interest. Grades lower than B may not be used to satisfy requirements in the Research Methods and Statistics Core (PSYS, 510, 512, 513, & 518), PSYS 581, and PSYS 595.

*Specific Concentration Requirements - 36 hours*

Research Methods, Measurement, and Statistics-12 hours  
 PSYS 510 Advanced Research Methods in Psychology (3 hrs)  
 PSYS 512 Analysis of Variance (3 hrs)  
 PSYS 513 Correlation and Regression Analysis (3 hrs)  
 PSYS 518 Statistics and Psychometric Theory (3 hrs)

Scientific Writing - 6 hours

PSYS 599 Thesis Research and Writing (6 hrs)

Science of Behavior - 3 hours

PSYS 521 Advanced Child Psychology (3 hrs)  
 PSYS 530 Conditioning and Learning (3 hrs)  
 PSYS 533 Advanced Topics in Cognition (3 hrs)  
 PSYS 552 Advanced Social Psychology (3 hrs)  
 PSYS 567 Advanced Physiological Psychology (3 hrs)

Ethics - 3 hours

PSYS 581 Professional Issues and Ethics in Psychological Science (3 hrs)

Practicum - 3 hours

PSYS 595 Practicum in Psychological Science (3 hrs)

Cognitive Psychology Focus Area - 9 hours

PSYS 533 Advanced Topics in Cognition (3 hrs)  
 PSYS 565 Cognitive Neuroscience (3 hrs)  
 PSYS 530 Conditioning and Learning (3 hrs)  
 OR PSYS 552 Advanced Social Psychology (3 hrs)  
 OR PSYS 590 Readings/Research in Psychology (3 hrs)  
 OR PSYS 431G Psychology of Language (3 hrs)  
 OR PSY 412G Psychology of Motivation and Emotion (3 hrs)

Developmental Science Focus Area - 9 hours (only one 400G course permitted)

3-6 hrs required from among the following:  
 PSYS 521 Advanced Child Psychology (3 hrs)  
 PSYS 424G Topics in Developmental Psychology (3 hrs)  
 PSYS 423G Psychology of Adult Life and Aging (3 hrs)  
 3-6 hrs required from among the following:  
 PSYS 533 Advanced Topics in Cognition (3 hrs)  
 PSYS 552 Advanced Social Psychology (3 hrs)  
 PSY 540 Behavioral Problems of Childhood and Adolescence (3 hrs)  
 PSY 545 Child Clinical Psychology: Theory and Practice (3 hrs)



**BACHELOR OF ARTS  
DIVERSITY & COMMUNITY STUDIES**

**REQUEST:** Approval of a new Bachelor of Arts in Diversity & Community Studies offered through the Department of Diversity and Community Studies in the University College.

**FACTS:**

The *Challenging the Spirit* plan (to 2018) frames the WKU mission to “prepare students to be productive, engaged, and socially responsible citizen-leaders of a global society” along four broad goals. The first three of these are addressed in this major: “enhancing the quality of our academic programs in ways that will set us apart as an institution”; building “a diverse university community that supports the learning and success of our students”; and working “with our community partners to enhance WKU’s positive impact on the quality of life in our region.” This major, innovative in its interdisciplinary, theme- and problem-based approach to learning, is not duplicated anywhere in the state, though prestigious institutions throughout the country do offer similar majors. We cannot build a “diverse university community” without addressing diversity across our units and in more academic programs. Finally, the community-based research our students engage in will contribute to WKU’s mission to improve the quality of life in our region.

Strategies for social change are among the most challenging to study and to implement, especially given the sense that consumer-oriented systems are unstoppable. For this reason, learning how to problem-solve, take direct action, and identify positive ways of conflict resolution are key for students’ success in a wide range of vocations, ranging from social services to governmental and non-profit organizations, at all levels from local to international. This major will be especially appealing to offices of diversity in corporate or university settings and to community-based non-profit organizations. The program aims at transformative knowledge, changing consciousness and shaping leaders who are less susceptible to short-term answers at the expense of long-term sustainability of the environment and communities that must share the world.

The major in diversity and community studies requires a minimum of 33 semester hours and a minor or second major. The following courses are required for the major (15 hours):

Course ID	Course Title	Hrs.
ICSR 200	Introduction to Social Justice	3
ICSR 300	Public Problem-Solving	3
AFAM 190	The African American Experience	3
GWS 200	Introduction to Gender & Women’s Studies	3
DCS 400	Capstone in Diversity & Community Studies	3

Also required are 18 hours of electives, selecting six hours from the following categories:

Category I	Formation of Identity and Narratives of Oppression	6
Category II	Advocacy and Social Change	6
Category III	Systems, Local to Global	6

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014. Current faculty strength is sufficient to offer the programs for the foreseeable future.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the Bachelor of Arts in Diversity & Community Studies.

**MOTION:** Approval to establish a Bachelor of Arts in Diversity & Community Studies.

<b>Junior Year</b>	<i>Fall</i>	ICSR 300	3
	<i>Spring</i>	6 hours from Category II	6
<b>Senior Year</b>	<i>Fall</i>	6 hours from Category III	6
	<i>Spring</i>	DCS 400	3
<b>Total Hours for Major in Diversity &amp; Community Studies</b>			<b>33</b>

**2. Rationale:**

2.1 Reason for developing the proposed major program:

A random survey completed by 113 undergraduate students in Honors, Gender & Women’s Studies, African American Studies, and the Institute for Citizenship & Social Responsibility classes from roughly 42 different disciplines revealed that 57% of students would either pursue or venture to gain knowledge about a major in Diversity and Community Studies. The most common response to a question asking students to describe perceived benefits of the major centered on citizenship skills that would help students personally and professionally after graduation. Students also discussed the interdisciplinary skills that would raise awareness concerning age, race, gender, and community action, which would help prepare them to facilitate progressive and sustainable changes in our communities. Other common responses concluded that the interdisciplinary skills and knowledge created in a DCS major would broaden perspectives, thus making WKU’s campus a safer space for diversity and cultural awareness. The majority of responses suggest the Diversity and Community Studies major would help to meet WKU’s mission statement by allowing students of “all backgrounds to be productive, engaged, and socially responsible citizen-leaders of a global society.”

The name of this major, Diversity & Community Studies, reflects the expertise of the faculty within the department, who are active in a wide range of interdisciplinary fields, including African American Studies, Gender & Women’s Studies, Ethnic Studies, and American Studies. Numerous emerging fields and national organizations support interdisciplinary majors that are theme- and problem-based. For instance, American Studies serves as a gathering point for emergent “interdisciplines” such as disability studies, comparative ethnic studies, critical race theory, eco-criticism, and media studies. One of the leading professional organizations for public scholars, the American Studies Association supports a host of majors like this one. For instance, at the University of Southern California, a similar major “investigates the multi-faceted problems of race, immigration, urban geography, culture, power, gender, sexuality and social justice.” The ASA also places a great deal of emphasis on civic engagement, having helped to launch Imagining America, a leading professional organization for public scholars, and one that WKU has participated in. The ASA website claims that “The greatest value of the American Studies major is diverse thinking” and that such a major “encourages critical and creative thinking aimed at drawing connections and building bridges between these diverse

racism, sexism, and homophobia, and building of interpersonal skills for working with others across difference, are collectively the kind of preparation students will need as they return to their homes and communities, in Kentucky and around the world.

Finally, this major is effectively helping to enhance the minors and certificates that the department already offers. Students from all majors will benefit from the expanded range of courses and perspectives that this major offers, whether they choose it as their official major, take courses that count toward the Colonnade Program, or select one of the department's minors (African American Studies, Gender & Women's Studies, Gerontology, as well as the certificate in Citizenship & Social Responsibility).

<sup>1</sup><http://www.aacu.org/liberaleducation/le-sp13/hartresearchassociates.cfm>

- 2.2 Projected enrollment in the proposed major program: Based on current enrollment in WKU minors and on the results of surveys, we anticipate enrollment to grow to 20 within the first five years.
- 2.3 Relationship of the proposed major program to other programs now offered by the department: This is the first major to be offered by the department. It represents a synthesis of three programs—African American Studies, Gender & Women's Studies, and Citizenship & Social Responsibility—as well as an elaboration and expansion of the kinds of topics they address.
- 2.4 Relationship of the proposed major program to other university programs: A number of other majors offered at WKU deal with issues of diversity and/or community, including sociology, folk studies, history, political science, public health, social work, and economics. Some of their courses are included in this major as course electives. While some of those programs approach these topics from more than one disciplinary perspective, their majors are directly tied to their discipline's accrediting bodies. Drawing from the core academic programs housed in the department, the DCS major privileges multidisciplinary approaches in pedagogy and knowledge production and places considerable importance on civic engagement. Thus, this major is compatible but not duplicative. It offers another option for students who prefer a multidisciplinary, theme- and problem-based focus.
- 2.5 Relationship of the proposed major program to similar programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): Most of the benchmarks offer minors or certificates that are related to this major (or the minors already mentioned). Some offer bachelor's or master's degrees in either women's studies (Eastern Michigan) or African American studies (Indiana State) or Pan-African Studies (U Louisville). Northern Arizona University offers a BA with a concentration in community development and sustainability, and Missouri State offers a degree in intercultural communication and diversity. The range of titles speaks to the flexibility afforded interdisciplinary programs. Nonetheless, it's clear that majors and/or minors in diversity and community studies are plentiful. A DCS major would, therefore, bring WKU in line with major offerings at peer institutions, regionally and nationally.

ICSR 200: Introduction to Social Justice  
ICSR 300: Public Problem-Solving  
AFAM 190: The African American Experience  
GWS 200: Introduction to Gender & Women's Studies  
DCS 400: Capstone in Diversity & Community Studies

Students are required to take an additional 18 hours of electives, selecting at least six hours from the following three categories:

Formations of identity and narratives of oppression (minimum of 6 hours): COMM 463 Intercultural Communication  
ENG 360: Gay and Lesbian Literature  
ENG 393: African American Literature  
GWS 375: American Masculinities  
PSY 355: Issues in Cross-Cultural Psychology  
SOCL 210: Interaction Self & Society

Advocacy and social change (minimum of 6 hours): AFAM 3XX: Hip Hop and Democracy  
DCS 343: Communities of Struggle  
GWS 301: Art and Social Change  
HIST 358: Blacks in American History Before 1877  
OR HIST 359: Blacks in American History Since 1877  
HIST 453: American Women's History  
ICSR 435: Reimagining Citizenship  
PS 373: Minority Politics  
SOCL 350: Social Inequality

Systems, Local to Global (minimum of 6 hours): DCS 360: Place, Community, Resilience  
ECON 434 The Economics of Poverty and Discrimination  
FLK 330: Cultural Connections and Diversity  
GEOG 110: World Regional Geography  
HIST 446: American Legal History  
RELS 408: Religion and Ecology  
SOCL 240: Contemporary Social Problems  
SOCL 360: The Community in Rural and Urban Settings  
SWRK 330: Human Behavior in Social Environments I

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

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**UNDERGRADUATE CERTIFICATE  
AGING SPECIALIST**

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**REQUEST:** Approval of a new undergraduate certificate in Aging Specialist offered through the Department of Diversity and Community Studies in the University College.

**FACTS:**

The Aging Specialist Certificate was designed to meet an identified need for the Bachelor of Interdisciplinary Studies program (BIS). The BIS does not allow a minor and academic advisors estimate that students in 4 of the 8 BIS concentrations would find the Certificate useful for their program of study. In addition, the Gerontological Society of America is leading an initiative to accredit gerontology programs and this Certificate would meet proposed standards.

Currently, 45 million people in the United States are ages 60 and older, and this number is projected to more than double to over 90 million by 2050. Numbers of the "oldest old," those ages 85 and older, are projected to rise rapidly over the next 40 years. By 2050, the oldest old will number 19 million, over one-fifth of the total population ages 60 and older. Kentucky mirrors the rest of the country with the growth in the numbers of people age 60 and above projected to reach 26.2% by 2030. Job opportunities related the aging of our population are numerous and the Bureau of Labor Statistics (BLS, 2013) reports that the demand for health care workers to address the needs of an aging population will account for in part for nearly one third of the total projected increase in jobs between 2012 and 2022.

The aging specialist certificate requires 15 credit hours. The following courses are required for the certificate (6 hours total):

- GERO 100 (3) Introduction to the Aging Experience; and
- GERO 485 (3) Seminar in Gerontology

The remaining 9 hours are selected among the following categories or as approved by the Aging Specialist Certificate Coordinator. The categories included identified courses is Biomedical and Health Services; Social and Behavioral Sciences; and Administration, Policy and Management.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014. The new Coordinator of Community Outreach and Advising will provide the support needed for this proposed program, in conjunction with the current Gerontology faculty. Thus, no new resources are anticipated.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the undergraduate certificate in Aging Specialist.

**MOTION:** Approval to establish an undergraduate certificate in Aging Specialist.

Studies (DCS) was created and the Gerontology programs became one of four focal points for the department. Since then, the Gerontology Minor has grown serving majors in departments across all WKU colleges. In 2010 the Institute for Citizenship and Social Responsibility (ICSR) created an undergraduate certificate in Citizenship and Social Responsibility which is also now part of the DCS.

- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: The Gerontology programs have a strong record of collaborating with units in all WKU colleges. The proposed curriculum for the Aging Specialist certificate reflects the wealth and diversity of knowledge in aging across departments. Currently the Department of Public Health offers a certificate in long term care to prepare students for the KY licensure exam.
- 3.4 Projected enrollment in the proposed certificate program: Based on the enrollment on the current minor program, we anticipate growing to 25 in two years.
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): A 21 credit hour gerontology minor is offered at University of Kentucky, Kentucky State University, and Murray State University, while Northern Kentucky University offers a 21 credit hour aging and society minor. Other benchmark institutions have active undergraduate programs in aging: Florida Atlantic Indiana State University and Ohio University offer a gerontology certificate, Ball State University, Bowling Green State University, Illinois State University and University of North Carolina Charlotte offer a gerontology minor; James Madison University, Northern Illinois University, and University of South Alabama offer both a minor and a certificate in gerontology, Towson University offers both a minor and a BA/BS in gerontology,
- 3.6 Relationship of the proposed certificate program to the university mission and objectives: The Aging Specialist certificate will serve the university mission statement by preparing students “to be productive, engaged, and socially responsible citizen-leaders of a global society.” Through coursework and community engagement, the proposed certificate program will attract students who are seeking opportunities for building strong communities responsive to the aging of their communities. In addition, the certificate will address Objective 3.1 of the University Action Plan, (Expand WKU’s Economic Impact on the Regions) by providing undergraduate students with appropriate training to develop, lead and deliver services in aging.

#### 4. Curriculum:

The aging specialist certificate requires 15 credit hours.

The following courses are required for the certificate (6 hours total):

GERO 100 (3) Introduction to the Aging Experience

GERO 485 (3) Seminar in Gerontology

The remaining 9 hours are selected among the following categories or as approved by Aging Specialist Certificate Coordinator. Gero 490 Independent Study in Gerontology GERO 495 Topics in Gerontology may be counted towards the Certificate.

Biomedical and health services: (3) hours

BIOL 344 Biology of Aging

CD 489 Geriatric Communication Disorders

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## UNDERGRADUATE MINOR CLASSICAL STUDIES

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**REQUEST:** Approval of a new undergraduate minor in Classical Studies offered through the Department of Philosophy and Religion in the Potter College of Arts & Letters.

**FACTS:**

The proposed minor in Classical Studies draws together courses on the history, language, literature, art, archaeology, and philosophy of the ancient Roman and Greek civilizations. This minor will prepare students with interest in the Classical Roman or Greek worlds to understand these foundational western civilizations from multiple methodologies and knowledge bases. The proposed minor requires 21 hours of coursework. At least half the credit hours must be at the 300-level or above.

Category	Credit Hours	Courses by Category
Category 1: Philosophy	3	Students must take one of the following: PHIL 341: Plato and Aristotle PHIL 342: Hellenistic Philosophy
Category 2: Ancient Languages	6	Students must take one of the following two-course sequences: RELS 150 and 151: Elementary Latin 1 and 2 RELS/BLNG 384 and 385: Biblical Greek 1 and 2
Category 3: History	3	Students must take one of the following: HIST 305: Ancient Greece HIST 306: Ancient Rome
Category 4: Art and Archaeology	3	Students must take one of the following: ANTH 130: Introduction to Archaeology ANTH 335: Old World Prehistory ARTH 105: History of Art to 1300 ARTH 305: Ancient Greek and Roman Art
Category 5: Electives	6	Students must take two courses from those listed above as electives or other courses approved by the Department Head.

This minor is relevant for today's world in that Classical Studies is considered by many to be a foundational Humanities field. As such, it will better prepare students in numerous fields for graduate level study, strengthen their academic and intellectual credentials, and offer them career flexibility in the Humanities and other academic fields as well as in careers such as law, economics, business, media, religious vocations, and politics.

Student interest in this minor program is evident for the following:

- The members of the WKU Greek and Roman Classics Club have begun to schedule activities (including speakers and film screenings) which, we believe, will lead to a larger presence and awareness of the field of study thus recruiting students towards the minor in Classical Studies.
- Emails to the department regarding the potential significance of a Classical Studies program.

Based on enrollment and anecdotal evidence, we project 20-30 enrollments by 2017.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Fall 2014, current faculty will support the delivery of this new minor.

**RECOMMENDATION:** President Gary A. Ransdell recommends approval of the undergraduate minor in Classical Studies.

**MOTION:** Approval to establish an undergraduate minor in Classical Studies.

- This minor is relevant for today’s world in that Classical Studies is considered by many to be a foundational Humanities field. As such, it will better prepare students in numerous fields for graduate level study, strengthen their academic and intellectual credentials, and offer them career flexibility in the Humanities and other academic fields as well as in careers such as law, economics, business, media, religious vocations, and politics.

2.2 Projected enrollment in the proposed minor program:

- Based on a survey of enrollments for the included courses over the last two cycles, we can project solid and sustained enrollments in courses.

Course #	Semester	Enrollment
PHIL 341	Fall 2013	15
	Fall 2011	24
PHIL 342	Spring 2012	15
PHIL 302 <sup>1</sup>	Fall 2009	25
RELS 150	Fall 2013	34
	Fall 2012	35
RELS 151	Spring 2013	32
RELS/BLNG 384	Fall 2013	20
	Fall 2011	30
RELS/BLNG 385	Spring 2012	17
	Spring 2010	17
HIST 305	Spring 2013	35
	Spring 2012	35
HIST306	Fall 2013	35
	Fall 2012	38
ARTH 105 <sup>2</sup>	Fall 2013	52, 42
	Fall 2012	56, 48
ARTH 305	Spring 2013	29
	Fall 2010	28
ANTH 130	Fall 2013 <sup>3</sup>	12, 36
	Spring 2013	24
ANTH 335	Fall 2013	16
	Spring 2012	22

We have also collected evidence of student interest in this minor program through anecdotal sources:

- o The WKU Greek and Roman Classics Club was founded (complete with Facebook webpage) in May 2013 and currently has 15 registered members (with about 50 members on the Facebook page). The members of the WKU Greek and Roman Classics Club have begun to schedule activities (including speakers and film screenings) which, we believe, will lead to a larger presence and awareness of the field of study thus recruiting students towards the minor in Classical Studies program.

<sup>1</sup> PHIL 341 and PHIL 342 were previously combined and numbered as PHIL 302: Ancient and Medieval Philosophy.

<sup>2</sup> During both semesters, two sections of ARTH 105 were offered.

<sup>3</sup> During the Fall 2013 semester, two sections of ANTH 130 were offered.



- Examine the impact that the ancient Roman and Greek civilizations have had upon modern western society.

4. **Curriculum:** The following courses for the proposed Minor in Classical Studies are approved and existing courses, offered on a regular and ongoing basis. The Minor in Classical Studies requires 21 semester hours.  
**Note:** Current faculty in the departments that would contribute to this program are interested in developing courses that could count towards the fulfillment of the minor’s requirements if the program is accepted and grows.

A. **Philosophy (3 hours):**

PHIL 341: Plato and Aristotle

or

PHIL 342: Hellenistic Philosophy

B. **Ancient Language (6 hours):**

RELS 150 and 151: Elementary Latin 1 and Elementary 2

or

RELS/BLNG 384 and 385: Biblical Greek 1 and Biblical Greek 2

C. **History (3 hours):**

HIST 305: Ancient Greece

or

HIST 306: Ancient Rome

D. **Art and Archaeology (3 hours):**

ANTH 130: Introduction to Archaeology

or

ANTH 335: Old World

Prehistory or

ARTH 305: Ancient Greek and Roman

Art or

ARTH 105: History of Art to 1300

E. **Electives (6 hours):** Students must take two courses from those listed above as electives or other courses approved by the Department Head.

5. **Budget Implications:** Since this minor is interdisciplinary in nature and requires courses in a variety of departments, it will rely on the faculty from those specific departments for staffing.

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

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

Department of Philosophy and Religion	November 20, 2013
PCAL Curriculum Committee	January 7, 2014
Undergraduate Curriculum Committee	January 30, 2014
University Senate	February 20, 2014

the opportunity to move to the pertinent Main Campus Department, and each has indicated his/her desire to do so. Each of the Main Campus departments involved has indicated its willingness to add the pertinent faculty to its department, and has also contractually agreed to provide faculty resources to teach the necessary South Campus courses. These courses will now be offered as sections of the Main Campus course rather than as “equivalent” courses in a different department in a different college. This will greatly reduce confusion for students and allow for closer integration of the curricula.

**Proposed New Departments of Faculty in the Liberal Arts & Sciences Department**

Member	Title	Department (Main Campus)
Charles Borders	Associate Professor	History
Jill Brown	Assistant Professor	Geography & Geology
Dana Emberton-Tinius	Associate Professor	Biology
Clint Haynes	Assistant Professor	Communications
Quentin Hollis	Associate Professor	Psychology
James McMahon	Assistant Professor	Sociology
Rhonda Patterson	Assistant Professor	Biology
Carnetta Skipworth	Assistant Professor	Chemistry
Heather Strode	Associate Professor	Communications
Francesca Sunkin	Assistant Professor	Modern Languages (Spanish)
Deborah Weisberger	Associate Professor	Biology

With this reorganization, there is no longer a need for the separate Liberal Arts & Sciences department, and it therefore can be eliminated. The current department head will continue to serve in an administrative role, coordinating the offering of South Campus courses as noted above.

**Budget Implications:** None. There are no changes to the rank, tenure status, or salary of the faculty involved. Faculty budget lines, and associated benefits, will, as necessary, be moved into the respective departments.

**Recommendation:** President Gary A. Ransdell recommends the reorganization of two academic units in University College, eliminating the Liberal Arts & Sciences Department and consolidating/renaming the department of Academic Support as School of University Studies.

**Motion:** Reorganize the University College to eliminate the Department of Liberal Arts & Sciences, reassigning faculty, at their current rank and tenure status, to their respective Main Campus departments, and rename consolidate the Department of Academic Support into the School of University Studies.

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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 college dean to be awarded emeritus/a 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 Psychology

Dr. Retta Poe, Professor of Psychology, Emerita

***Potter College of Arts and Letters***

Department of Political Science

Dr. John H. Petersen, Professor of Political Science, Emeritus

**BUDGETARY IMPLICATIONS:** No funds requested

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

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

WKU ARMY ROTC

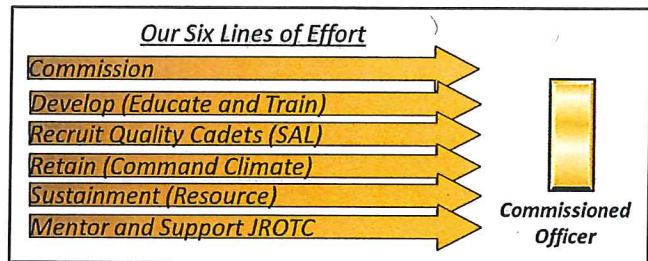
Who we are: Since 1916 and the authorization of Army ROTC on our WKU campus, our mission has remained; Recruit, Educate, Train, Develop, and Commission officers of impeccable character for lifelong service to our Army, Nation, and communities. Our promise to our cadets is that they will be a Student first, a WKU ambassador (Scholar, Athlete, Leader) second, and a cadet always.



At WKU, over 200 students take Army ROTC courses on campus each year. They include students from S.T.E.M., Nursing, Business, Government, English, and nearly all other academic fields. Each year, about 21 WKU students complete the Army ROTC program and earn commissions as Army officers into the Active Army, Army Reserve, or National Guard.

Although the program prepares students to be eligible for a commission in the U.S. Army, program graduates are not required to seek commissions. In addition to prospective commissioned officers, non-commissioned officers, veterans, and non-military students seeking leadership knowledge may also be admitted to the major in Military Leadership.

How we do it: In addition to an already demanding academic path, Army ROTC cadets are required to participate in morning physical fitness events, as well as, a weekly lab that encourages outreach on campus and puts their military skills to the test as they constantly develop leadership skills. Cadets are also required to participate during two field training exercises each year. These weekend activities are required for all cadets in our advanced courses; many students in our basic courses choose to participate as well. Near the end of the program, cadets attend a summer leadership camp held at Ft Knox. This month long event tests and evaluates the leadership skills each cadet has developed over the preceding 3 years. A large percentage of our outstanding cadets are continually on the dean’s and presidents list every semester. An Army officer is a leader, that’s why leadership and management are stressed as part of the ROTC cadets training here at Western Kentucky.



Where we are going: To maintain the pace of an ever changing Army and an even more fluid battlefield, our Army ROTC program is under constant change. We continue to support campus and community events and are well nested in the strategic objectives of the university to ensure a common operating picture and language. We continually plan for the future and are encouraged by the quality and commitment of today’s cadet.

Army ROTC can help you be successful during college and afterwards. You'll quickly gain the confidence and self-discipline necessary to progress in your studies at Western Kentucky University. You'll acquire leadership skills and credentials, which will impress employers when you graduate. And you'll earn opportunities for service-to-country as an officer, full-time on active duty or part-time as you pursue your civilian career.

University and Local Community Partnerships

- Honors College
- Chinese Flagship Program
- Career Center
- WKU Athletic Programs
- United Way of Southern Kentucky
- Career and Professional Development
- Military Student Services





**WKU**<sup>®</sup>

*Board of Regents*

**EXECUTIVE COMMITTEE**

**March 28, 2014**

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

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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 have been received for the designated rooms/areas listed below:

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

Room/Area:	Demonstration Classroom (2) and Bed Lab (2)
Location:	2 <sup>nd</sup> Floor
Donor:	Don and Irene Dizney
Room/Area Name:	<i>The Dizney Clinical Learning Center in Memory of Helen Turner</i>

**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.**



## OFFICE OF DEVELOPMENT AND ALUMNI RELATIONS



### Memorandum

TO: President Ransdell and the Board of Regents

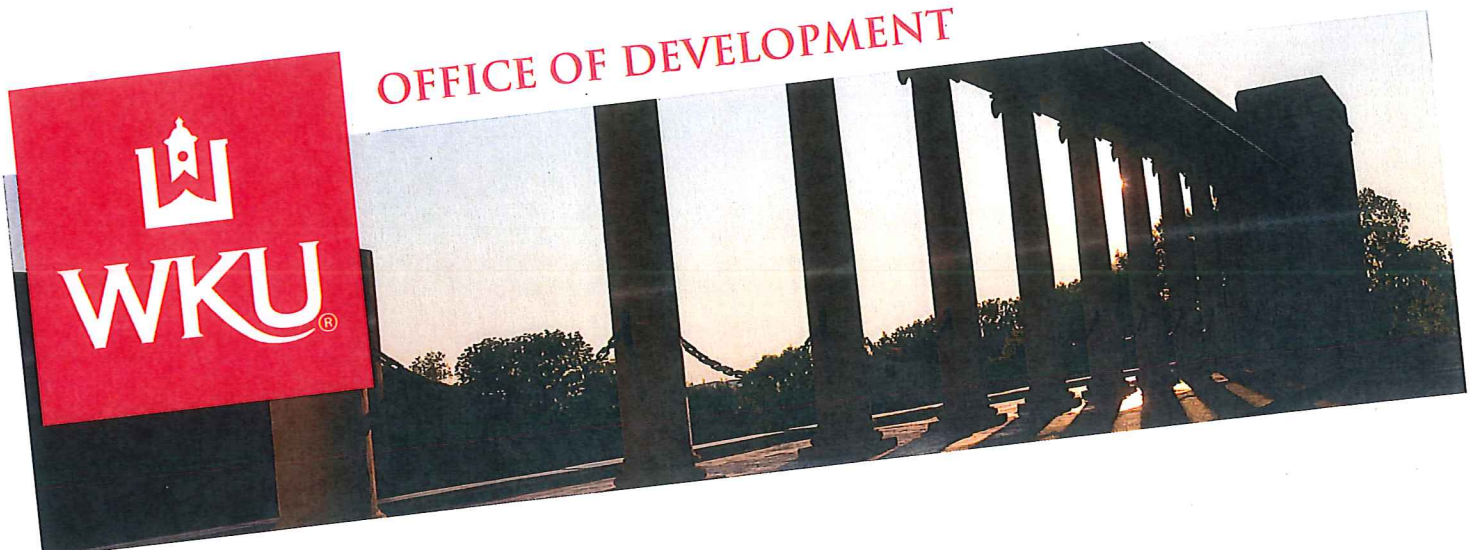
FROM: Kathryn R. Costello

RE: Brief summary of Development and Alumni Relations and the Kentucky Museum

At the last meeting of the Board, I gave a brief oral report about calendar year-end fundraising. Since that is only a part of the picture of activity, I am attaching three reports for your review that summarize my oral report and reflect current activities and plans. The first outlines some highlights related to Development. The second attachment is a summary of some of the programs provided by the Office of Alumni Relations and Marketing in the past year. Finally, I have included a brief report on the Kentucky Museum and the progress made under the leadership of a new board and its first Chairman, Regent Phillip Bale.

I would like to express my appreciation to the following individuals for their leadership in recent months: John Paul Blair, Associate Vice President for Development; Rick DuBose, Executive Director for Alumni Association; Timothy Mullin, Director of the Kentucky Museum; and John Perkins, Director of Development for Special Projects.

So many wonderful things are happening at WKU all the time, and I hope the attached material inspires confidence that progress continues to be made in large and small ways that will enrich WKU. We welcome your comments and questions about any of these reports or other matters.



## OFFICE OF DEVELOPMENT

### Total Giving Highlights

- For only the second time in WKU's history, cash receipts surpassed \$18 million
- WKU's combined endowment reached an all-time high \$118 million through \$6.3 million in new endowed gifts
- Continue to move forward in our attempts to implement and enhance top university priorities as evidenced by 90 major gift proposals pending totaling more than \$19.7 million

### Major (gifts > \$10,000) & Planned Gift Highlights

- Exceeded Major Gifts goal of \$10 million by more than \$500,000
- \$5.1 million in new scholarship support received includes over \$2 million in new endowment gifts
- Augenstein Alumni Center opened through the receipt of over \$5 million in gifts and pledges
- Medical Center WKU Health Sciences Complex opened and Physical Therapy program began with the assistance of significant private support – over \$750,000 in gifts and pledges
- Deferred Gift Inventory grew to all-time high (\$93 million in documented deferred gift expectancies)
- 'Society of 1906' membership reached a new high of 341 members
- Major Gift Officers will continue their aggressive standard of 30 proposal deliveries with a 60% closure rate target in 2014

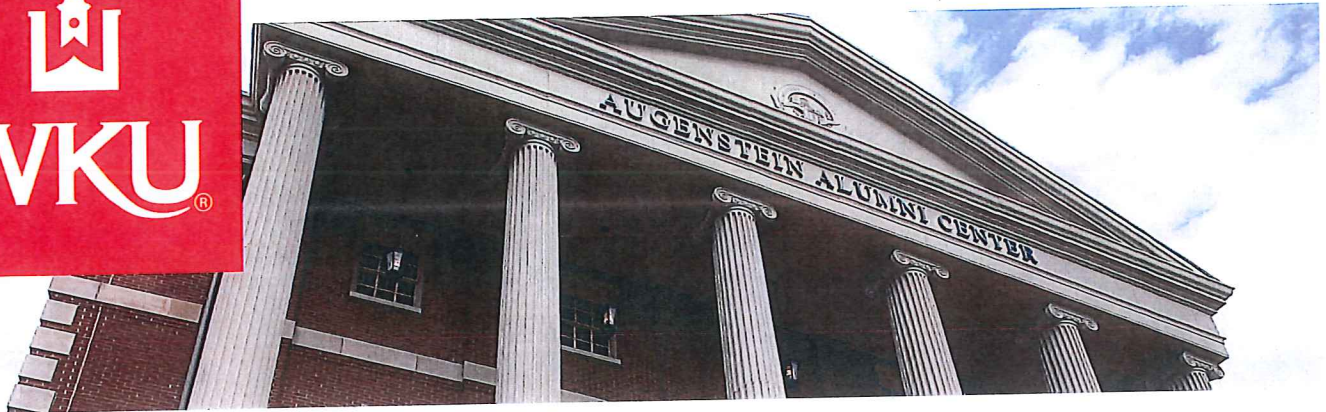


## Annual Giving (gifts < \$10,000) Highlights

- All-time high in Annual Giving gift receipts of more than \$7.55 million
- Record President's Circle membership 2,624 (gifts of \$1,000 or more)
- Recently transitioned the Leadership Annual Giving (LAG) program under the development umbrella with other frontline fund raisers. The LAG team (3 members) will deliver over 400 proposals (gift asks) through personal visits this year.
- "Topper Talk" (phonathon) has raised more than \$220,000 through more than 250,000 attempted calls made to nearly 100,000 prospects
- Direct Mail solicitations continue to become more sophisticated in their target audience selection, messaging, delivery, and success rates. A direct mail solicitation went to 70,000 in December and successive mailing will be sent in March and May of this year.



## OFFICE OF ALUMNI RELATIONS



### Alumni Programing

- 108 events have been planned and executed impacting 20,990 attendees.
- New events were implemented with the opening of the Augenstein Alumni Center
  - Opening Act sponsored by US Bank became the home for all alumni and friends to gather and tailgate prior to all home football games.
  - We hosted our first post-game Homecoming Dance at the Augenstein Alumni Center titled 5th Quarter
- Signature, traditional events continued that continued to be a success – Homecoming, Hall of Distinguished Alumni, Summit Awards, Athletic Programming, Reunions, etc.
- A number of cities were visited and events were hosted in those cities. Some of these cities include Northern KY/Cincinnati area, Louisville, Central KY/Lexington area, Owensboro, Nashville, Knoxville, Glasgow, Atlanta, West Point, NY, San Antonio, Austin, TX, Orlando and New Orleans.
- A new Strategic Plan was written and approved by the Alumni Board which focuses around four primary goals:
  - Cultivate the WKU Spirit
  - Build Lifelong Relationships
  - Engage the WKU Family in the life of the Institution
  - Enhance the financial capacity of the Alumni Association
- Continue the partnership with The Office of Conferencing and Catering on booking the Augenstein Alumni Center.
- A partnership with Service One Credit Union was established, resulting in a Big Red Golf Cart for the Alumni Association.
- The Annual Graduation Fair was moved to the Augenstein Alumni Center for the Fall Graduates of 2013. This program will continue to be held at the Augenstein Alumni Center, allowing our students and future alumni to understand the Center and the Alumni Association.
- A statue of Lee Robertson was unveiled outside of the Robertson Ballroom in the Augenstein Alumni Center on December 20<sup>th</sup> in front of a 400+ crowd.
- The Alumni Plaza and Big Red Statue will be dedicated and unveiled in a ceremony in front of the Augenstein Alumni Center on April 19<sup>th</sup> at 11:30 a.m. prior to the kickoff of the Red/White Scrimmage

## Marketing & Communication

### Marketing

- Begun rebranding strategy for the WKU Alumni Association
- New logo design to coordinate with the Augenstein Alumni Center
- Initiated communication with all Colleges and Deans to segment alumni communication by college and alumni areas of interest.

### Magazine – *WKU SPIRIT*

- 3 Issues of *WKU SPIRIT* - Reaching over 315,000 Alumni and friends
- Spring 2014 will be in home the week of April 14, 2014
- *WKU SPIRIT* Online continues to reach over 10,000 members and have unique page of over 150,000. *WKU SPIRIT* Online versions began Spring 2010.
- The *WKU SPIRIT* mobile app has over 15,000 downloads for the Apple iPad.

### Social Media Presence:

- Twitter: 4,502 Followers and over 400 tweets.
- Facebook: 5,501 friends and over 500 posts.
- Instagram: Account created in December 2014 – 65 Followers and 196 likes.

### Email Marketing

- 204 emails created
- 63 were outside of the Division (i.e., Departmental/Student Activities emails)
- These emails reached over 1.2 million email accounts
- Monthly “News from the Hill” ENewsletter reaches over 45,000 Alumni and friends monthly

### Website

- New website design is currently being produced and will be deployed in May 2014.
- New site will encompass more interactive tools and mobile device capabilities

### Affinity / Partnerships / Membership Programs

- Partnerships with Bowling Green Area Chamber of Commerce, Fruit of the Loom, Blue Cotton, US Bank and Service One Credit Union.
- Affinity relationships continue to grow. New partners include Matrix Warranty Program and other alumni branded merchandise partners.
- Re-branding Lifetime Membership program including new card design and membership benefits.

## Welcome Center

- Augenstein Alumni Center Traffic Counts for FY 14 through February 2014: 16,449.
- Admission tours have increased from 7 tours a week to 10 tours a week.
- Partnership with Bowling Green CVB to market Bowling Green tourists attractions.
- Worked with Planning, Development and Construction to implement a phased Welcome Center wayfinding street signage program. Recently completed phase 2 of this project.
- Technology upgrade for campus operators to help streamline call times and transfer rates. Decreased operator call abandonment rate from 14% to under 5%.



## THE KENTUCKY MUSEUM



The Kentucky Museum has been an integral part of the WKU campus and the South Central Kentucky region since construction on the beautiful building began in 1929. Some key milestones in the life of our highly regarded museum are:

- 1923 – Professors begin collecting papers and objects relating to Kentucky
- 1927 – Alumnus C. Perry Snell makes significant donation of European art and artifacts
- 1929 – Dr. Cherry begins construction on the Kentucky Museum to house the growing collection
- 1939 – The Kentucky Museum doors are open to public
- 1979 – A new addition to the Museum opens which increases space to 80,000 sq ft.
- 1993 – Museum is joined onto library special collections department.
- 2011 – President Ransdell leads efforts to create Instruments of American Excellence exhibit
- 2011 – Outside consultants agree that the Museum should function independently from the libraries
- 2011 – Policies and by-laws for independent Board of Directors approved by WKU Board of Regents
- 2012 – July: Museum officially separates from WKU libraries
- 2012 – December: First meeting of the new Kentucky Museum Board of Directors

With the first meeting of its own Board of Directors, comprised of community leaders and WKU faculty, The Kentucky Museum embarked on a new and exciting path to becoming a recognized, regional Museum that draws tourists, school children and art aficionados alike. Thanks to an active committee structure, much work was done in 2013 and we are already seeing signs of progress and change.

Key accomplishments thus far since the first meeting of the new Board include:

- A new five-year Strategic Plan was written and approved by the Board, focusing on three broad areas:
  - Raise the profile of the Museum
  - Enhance Programming
  - Establish Solid Financial Base
- Pursuit of accreditation by the American Alliance of Museums is in full swing. The application is being finalized and will be submitted this summer. Once the Museum gains accreditation, the process to apply to become an affiliate member of The Smithsonian Museum will begin. Affiliation with The Smithsonian will bring national recognition and enable the Museum to have access to the traveling exhibits of the Smithsonian.

- Members of the community were invited to attend a Community Focus Group to express what they want they want the Museum to be within the region.
- Dr. Jeff Katz is working to engage the Marketing Department to research rebranding of the Museum and to expand the demographics to the southeast region.
- The Instruments of American Excellence Acquisitions Committee (aka "The Fishing Committee") has reached out to over 30 potential new donors for the IAE exhibit in order to keep the exhibit fresh. A fall unveiling of new items is planned around a party, media coverage and attendance by notable donors to the collection.
- The concept of a new "Friends' Advisory Board" has been approved by the Board of Directors, along with tentative By-Laws. The Advisory Board will formalize the membership structure, elect its own leaders and focus on events, fundraising, volunteering and overall Museum support
- Membership in the "Friends" organization in April 2013 was 115. Membership through February 2014 is 197 members with efforts continuing. For the first time, a mailing was done to a large group of alumni selected from WKU's database and work is underway to make membership a focus of "Topper Talk" calls to alumni for the first time.
- The US Bank "Celebration of the Arts" show started February 28 and runs through April 5. Highlights include:
  - Attendance at the private preview party, "The Vernissage Party," was 170 this year vs 70 last year. Overall attendance for the Preview Party was 634.
  - Sponsorship funding for "Vernissage" rose from \$2,500 last year to \$3,600 this year.
  - For the first time, artists were able to register online for the show; 65 did so.
  - Total pieces submitted rose from 356 in 2013 to 408 this year.
  - Total number of artists participating rose from 193 in 2013 to 215 this year.
  - 20 pieces have been sold in the first week of the show versus 29 pieces for the total show in 2013
- The lobby of the Museum was substantially remodeled and unveiled at the Preview Party. The more "museum-like" lobby features a newly restored masterpiece by American artist John Chapman, painted in 1860, but never before on public display anywhere. Mr. Chapman also painted the iconic murals of American history that surround the rotunda of our nation's Capital Building in Washington, DC.
- Foundations, including private, family and corporate, are being researched to find appropriate ones to which applications for grants to the Museum can be made. Support is also being sought for the naming of the newly remodeled lobby and discussions are underway to identify other naming opportunities with the Museum.
- The Museum Store Committee is reviewing strategies for merchandising and marketing efforts to increase sales.
- Visitation to the Museum remains strong:
  - 32,079 Visitors in 2013 (reduced from 2012 due to relocation of Welcome Center to alumni center)
  - 9,689 children participated in community education school programs
  - 4,754 community members participated in summer camps, adult workshops, extending learning
  - 21,385 online users "drilled into" the webpages, not just casually visited
  - Remote exhibits in places such as Diddle Arena, Chinese Learning Center, Augenstein Alumni Center, Ogden College and other campus and community locations are estimated to be viewed by over 400,000 people in 2013.