



# *Board of Regents*

## **COMMITTEE MEETINGS**

**September 26, 2014 ~ 12:00 p.m. (CDT)**

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



WESTERN KENTUCKY UNIVERSITY  
Board of Regents ~ Committee Meetings  
September 26, 2014 – 12:00 p.m. (CDT)  
Mass Media and Technology Hall ~ Cornelius A. Martin Regents Room

**AGENDA**

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

**Action Items:**

- AA-1.1 Approval of the Doctor of Psychology in Applied Psychology [pp 1-67]
- AA-1.2 Approval of Emeritae Faculty Appointment [p 68]

**Information Items:**

- Trends in Graduate Programs (*Dr. Carl Fox*) [p 69]
  - Enrollment Report (*Dr. Brian Meredith*)
- 

**EXECUTIVE COMMITTEE (*Mr. J. David Porter*)**

**Action Item:**

- EX-1.1 Approval of a Revised WKU Statement of Purpose [pp 1-2]
- 

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

**Action Item:**

- FB-1.1 Approval of Personnel Actions [p 1 and attached reports]
  - Staff [pp S1-S15]
  - Faculty [pp F1-F13]

**Information Items:**

- Internal Audit Reports (*Ms. Jennifer Miller*) [pp 2-3]
  - GGC@WKU Update (*Ms. Ann Mead*)
- 

**STUDENT AFFAIRS COMMITTEE (*Dr. Melissa B. Dennison*)**

**Information Items:**

- Housing and Residence Life Occupancy Report (*Mr. Brian Kuster*) [pp 1-2]
  - Meal Plans Report (*Mr. Gary Meszaros*) [p 3]
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**WKU**<sup>®</sup>

*Board of Regents*

**ACADEMIC AFFAIRS COMMITTEE**

**September 26, 2014**

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

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## DOCTOR OF PSYCHOLOGY

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**REQUEST:** Approval of a new Doctor of Psychology (Psy.D.) in Applied Psychology through the Department of Psychology in the College of Education and Behavioral Sciences.

**FACTS:**

Data from the National Alliance for the Mentally Ill indicates that little more than one-third of the individuals diagnosed with a mental illness receive any form of treatment through the public mental health system; this is compounded by a shortage of behavioral health practitioners reported. Fewer services are available in rural areas and for children and adolescents. Nationally, 1 in 5 American adults have experienced a mental health issue and 1 in 10 young people have experienced a period of Major Depressive Disorder. Despite the pervasiveness of mental health concerns, according to a 2013 report from the Substance Abuse and Mental Health Services Administration a, only 41% of adults needing help received any services and fewer than 20% of children received services.

The Doctor of Psychology (Psy.D.) in Applied Psychology program will focus on evidence-based practice and training supervisors using a cognitive-behavioral orientation and is an advance practice doctoral program, as prescribed by KRS 164.295. The program follows the practitioner/scholar model. The Psy.D. is an applied practice degree in the behavioral (or mental) health field. The mission of the program will be to train competent doctoral-level practitioner/scholars who have core foundations in interpersonal and scientific skills, mastery of clinical practice and evidence-based interventions, and application of their knowledge and skills in a range of settings, including rural and underserved populations. The program will require two capstone experiences—a dissertation and a pre-doctoral internship. The dissertation serves to document the student's mastery of scientific skills while the pre-doctoral internship serves to document the student's ability to integrate and apply knowledge and skills in community settings and evaluate practices. Upon completion of the internship, graduates will be eligible to apply for licensure as Psychologists and will be qualified to establish careers in the private and public sectors, including clinics, hospitals, community agencies and schools. They may also teach and provide supervision in colleges and universities.

The program is a 48-hour program that will be completed post-master's degree. There will be a 27-hour core and two specializations (Clinical Psychology and School Psychology) each consisting of 21 hours. Students will select one specialization. The Doctor of Psychology in Applied Psychology program is designed to align with American Psychological Association (APA) accreditation standards.

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:** Implementation date will be the Fall 2015 semester. A detailed budget can be found in the attached information. It is important to note that the Doctor of Psychology in Applied Psychology program is self-sustaining from tuition revenue and fees, as prescribed by KRS 164.295, and therefore does not require additional funding from the Commonwealth of Kentucky or reallocation of base funding within WKU.

**RECOMMENDATION:** President Ransdell recommends approval of the Psy.D. degree type and the Doctor of Psychology in Applied Psychology program.

**MOTION:** Approval to establish a Psy.D. degree type and the Doctor of Psychology in Applied Psychology program.

2. Explain how the proposed program relates to the institutional mission and academic plan.

The proposed program has a strong fit with the University's mission statement:

*"Western Kentucky University prepares students to be productive, engaged, and socially responsible citizen-leaders of a global society. It provides research, service and lifelong learning opportunities for its constituents. WKU is responsible for stewarding a high quality of life for those within its reach."*<sup>1</sup>

The proposed program's fit with WKU's mission is supported by the following points:

- Productive, engaged, and socially responsible citizen-leaders: Doctoral-level practitioners are trained to be leaders within the community. They work with others in a variety of settings as force-multipliers, removing emotional and behavioral barriers to effective lives. Thus, they enable citizens to be more productive, engaged, and socially responsible.
- Global Society: It is clear from focus group discussions that current program graduates already work with culturally diverse populations, even in rural Kentucky. Diversity is implicit to the training and work sites for both clinical and school psychologists. Understanding and working effectively with people from diverse cultural backgrounds is a core value of Psychology and a professional expectation of those working in the field. Psychologists are sensitive to diversity issues in terms of client needs and client populations. The American Psychological Association looks for these issues to be addressed when programs are undergoing the accreditation process. Thus, courses addressing such knowledge and providing such experiences will be built into the Doctor of Applied Psychology program. Further, the program is expected to attract international applicants. Each semester there are more than 10 international students who inquire about the Clinical Psychology Master of Arts (M.A.) program and the School Psychology Educational Specialist (Ed.S.) program. In addition, over the last three years, there have been at least four international applicants to these programs. It is expected that these trends will continue for the Doctor of Applied Psychology program.
- Life-long Learning and Quality of Life: The Doctor of Applied Psychology program will provide opportunities for graduates to advance their education, thereby providing better services to their communities, and to develop applied research, especially in the regions of Kentucky from which students will be recruited. Further, life-long learning is a professional value in Psychology and an expectation for graduates. It is also a requirement in the form of continuing education for maintaining licensure as a health service provider (the doctoral level license for clinical psychologists) in Kentucky and for certification through the National Association of School Psychologists in order to work in the school systems as a practitioner. An additional expectation for doctoral-level practitioners is that they conduct professional development workshops within their agencies and in the community at large. Further, training programs that are accredited by the American Psychological Association are expected to provide

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<sup>1</sup> Western Kentucky University. [Challenging the Spirit Action Plan 2012-2013 to 2017-2018](http://www.wku.edu/academicaffairs/documents/challenging_the_spirit_action_plan_2012-18.pdf).  
[http://www.wku.edu/academicaffairs/documents/challenging\\_the\\_spirit\\_action\\_plan\\_2012-18.pdf](http://www.wku.edu/academicaffairs/documents/challenging_the_spirit_action_plan_2012-18.pdf)

level clinical and school psychologists is expected to grow at a rate faster than average for all occupations through 2020 (at a rate of 22%).<sup>6</sup> It is anticipated that a number of international applicants will apply to the program. The current M.A. and Ed.S. programs have a fair number of international applicants. There is no reason to expect that this trend will do anything but increase.

- *Improve Quality of Life for Our Communities:* The National Survey on Drug Use and Health estimates the rate of serious mental illness among adults aged 18 or older at 18.1%.<sup>7</sup> The shortage of doctoral-level psychologists and thus a lack of supervisors is a limiting factor on the employability of behavioral health providers with non-doctoral degrees. According to the National Advisory Committee on Rural Health and Human Services, "The stark reality is that there are few behavioral health providers practicing in most small rural communities."<sup>8</sup> With more doctoral-level practitioners, agencies can employ persons with lower level credentials (who will be supervised by doctoral-level psychologists) and thus have increased capacity to serve more individuals. In a national survey of rural health providers, "having more practitioners" ranked first and "access to services for mental health disorders" ranked third in importance as means to enhance the health of those in rural areas.<sup>9</sup> More behavioral health practitioners will help ameliorate suffering and improve productivity among the citizens as well as decreasing service costs for the state.
- *Support the Core Mission with a Robust Campus Infrastructure:* While this item primarily concerns "brick and mortar" issues, it is worth mentioning that WKU's Department of Psychology already has a Psychological Training Clinic in the relatively new Gary Ransdell Hall that is large enough to handle the increase in clients that would come with implementation of the proposed program. As such, no new buildings or facilities will be needed and existing facilities will see increased utilization.

3. Explain how the proposed program addresses the state's postsecondary education strategic agenda. The proposed doctoral program in psychology reflects the statewide postsecondary education 2011-2015 strategic agenda, *Stronger by Degrees*<sup>10</sup>, in a number of ways. The proposed doctoral program contributes toward the vision that all Kentuckians will be prepared to succeed in a global economy by addressing multiple policy objectives from the *Stronger by Degrees* document. In general, the program will improve college and career readiness; student success; research, economic, and community development; and enhance efficiency and

<sup>6</sup> U.S. Department of Labor, Bureau of Labor Statistics. (2010-2020). [Selected Occupational Projects Data for Clinical, Counseling, and School Psychologists](http://data.bls.gov/oep/noeted). <http://data.bls.gov/oep/noeted>

<sup>7</sup> Substance Abuse and Mental Health Services Administration, Department of Health & Human Services. (2013). [Revised estimates of mental illness from the National Survey on Drug Use and Health](http://www.samhsa.gov/data/2k13/NSDUH148/sr148-mental-illness-estimates.htm). <http://www.samhsa.gov/data/2k13/NSDUH148/sr148-mental-illness-estimates.htm>

<sup>8</sup> National Advisory Committee on Rural Health and Human Services. (April 2004). [The 2004 report to the Secretary: Rural health and human service issues](ftp://ftp.hrsa.gov/ruralhealth/NAC04web.pdf). P. 7 <ftp://ftp.hrsa.gov/ruralhealth/NAC04web.pdf>

<sup>9</sup> Bolin, J. & Bellamy, G. (2011). [Rural healthy people 2020](http://www.srph.tamhsc.edu/centers/srhc/images/rhp2020). Texas A&M University and Florida State University. P. 6 <http://www.srph.tamhsc.edu/centers/srhc/images/rhp2020>

<sup>10</sup> Kentucky Council on Postsecondary Education. (2011-15). [Stronger by degrees](http://cpe.ky.gov/planning/). <http://cpe.ky.gov/planning/>

socio-emotional development, thereby leading to poor medical, emotional, vocational, and educational outcomes for them as adults. Outcomes associated with adverse experiences include altered brain structures and processes, changes to metabolic rate and reactivity, poor regulation of the control and display of emotions, altered social interactions, and decreases in the amount and quality of language. Research has identified evidence-based services that can prevent the disruption of development and promote better developmental outcomes. However, these services are highly specialized and need to be matched to the problems of individual children and their families. Many of these interventions require expertise in the application of the science of psychology and training in evidence-based practices from the field of psychology. An increase in the number of professionals with this training in the workforce enhances schools' capacities to effectively address and prevent the development of barriers to educational attainment.<sup>13</sup>

- *College Readiness Policy Objective 3: Increase the effectiveness of Kentucky's K-12 teachers and school leaders.* School psychologists are skilled in training and consulting with teachers and school leaders in the effective handling of behavioral, instructional, and mental health concerns as well as data-based problem solving and program evaluation. A school psychologist can enhance the overall effectiveness of the staff at a school to meet the learning and social needs for children and youth with and without disabilities. Having school psychologists available to other school personnel can help to enhance the effectiveness of teachers and school leaders. Graduates of the Doctor of Applied Psychology program, as well as the doctoral program faculty, can provide professional development to the school systems because of the closer ties that result from shared practica and internships. Schools will be looking to increase their capacity to deal with mental health issues, bullying, and crisis management, to respond to recent federal legislation<sup>14</sup> as well as to create positive, supportive environments that will maximize student learning.
- *Student Success: Kentucky will be stronger by ensuring more of its people complete college with the skills and abilities to be productive, engaged citizens.*
  - *Student Success Policy Objective 4: Increase high quality degree production and completion rates at all levels and close achievement gaps, particularly for lower-income, underprepared, and underrepresented minority students.* The Doctor of Applied Psychology program was designed to meet American Psychological Association (APA) and National Association of School Psychologists (NASP) accreditation standards and accreditation will be sought for the program. According to professional standards in psychology, the highest quality doctoral programs are those that meet the accreditation

<sup>13</sup> Harvard University. (2014). Center on the developing child. Retrieved from: <http://www.developingchild.harvard.edu>.

<sup>14</sup> For example, *The Mental Health Awareness and Improvement Act of 2013 (S.689)*.

designed for nontraditional students and specifically those already working in the community and school settings at the master's and specialist levels.

- *Efficiency and Innovation Policy Objective 9: Maximize the use of postsecondary and adult education resources.* The Doctor of Applied Psychology program will build upon existing degree programs, which will allow students to deepen their knowledge with minimal extra time. Additionally, students in the Doctor of Applied Psychology program will use the existing resources at WKU, including the Psychology Training Clinic and the associated assessment and therapy materials, to maximum effect. Further, doctoral students will receive part of their training in supervision through providing supervision to students in the Clinical Psychology M.A. program, thus maximizing the student resources and breadth of supervisory experiences simultaneously.

4. Explain how the proposed program furthers the statewide implementation plan.

The proposed program furthers the statewide Council on Postsecondary Education implementation plan in numerous ways. Specific strategies have been highlighted below:

*College Readiness: Kentucky will be stronger by ensuring more high school graduates, GED® graduates, and working-age adults enter college prepared for credit-bearing work.*

- *College Readiness Policy Objective 1: Increase the number of college-ready Kentuckians entering postsecondary education.*
  - *Strategy 1.2: Support effective intervention strategies for underprepared students prior to postsecondary admission.* Without sufficient numbers of school psychology practitioners and supervisors, students will not be evaluated or receive effective interventions in a timely manner. The complexity of interventions for children with a variety of neurological and behavioral problems requires highly skilled practitioners who can effectively match interventions to individual needs and implement them.
- *College Readiness Policy Objective 3: Increase the effectiveness of Kentucky's K-12 teachers and school leaders.*
  - *Strategy 3.1. Ensure K-12 educator preparation programs attract, retain, and prepare highly effective teachers and school leaders.* Retention and growing a workforce of K-12 educators is a challenge for the state.<sup>15</sup> The Prichard report encourages universities to increase involvement of faculty in schools and school psychology faculty would be viable candidates for such engagement. In addition, the Prichard report also found that "Support for all teachers—beginning and experienced—is critical to their ability to succeed and influences their decisions to remain in the profession." Having more school psychologists available as a result of the Psy.D. program would relieve some of the pressures on K-12 educators and give them a support system for addressing classroom and student concerns.

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<sup>15</sup> Prichard Committee Team on Teacher Effectiveness. (2013, Dec.) Strengthening the Teaching Profession in Kentucky. Retrieved from <http://www.prichardcommittee.org/media-center/strengthening-teaching-profession-kentucky>.



*Research, Economic, and Community Development: Kentucky will be stronger by generating new knowledge and research investments, producing high-demand degrees, increasing the educational attainment of its workforce, and improving its communities.*

- *Research, Economic, and Community Development Policy Objective 6: Increase basic, applied, and translational research to create new knowledge and economic growth. Students in the Doctor of Applied*
  - *Strategy 6.2. Support collaborative research efforts that leverage university expertise, lead to research investments and commercialization in high-growth or emerging areas, and are aligned with business and industry growth.* Learning technologies and big data analysis of learning (e.g., MOOCs) are coming of age. Changes in the economics of health care through the Affordable Care Act are expected to drive changes in the delivery of behavioral health services. Both concentrations in the Psy.D. will be responsive to these emergent areas and doctoral students will be in a position to research the cutting edge of new trends and technologies. Kentucky will benefit from immediately responsive research and development of new models for service delivery.
  - *Strategy 6.6. Foster an innovative, creative, and entrepreneurial culture within the postsecondary education community.* The doctoral faculty and students will drive innovations in research and applications to the communities they serve
- *Research, Economic, and Community Development Policy Objective 7: Increase educational attainment and quality of life in Kentucky communities through regional stewardship, public service, and community outreach.*
  - *Strategy 7.1 Strengthen and expand partnerships with business, industry, government, non-profit, and other educational entities to meet Kentucky's workforce and community needs.* The needs of the doctoral programs and community organizations will create mutually beneficial reasons to partner. The participants in our focus groups indicated a strong desire to collaborate and benefit from involvement with the doctoral program.
  - *Strategy 7.3 Maximize the impact of postsecondary education's contribution to improving the health of Kentucky's people.* We have already made a strong case for the behavioral health needs of this community and that servicing them better requires more doctoral level practitioners whether first contacted in the schools or through mental health units. Many of the physical health problems of today (weight, smoking, etc.) require behavioral health interventions.

*Efficiency and Innovation: Kentucky will be stronger by creating new ways of serving more postsecondary students at a high quality level in a challenging resource environment.*

- *Efficiency and Innovation Policy Objective 8: Increase academic productivity through program innovations.*

- 1.7. Evaluate the outcomes of treatments and practices and modify their practice based on that evaluation.
  2. Provide ethical, competent, and professional supervision of psychological practice in their communities of practice.
    - 2.1. Describe the research and theories of supervision as well as professional standards for competence.
    - 2.2. Evaluate the developmental level of a supervisee and appropriately structure a response to enable supervisee growth, based on their knowledge of the research and theories of supervision and sensitivity to cultural and individual differences.
    - 2.3. Behave in a professional manner toward supervisees, supervisors and colleagues and with respect for professional boundaries.
  3. Contribute to the practice and scholarship of psychology consistent with the practitioner/scholar model with the capacity to review the scholarly literature, effectively integrate it with practice considerations, and evaluate outcomes.
    - 3.1. Demonstrate command of contemporary advances in the field with regard to scientific and theoretical advancements in general and those affecting their realm of practice in particular.
    - 3.2. Engage in data-based problem-solving when dealing with issues in their respective practice settings, including adherence to American Psychological Association standards for the conduct of research and sensitivity to cultural and individual differences in the formulation of research questions, design, and implementation.
    - 3.3. Design action-research based on the literature that advances the needs of the practice community, and evaluate and communicate the results.
  2. Explain how the curriculum achieves the program-level student learning outcomes by describing the relationship between the overall curriculum or the major curricular components and the program objectives.
- The following course matrix provides an overview of the relationships between program-level student learning outcomes and courses in the curriculum.

| Learning Objectives: Students who complete the program will be able to:  | Courses |
|--|---------|
| Function as competent behavioral health practitioners, skilled in developing, implementing, and evaluating evidence-based practices, particularly for rural and other under-served populations, in their chosen area of concentration. |         |

| Learning Objectives: Students who complete the program will be able to:  | Courses  |
|--|--|
| <p>1.2. Describe the theories, methods, measurement tools, data analysis, results and development of scientific psychology by studying the subfields that explore human behavior, affect, and cognition and the influences of biology and society.</p> | <p>Students will acquire a deep understanding of measurement and the results of psychological science research in the following courses:</p> <ul style="list-style-type: none"> <li>• PSY 520 Individual Differences and Human Diversity</li> <li>• PSY 640 Psychopathology</li> <li>• PSY 701 History and Systems of Applied Psychology</li> <li>• PSY 741 Family Systems in Therapy</li> <li>• PSY 751 Clinical Psychopharmacology</li> <li>• PSY 799 Dissertation</li> <li>• EDLD 712 Research Methods and Design for Educational Leaders</li> <li>• EDLD 722 Measurement and Survey Methods for Educational Leaders</li> </ul> |

| Learning Objectives: Students who complete the program will be able to:   | Courses  |
|---|--|
| <p>1.4. Apply legislative, ethical and professional standards to legal and ethical issues of practice such as those involving insurance, technology, and privacy.</p> | <p>Throughout the program, but particularly in these courses, students will learn and apply ethical thinking and behavior to the issues of practice:</p> <ul style="list-style-type: none"> <li>• PSY 701 History and Systems of Applied Psychology</li> <li>• PSY 777 Foundations of Supervision</li> <li>• PSY 785 Doctoral Seminar in School Psychology</li> <li>• PSY 791 Advanced Psychology Practice</li> <li>• PSY 792 Advanced Practicum in School Interventions</li> <li>• PSY 801 The Profession of Clinical Psychology</li> <li>• PSY 877 Advanced Clinical Supervision</li> <li>• PSY 895 Pre-Doctoral Internship</li> </ul> |

| Learning Objectives: Students who complete the program will be able to:  | Courses  |
|--|--|
| 1.7. Evaluate the outcomes of treatments and practices and modify their practice based on that evaluation.   | <p>Students will become reflective practitioners as they review the outcomes of their treatment practices in these courses:</p> <ul style="list-style-type: none"> <li>• PSY 766 Assessment of Autism Spectrum Disorder</li> <li>• PSY 777 Foundations of Supervision</li> <li>• PSY 791 Advanced Psychology Practice</li> <li>• PSY 792 Advanced Practicum in School Interventions</li> <li>• PSY 877 Advanced Clinical Supervision</li> <li>• PSY 895 Pre-Doctoral Internship</li> </ul> |
| form ethical, competent, and professional supervision of psychological practice in their communities of practice.  |  |
| 2.1. Describe the research and theories of supervision as well as professional standards for competence.   | <p>Students will move from being recipients of supervision, to understanding the research, theories, and standards for supervision, in these courses:</p> <ul style="list-style-type: none"> <li>• PSY 777 Foundations of Supervision</li> <li>• PSY 785 Doctoral Seminar in School Psychology</li> <li>• PSY 801 The Profession of Clinical Psychology</li> <li>• PSY 877 Advanced Clinical Supervision</li> </ul>  |
| 2.2. Evaluate the developmental level of a supervisee and appropriately structure a response to enable supervisee growth, based on their knowledge of the research and theories of supervision and sensitivity to cultural and individual differences. | <p>These courses will guide the doctoral student in evaluating and developing competencies in their own supervisees:</p> <ul style="list-style-type: none"> <li>• PSY 777 Foundations of Supervision</li> <li>• PSY 877 Advanced Clinical Supervision</li> <li>• PSY 895 Pre-Doctoral Internship</li> </ul>  |

| Learning Objectives: Students who complete the program will be able to:   | Courses   |
|---|---|
| <p>3.2. Engage in data-based problem-solving when dealing with issues in their respective practice settings, including adherence to American Psychological Association standards for the conduct of research and sensitivity to cultural and individual differences in the formulation of research questions, design, and implementation.</p> | <p>These courses will provide the tools needed for implementing action research following appropriate guidelines:</p> <ul style="list-style-type: none"> <li>• PSY 520 Individual Differences and Human Diversity</li> <li>• PSY 791 Advanced Psychology Practice</li> <li>• PSY 792 Advanced Practicum in School Interventions</li> <li>• PSY 801 The Profession of Clinical Psychology</li> <li>• PSY 877 Advanced Clinical Supervision</li> <li>• PSY 895 Pre-Doctoral Internship</li> <li>• PSY 799 Dissertation</li> </ul> |
| <p>3.3. Design action-research based on the literature that advances the needs of the practice community, and evaluate and communicate the results.</p>   | <p>Students will be able to design and implement action research that produces useful results in these courses:</p> <ul style="list-style-type: none"> <li>• PSY 791 Advanced Psychology Practice</li> <li>• PSY 792 Advanced Practicum in School Interventions</li> <li>• PSY 877 Advanced Clinical Supervision</li> <li>• PSY 799 Dissertation</li> <li>• EDLD 712 Research Methods and Design for Educational Leaders</li> <li>• EDLD 722 Measurement and Survey Methods for Educational Leaders</li> </ul>                  |

3. Highlight any distinctive qualities of this proposed program.

The Doctor of Applied Psychology program will have a number of distinctive qualities. In particular, WKU's Doctor of Applied Psychology program will be:

- *Applied.* Ph.D. psychology programs, such as at the University of Kentucky and the University of Louisville, are research-oriented programs. WKU's Doctor of Applied Psychology program will emphasize the application of services to consumers.
- *Focused on supervision and leadership.* Psychologists with the doctoral degree often supervise others (e.g., master's-level psychologists and other service providers). A component of WKU's proposed program will be to explicitly teach supervision skills and provide opportunities for the implementation of supervision skills. One area of

year, 10 second year and 10 students on internship) at any time.

5. Is there a specialized accrediting agency related to this program? Yes

a. If yes, identify the agency. The American Psychological Association (APA)

b. Do you plan to seek accreditation? Yes

c. If yes, explain your plans for accreditation. If no, explain your rationale for not seeking accreditation.

Faculty associated with the Doctor of Applied Psychology program have already been in contact with faculty associated with APA accredited Psy. D. programs who are familiar with the accreditation process. Throughout the proposal process, faculty have kept in mind APA accreditation and have worked to design the program with APA accreditation standards in mind. If the Doctor of Applied Psychology program is approved, faculty will begin working toward APA accreditation. Assuming the CPE grants approval for faculty to move forward with the Doctor of Applied Psychology Program, a consultant will be engaged to conduct a review of the program and make a site visit to prepare for development of a self-study document during year 1 to year 2 of program implementation. Accreditation is based on program data, a site visit, and 2 cohorts of internship data. Therefore, at minimum it could not be pursued until after four years of program implementation.

6. Attach the SACS Faculty Roster Form. Faculty resources shall be demonstrated to be adequate and appropriate for the proposed program. The number of faculty should meet external standards where appropriate. The qualifications of faculty will support the objectives and curriculum of the proposed program.

The SACS Faculty Roster Form is attached as Appendix A.

7. Access to the qualitative and quantitative library resources must be appropriate for the proposed program and should meet recognized standards for study at a particular level or in a particular field where such standards are available. Adequacy of electronic access, library facilities, and human resources to service the proposed program in terms of students and faculty will be considered. Physical facilities and instructional equipment must be adequate to support a high quality program. The proposal must address the availability of classroom, laboratory, and office space as well as any equipment needs.

a. Describe the library resources available to support this program. You may attach any documentation provided to SACS.

The library maintains a collection to support the Psychology Department, which includes materials for the Doctor of Applied Psychology program. The WKU Library has subscriptions to journals germane to the Doctor of Applied Psychology program as well as numerous databases such as PsychINFO; Dissertations and Theses Full Text; Mental

(g) Graduate School application form

International students are encouraged to apply and must meet two additional requirements. They must submit evidence of the ability to communicate in English (as evidenced by a minimum of 570 on the paper based TOEFL, a minimum of 88 on the iBT TOEFL, or a minimum of 7.0 on the IELTS Academic Version). Evidence of adequate financial resources is also required.

In addition to the application materials, interviews will be held with all viable candidates based on review of the application file. The purpose of the interview is to ascertain the applicant's fit with the program's goals and objectives and with their intended career paths (APA, 2013). In addition, the interview serves to inform potential students of the Doctor of Applied Psychology program's mission, goals, curriculum and expectations for students.

Applicants with graduate degrees from closely related fields and international students will be considered for the program, but, if accepted, may need to take additional courses to complete the foundational coursework. Foundation coursework in clinical and school psychology programs provides the basis for understanding human behavior and consists of courses in the areas of social psychology, physiological psychology, developmental psychology, cognition/learning, and diversity/multicultural awareness. Applicants with degrees in clinical or school psychology will also have their transcripts reviewed for these foundation coursework due to variability in training across programs and universities. Because some students may lack coursework in the foundational areas of psychology, assessment of applicants' previous graduate coursework will be important to help them be successful in the program and to be eligible for licensure upon graduation. Students will be informed of any deficiencies upon program entry when they will sign a curriculum contract identifying deficiencies in the foundational areas of psychology that will need to be completed. Consistent with university policy, any identified deficiencies will need to be remediated prior to admission to candidacy and any courses taken as remediation for deficiencies may not be counted in the 48 hours required for the Psy.D. degree.

All applicants must also submit an affidavit affirming that they have not been convicted or charged with a felony crime or an ethical violation. A criminal background check will be required of successful applicants during the first semester of graduate study at the applicant's expense. Individuals evidencing a history of felony conviction are not eligible for licensure in Kentucky as a psychologist. Further, training programs have an ethical obligation to disclose the inability to obtain licensure at program entry. Thus, a history of felony conviction will preclude applicants from being accepted into the Doctor of Applied Psychology program.



<sup>18</sup> American Psychological Association. (2010). *Ethical principles of psychologists and code of conduct*. Washington, DC: Author.

10. Provide the following information for the program and for each concentration (some categories may not apply to all programs):

- a. Total number of hours required for degree: 48
- b. Number of hours in degree program core: 27
- c. Number of hours in concentration: Clinical Concentration: 21  
School Concentration: 21
- d. Number of hours in guided electives: Clinical Concentration: 9  
School Concentration: 9
- e. Number of hours in free electives: 0

11. Describe how the proposed program will articulate with related programs in the state. It should describe the extent to which student transfer has been explored and coordinated with other institutions. Attach all draft articulation agreements related to this proposed program.

Because the Doctor of Applied Psychology program is a graduate program, articulation agreements are not necessary. We are willing to cooperate with other programs as appropriate and as the need arises. We are willing to serve on doctoral dissertation committees and ask for those at other programs to serve for us. We plan on coordinating workshops with doctoral programs at other universities and conference events.

In addition, because all students who enroll in the program, including transfer students, will already have completed a master's degree, student transcripts will be reviewed to determine whether and how each student meets the foundational course expectation. This review and evaluation will be done on an individual basis and will comprise the beginning steps of the student's mentorship in the program. Thus, courses taken at other institutions will count toward foundational coursework, and could, if appropriate, count toward credit in the Doctor of Applied Psychology program.

| <b>History and Systems Competency Area</b>                         |   |   |   |   |    |
|--|---|---|---|---|----|
| PSY 701  | History and Systems of Applied Psychology | Survey of the history of clinical and school psychology with an emphasis on the theories and systems that drove the creation of these professions. Current trends in current clinical and school psychology and their impact on the fields will be examined.                              | 3 | Y | R  |
| <b>Psychopharmacology Competency Area</b>                          |   |   |   |   |    |
| PSY 751  | Clinical Psychopharmacology               | Overview of clinical psychopharmacology, including medication side effects and signs, contemporary prescribing practices, and working with medical professionals. Students will learn theoretical and biological bases of psychotropic medications.                                       | 3 | Y | R  |
| <b>Family Systems Competency Area</b>                              |   |   |   |   |    |
| Students select one of the following courses or equivalent course: |   |   |   |   |    |
| CNS 588  | Family Systems Counseling                 | The historical development of systems theory will orient the student to theoretical content of human interactions. Students will be helped to think systemically about human issues by focusing on the systems paradigm. Skill development in family system counseling will be developed. | 3 | N | RO |
| PSY 741  | Family Systems in Therapy                 | Reviews theories of family systems and the implications for therapy and working with families. Applies family systems assessment and therapy techniques to referral concerns.   | 3 | Y | RO |
| <b>Basic Supervision Competency Area</b>                           |   |   |   |   |    |
| PSY 777  | Foundations of Supervision                | Examination of theories, ethics and issues in clinical supervision. Field experiences in appropriate off-campus settings may be required. Students are responsible for arranging their own transportation to designated or assigned sites.  | 3 | Y | R  |
| <b>Dissertation Competency Area</b>                                |   |   |   |   |    |
| PSY 799  | Dissertation in Psychology                | Research undertaken to complete requirements for the doctorate in applied psychology. Course repeated for 6 credit hours total.   | 3 | Y | R  |
| <b>Internship Competency Area</b>                                  |   |   |   |   |    |
| PSY 895  | Pre-Doctoral Internship                   | Full-time applied psychology internship following the guidelines of the American Psychological Association. Taken at end of doctoral training coursework. Course repeated for 6 credit hours total.   | 3 | Y | R  |

|  |  |   |   |   |    |
|--|--|---|---|---|----|
| CNS 653  | Brief Counseling                                     | Introduction to theoretical, philosophical, and historical premises of brief counseling. Topics include professional ethics, diversity, application to various clinical populations, and utilization of best practices that meet the changing state of mental health care.  | 3 | N | RO |
| PSY 641/PSYS 641                                   | Theories of Psychotherapy                            | Selected theories and techniques of psychotherapy and counseling. Also covers group therapy, clinical topics, and professional and ethical issues.  | 3 | N | RO |
| PSY 642  | Clinical Interviewing and Psychotherapy              | Continuation of 641 with emphasis on group, family, and marital psychotherapy.  | 3 | N | RO |
| PSY 662  | Practicum in Psychology                              | Supervised practice in schools, clinics, specialized training centers, hospitals, industry, and research settings. Field experiences in appropriate off-campus settings may be required. Students are responsible for arranging their own transportation to designated or assigned sites.   | 3 | N | RO |
| SWRK 620   | Advanced Psycho-Social Approaches for Rural Practice | Focuses on knowledge, skills, and values for advanced micro level social work within a rural area. Topics include clinical interventions with individuals, families, and groups, empowerment and interdisciplinary approaches.  | 3 | N | RO |
| SWRK 675   | Expressive Therapies                                 | This course will focus on the use of expressive therapies in social work practice from a holistic perspective that embraces alternative practices for personal change and growth. Students obtain knowledge from various theories and models with interventions that are relevant 228 Western Kentucky University Graduate Catalog 2013-2014 for individual, family and group social work practice which extends what is known as the traditional "talking cure." | 3 | N | RO |
| <b>Assessment</b>                                  |  |   |   |   |    |
| Select one of the following, or equivalent, course |  |   |   |   |    |
| CNS 552  | Testing and Assessment in Counseling                 | Methods, techniques, statistics, and instruments used in assessing and evaluating individuals, couples, families, and groups; administering, scoring and interpreting both objective and subjective instruments used in counseling. Survey of research design and statistics. Computer utilization in counseling and use of data in decision making.  | 3 | N | RO |

|   |   |   |   |   |    |
|---|---|---|---|---|----|
|   |   | Spectrum Disorder. Supervised practice with assessment instruments. Students are responsible for their own transportation to assessment sites.  |   |   |    |
| SWRK 623  | Advanced Social Work Clinical Assessment and Intervention | Focuses on clinical processes of assessment and diagnosis for rural-centered social work practice. Topics include theories within the Bio-Psycho-Social paradigm, frameworks for organizing and formulating diagnostic understanding with diverse populations.  | 3 | N | RO |
| <b>Developmental Psychology</b><br>Select one of the following, or equivalent, course |   |   |   |   |    |
| ADED 611  | Adult Development and Learning                            | Psychological factors affecting adult development, learning, and motivation. Emphasis on how diverse academic career/experiential backgrounds and objectives affect classroom environments, teaching strategies, and testing and evaluation.  | 3 | N | RO |
| CNS 557   | Human and Family Development in Counseling                | Understanding of the nature and needs of normal and abnormal individuals in the family system at all developmental levels emphasizing moral, intellectual and ethical development. Counseling strategies in the complex developmental relationships among individuals in the family system. Counseling in the life cycle of the family. | 3 | N | RO |
| PSYS 521  | Advanced Child Developmental Psychology                   | Particular emphasis upon a critical review of current research in child development.  | 3 | N | RO |
| <b>Applied Clinical Practice</b>  |   |   |   |   |    |
| PSY 801   | The Profession of Clinical Psychology                     | Survey of the issues and opportunities in the applied practice of psychology. The legal, financial, professional, and ethical issues of applied practice will be addressed.   | 3 | Y | R  |
| <b>Advanced Supervision</b>   |   |   |   |   |    |
| PSY 877   | Advanced Clinical Supervision                             | Advanced topics in supervision including specialized settings, challenging supervisees, and technology and supervision. Students are responsible for arranging their own transportation to designated or assigned sites.  | 3 | Y | R  |
| <b>Practicum</b>  |   |   |   |   |    |
| PSY 791   | Advanced Psychology Practice                              | Advanced field experience for doctoral students. Applied students are responsible for their own transportation to practicum sites.  | 3 | Y | R  |

|  |   |   |   |   |    |
|--|---|---|---|---|----|
| One of the following courses   |   |   |   |   |    |
| CNS 611  | Sandtray Techniques in Counseling   | Introduction to sandtray interventions in counseling with individuals, groups, children, and families. Provides overview of history, theory, and interventions across the lifespan.   | 3 | Y | RO |
| CNS 612  | Expressive Arts in Counseling   | Introduction to a variety of expressive arts interventions such as art, drawing, drama, music, and poetry in counseling   | 3 | Y | RO |
| CNS 613  | Advanced Play Therapy   | In-depth study of advanced principles of play therapy theories and techniques. Application of advanced knowledge of developmental, social, cognitive, and emotional issues that impact children's behavior.   | 3 | Y | RO |
| <b>Autism Spectrum Disorder</b>  |   |   |   |   | RO |
| PSY 766  | Assessment of Autism Spectrum Disorders   | Examines methods, instruments, and skills of assessing Autism Spectrum Disorder. Supervised practice with assessment instruments. Students are responsible for their own transportation to assessment sites.  | 3 | Y | R  |
| SPED 610   | Characteristics of Autism Spectrum Disorders and Pervasive Developmental Delays | Comprehensive review of ASD from the perspectives of various disciplines. Theories of causation, developmental aspects, descriptive and diagnostic characteristics, and legal and social issues. Thirty field experience hours required.  | 3 | N | R  |
| SPED 618   | Social Skills Instruction and Behavioral Programming for Students with ASD      | Development of competencies in assessing, designing, and implementing social skills instruction and behavioral programming for students with ASD.   | 3 | N | R  |
| <b>Educational Leadership</b><br>Select three of the following, or equivalent, courses |   |   |   |   |    |
| EDAD 620   | Seminar in Administration of Special Education                                  | This seminar in the administration of special education explores the ISLLC and CEC Standards; educational reform; issues in consultation and collaboration in creating inclusive school environments; and team building strategies of school resource personnel to enhance the educational achievement of all students with disabilities. | 3 | N | R  |
| EDAD 630   | Special Education Law and Finance   | Comprehensive study of existing school law codes for special education; budgeting and financial accounting for local, state and federal monies; and grant activities.   | 3 | N | RO |

supervisory roles within their work settings and to leadership roles within the state school psychology organization. A few have gone on to doctoral programs outside the state of Kentucky. Additionally, students in the Clinical Psychology M.A. program are highly sought for employment after upon graduation. Of those clinical graduates who have taken the Examination for Professional Practice in Psychology, 91% have passed, many at the doctoral level. All those who seek it find employment within the profession, although it may take additional time due to a lack of supervisors in the region. In the past 10 years, 18 clinical graduates continued their education at the doctoral level. Clinical students have been accepted into doctoral programs in clinical psychology, counseling psychology, school psychology, and developmental psychology.

The Doctor of Applied Psychology program will continue this standard of excellence and enhance the existing programs in several ways. First, the School Psychology Ed.S. and the Clinical Psychology M.A. programs will serve as "feeder" programs to the Doctor of Applied Psychology program. That is, it is expected that, eventually, the majority of the students within the Doctor of Applied Psychology program will begin at WKU in the M.A. program or the Ed.S. program. The credentials of students admitted to these programs should increase, as highly qualified applicants seeking a doctorate degree will accept program admission to WKU instead of rejecting admission in order to attend a doctoral program elsewhere in the country. However, admission to the Doctor of Applied Psychology program can only be sought after successful completion of a master's degree.

Second, the Doctor of Applied Psychology program will enhance the reputation of the Clinical Psychology M.A. program by providing outlets for supervision. One of the barriers to employment of Clinical Psychology M.A. students in the region is a lack of appropriate supervisors for clinical practice. Clinical master's-level practitioners are licensed as Psychological Associates for at least the first five years of practice and must be supervised by a doctoral-level practitioner. The Doctor of Applied Psychology program is designed to provide education, training, and experience in supervision, and it will have associated internship experiences within the western Kentucky area. Thus, the goals and expectations are that the number of eligible supervisors in the western Kentucky area will increase, which will increase the variety of job opportunities for graduates of the Clinical Psychology M.A. program.

Third, the program faculty will seek accreditation by the American Psychological Association for the Doctor of Applied Psychology program. While the American Psychological Association does not provide accreditation for master's-level programs, being associated with an accredited doctoral program will be beneficial.

15. If the program is an advanced practice doctorate, explain the impact of the proposed program on undergraduate education at the institution. Within the explanation, note specifically if new undergraduate courses in the field will be needed.

The proposed doctorate program should have a positive impact on the undergraduate psychology program. By increasing the number of faculty needed to sustain the doctorate program, additional faculty are available to provide research experiences for undergraduate students. Furthermore, undergraduate students will be able to see or experience the progression from undergraduate to doctorate with the entire range of psychology degrees (i.e., bachelors, masters/specialist, doctorate) offered at WKU. No new undergraduate courses in the field will be needed as the doctorate program is an expansion of the currently existing masters/specialist programs.

16. If the proposed program is an advanced practice doctorate, list and discuss the nature and appropriateness of available clinical sites. Supply letters of commitment from each clinical site

Deficit/Hyperactivity Disorder in college students.

School Psychology Ed.S. students have practicum experiences within school systems beginning in their third semester (fall of their second year in the program). Students work within school systems for one day per week for the entire school year conducting assessments and interventions, as appropriate to their skill level. Ed.S. students then complete a full-time, one-year internship in a school setting during their third year in the program.

Many school districts have been very open to having the School Psychology Ed.S. students placed in their systems. Even at the practicum level, school personnel recognize the value of the training and the extra assistance the practicum students provide. There are no formal standing agreements between the schools and WKU. School Psychology Ed.S. students have been placed in the following school districts in the past 10 years, with many of the districts accepting multiple practicum students over the years:

- Bowling Green Independent
- Warren County Schools
- Caverna Independent
- Allen County Schools
- Russellville Independent
- Sumner County (Tennessee) Schools
- Jefferson County Schools
- Bardstown Independent
- Muhlenberg County Schools
- Daviess County Schools
- Meade County Schools
- Barren County Schools
- Glasgow Independent
- Hopkins County Schools
- Hart County Schools
- Logan County Schools
- Simpson County Schools
- Ohio County Schools

In the proposed Doctor of Applied Psychology program within the School Psychology concentration, an additional practicum course will be required. It is expected that most of the students who enroll in the school psychology concentration of the proposed program, if already employed as school psychologists, will continue in their current jobs. Thus, their supervised practicum experiences will take place within their own school systems under supervision of a school psychology faculty member who is licensed in Kentucky. In the event the program enrolls a school psychology student not employed by a school district, the faculty do not anticipate any difficulty in locating a school district for a practicum placement, given WKU's already-established relationships with many school districts for practicum placements. As noted above for the students in the Clinical concentration, students in the School Psychology concentration will also complete additional practicum experiences through the Department of Psychology Training Clinic on the WKU Campus.

Because of the nature of the practica experiences needed for the Doctor of Applied Psychology program, and because many students in the proposed program will initially be nontraditional students (i.e., they will be returning to school after working full-time with their master's degree for a number of years), and because of a limited number of doctoral-level supervisors currently in the area, the faculty will address the establishment of practicum arrangements for students in the



### C. Program Demand/Unnecessary Duplication

Proposed programs must respond to the needs of the academy and to larger economic and social environments. Thus, the institution must demonstrate demand for the proposed program. All proposed programs must address student demand. Programs must also address either employer demand or academic disciplinary needs.

1. Student Demand: Clearly describe all evidence of student demand, typically in the form of surveys of potential students and/or enrollments in related programs at the institution.

a. Provide evidence of student demand at the regional, state, and national levels.

#### State and National Level

Psychology doctoral programs across the nation experience the same overwhelming demand for admissions to doctoral programs in psychology. According to the American Psychological Association's *2011 Graduate Study in Psychology Snapshot* report, the median number of applicants to APA-approved Ph.D. clinical psychology programs was 159 and to Ph.D. school psychology programs the median was 36. For APA-approved Psy.D. clinical psychology programs, the median number of applicants was 152 and for Psy.D. school psychology programs, the median was 55. The same pattern can be seen in Kentucky.

A strong student demand for The Doctor of Applied Psychology program at WKU can be estimated from applicant data from Kentucky's universities with psychology doctoral programs. The University of Kentucky and the University of Louisville are the only public universities that offer the doctoral degree in clinical psychology. The University of Kentucky is the only one that offers the doctorate (a Ph.D.) in school psychology. The Ph.D., with its emphasis on research, is frequently the desired degree for university tenure-track positions. Thus, doctoral-level psychologists with the Ph.D. could end up in academia instead of providing direct mental health services. Only one university in Kentucky offers the Psy.D. degree, and that is Spalding University, a private university in Louisville. Data posted on the three universities' websites provide evidence for a high level of interest in the doctoral degree and the need for additional programs to offer the doctorate in psychology.

The Clinical Psychology Ph.D. programs at the University of Kentucky and the University of Louisville post on their websites the number of applications received. Over the last five years, the University of Kentucky has had an average of 213 applicants per year while the University of Louisville had an average of 141 applicants per year. In addition, the Clinical Program Director at Spalding reported they receive approximately 120 applicants every year.<sup>19</sup>

While the interest in a psychology doctoral degree is high, few students are accepted and enrolled in those programs, and even fewer graduate to meet the mental health needs of Kentucky's residents. Data from the Universities' websites state that, over the last five years, the University of Kentucky's Clinical Psychology program only matriculated an average of 6.2 students per year (3 percent of the applicants), and has awarded the Ph.D. to an average of 5.6 students per year. The University of Louisville Clinical Psychology Ph.D. program matriculated an average of 7.2 students per year (5 percent of the applicants) over the last five years. It is not clear from their website how many Ph.D.s were awarded in the last five years, but it is stated they had 46 graduates in the period from Fall 2002 to Spring 2010, an average of fewer than 6 per year. The University of Kentucky is the only university in Kentucky (public or private) that offers a doctoral degree in school psychology.

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<sup>19</sup> K. Linfield (personal communication, December 31, 2013).

because of a lack of quality people to provide service or assessment. People with limited training on children are making decisions with lifelong impact when we [as psychologists] know more."

- "We're in a very rural area. Lots of times when I do an assessment, I know it is showing a specific disorder, like ADHD, but I have to have a doctor's statement." [Due to the fact that doctoral-level professionals are often the only ones considered qualified to make certain diagnoses.]
- "Most of us work in rural communities and we have high needs kids, but there are only therapists at Vandy or UK." Another added, "Which is a shame."
- "There aren't many psychologists in the area to provide counseling or assessment."
- "[The] closest options [to obtain a doctorate degree] are Louisville and Lexington, so to have that option here would be great. There are professionals here who would pursue that degree. I've had so many counseling and clinical social work people say 'Psychology is interesting, and if I'd further my education, that would be the track I'd go.' I think not just psychology but people outside the field [would be] willing to put in the work."
- "We'd enjoy being in a program in our area, more of a rural area without having to travel."
- "I've just started my internship, and I get cases I don't know much about, and I think it would be great to continue my education so I'd feel more competent."

b. Identify the applicant pool and how they will be reached.

The applicant pool will consist of persons from the region, state, and nation. Given the proposed doctoral program builds upon the current master's/specialist graduate programs at WKU, it will be relatively easy to reach potential applicants. First, the faculty keep track of many graduates from the clinical and school psychology programs. Those potential candidates can be contacted directly. Second, state associations for clinical and school psychology will post information about the new doctoral program at WKU to spread awareness throughout Kentucky. Third, the American Psychological Association and the National Association of School Psychologists publish and post information about all graduate psychology programs in the country. Finally, faculty from the Doctor of Applied Psychology program will encourage minority students through distributing information about the program to master's-level programs at Historically Black Colleges and Universities. Thus, information about our doctoral program will be readily available to everyone seeking information about doctoral programs in psychology.

c. Describe the student recruitment and selection process.

Recruitment will be accomplished through the direct contact of the top graduates of our clinical and school psychology master's/specialist programs and through state and national associations. Applicants will be selected after reviewing their academic credentials (e.g., grade point average, Graduate Record Exam scores) and professional experiences. The applicants with the top credentials will be invited in for interviews to assess interpersonal skills, career goals, and critical thinking skills. An on-demand writing sample may also be obtained. Given the high number of applicants at other psychology doctoral programs, the selection process will assure top-quality students are chosen for matriculation.

d. Identify the primary feeders for the program.

<sup>20</sup> Bureau of Labor Statistics. (2014). Occupational outlook handbook. Retrieved from <http://www.bls.gov/ooh/>.

*Mental Health Needs:* National statistics from federal government state 1 in 5 American adults has experienced a mental health issue, 1 in 10 young people has experienced a period of Major Depressive Disorder, and 1 in 20 Americans lives with a serious mental illness, such as Schizophrenia, Bipolar Disorder, or Major Depressive Disorder.<sup>21</sup> Similarly, the Substance Abuse & Mental Health Services Administration (SAMHSA)<sup>22</sup> states that 43.7 million American adults experienced a diagnosable mental illness in 2012. The lack of mental health services is especially acute in rural areas of the country and for children. In rural areas, the proportion of people with, or at risk for, mental and behavioral health problems was higher than for urban areas, resulting in issues such as higher suicide rates, more obesity, and equal or greater likelihood of substance abuse.<sup>23,24</sup> However, fewer services are available in rural areas. Children and adolescents are also an underserved population. Children and adolescents do not outgrow their unmet mental and behavioral health problems. The Centers for Disease Control and Prevention detail numerous health risk behaviors and mental health difficulties that result from adverse childhood experiences.<sup>25</sup> Despite the pervasiveness of mental health concerns in the United States, only 41% of adults received any mental health services,<sup>26</sup> and fewer than 20% of children and adolescents with diagnosable mental health problems receive the treatment they need.<sup>27</sup>

SAMHSA noted that one of the main reasons adults with mental illness did not obtain help was that they did not know where to go for services due to the limited availability and accessibility of services.

*Federal Funding Opportunities:* Currently, there is a renewed emphasis by the federal government to fund unmet mental health needs. The U.S. Department of Health and Human Services announced on December 10, 2013 that \$50 million will be allocated to expand mental health and substance use disorder services in community health centers nationwide, and another \$50 million will be allocated “for the construction, expansion, or improvement of mental health facilities in rural areas over the next three years<sup>28</sup>.” An addition \$130 million initiative is proposed to help teachers recognize signs of mental illness in students. SAMHSA is planning \$8 million in funding to improve, expand, and sustain services for children with serious emotional disturbance and their families, and another \$23 million to improve behavioral outcomes for children and youth with serious emotional disturbances and their families.

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<sup>21</sup> U.S. Department of Health & Human Services. (2013). Mentalhealth.gov. Retrieved from <http://www.mentalhealth.gov/>

<sup>22</sup> Substance Abuse and Mental Health Services Administration (SAMHSA). (2013). Substance Abuse and Mental Health Services Administration (SAMHSA). Retrieved from <http://www.samhsa.gov>.

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<sup>24</sup> Gray, J.S. (2011). Rural mental health research white paper for National Institute of Mental Health. Grand Forks, ND: University of North Dakota. P. 51. [http://ruralhealth.und.edu/pdf/j\\_gray\\_nimh\\_white\\_paper.pdf](http://ruralhealth.und.edu/pdf/j_gray_nimh_white_paper.pdf)

<sup>25</sup> Centers for Disease Control and Prevention. (2011). Adverse childhood experiences (ace) study. Retrieved from <http://www.cdc.gov/ace/>

<sup>26</sup> Substance Abuse and Mental Health Services Administration (SAMHSA). (2013). Substance Abuse and Mental Health Services Administration (SAMHSA). Retrieved from <http://www.samhsa.gov>

<sup>27</sup> U.S. Department of Health & Human Services. (2013). Mentalhealth.gov. Retrieved from <http://www.mentalhealth.gov/>

<sup>28</sup> United States Department of Agriculture. (2014). USDA announces support for mental health facilities in rural areas. Retrieved from <http://www.usda.gov/wps/portal/usda/usdamediafb?contentid=2013/12/0234.xml&printable=true&contentidonl>

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**FACULTY EMERITAE  
APPOINTMENTS**

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**REQUEST:**

Approval of faculty emerita 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 emerita status. They have served the university for at least ten years and have had distinguished records of achievement and service at the university.

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

Ms. Laurin Notheisen, Professor of Art, Emerita

**Department of English**

Dr. Lou-Ann Crouther, Associate Professor of English, Emerita

**BUDGETARY IMPLICATIONS:** No funds requested

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

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



**WKU**<sup>®</sup>  
*Board of Regents*

**EXECUTIVE COMMITTEE**

**September 26, 2014**

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

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## WKU STATEMENT OF PURPOSE

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### REQUEST:

Approval of a revised WKU Statement of Purpose.

### FACTS:

The WKU Statement of Purpose approved by the Board in April 2007 includes language that is either no longer relevant or has changed significantly over the year as WKU's academic offerings have evolved. For example, references are made to the Bowling Green Community College and to "extended" campus, which now are "regional" campuses. Mention is made of "emerging professional programs" that are now fully in place (e.g., WKU's three professional doctorate programs).

In preparation for submission of our decennial SACSCOC Compliance Report, the Board approved in July 2013 a revised mission statement. In the same context, an updated and commensurate Statement of Purpose is now presented for approval.

**EXISTING STATEMENT OF PURPOSE:** As a nationally prominent university, WKU is engaged internationally in acclaimed, student-and-learning-centered academic programs. An inspiring and talented faculty promotes a high level of scholarship and an entrepreneurial attitude leading to success for all within WKU's reach. The WKU experience occurs on a unique campus and through a spirit which attracts an intellectually exciting and diverse family of the nation's best students. WKU provides students with rigorous academic programs in education, the liberal arts and sciences, business, and traditional and emerging professional programs, with emphasis at the baccalaureate level, complemented by relevant associate and graduate-level programs. The University places a premium on teaching and student learning. Its faculty engage in creative activity and diverse scholarship, including basic and applied research, designed to expand knowledge, improve instruction, increase learning, and provide optimum service to the state and nation. The University directly supports its constituents in its designated service areas of Kentucky with professional and technical expertise, cultural enrichment, and educational assistance. The University encourages applied research and public service in support of economic development, quality of life, and improvement of education at all levels, especially elementary and secondary schools. In particular, WKU faculty contribute to the identification and solution of key social, economic, scientific, health, and environmental problems within its reach, but particularly throughout its primary service area. Maintaining a campus of distinctive history and character, WKU sustains a student population of increasing quality. It fulfills its responsibility for access through its community college, extended campus programs, and distance learning. WKU's commitment is to ensure value in a holistic learning experience through high standards for student achievement and conduct, a strong faculty, technological innovation, personalized attention, broad access, and public accountability for actions and outcomes. Out-of-the-classroom experiences are intentionally created to enhance learning, to promote diversity, and to contribute to the success of students. WKU recognizes that its mission continues to evolve in response to regional, national, and global changes, and the need for lifelong learning.



**WKU**<sup>®</sup>

*Board of Regents*

**FINANCE AND BUDGET COMMITTEE**

**September 26, 2014**

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

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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 05/31/2014 – 08/25/2014. One-time compensation payments executed through the payroll system cover the period 06/01/2014 – 08/31/2014.

**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 |
|-------------------------------------|----------------------------|---------------------------------|----------------|---------------------|----------------------|------------------|----------------|------------------------|
| Educational Enhancement Programs    | Kayla M. Riley             | Academic Coordinator            | 07/31/2014     | 35,388.00           | 35,388.00            | Reappointment    | Grant          |                        |
| Educational Enhancement Programs    | Rebecca Wilson Smith       | Academic Coordinator            | 09/01/2014     | 35,412.00           | 35,412.00            | Reappointment    | Grant          |                        |
| Educational Opportunity Center      | Kathy Delane Frain         | Counselor                       | 09/01/2014     | 31,716.00           | 31,716.00            | Reappointment    | Grant          |                        |
| Educational Opportunity Center      | Rita Rose Meredith         | Counselor                       | 09/01/2014     | 30,492.00           | 30,492.00            | Reappointment    | Grant          |                        |
| Educational Opportunity Center      | Michelle Ann Shrutt        | Coordinator III                 | 09/01/2014     | 35,388.00           | 35,388.00            | Reappointment    | Grant          |                        |
| Kentucky Climate Center - POD       | William Nicholas Rodgers   | Research Associate              | 06/01/2014     | 32,640.00           | 32,640.00            | Reappointment    | Grant          |                        |
| Office of Scholar Development       | Melinda Susan Edgerton     | Coord, Chinese Lang. Flagship   | 07/02/2014     | 42,840.00           | 43,344.00            | Reappointment    | E&G            |                        |
| Physics & Astronomy                 | Adam C. Emberton           | Engineer, Electrical            | 08/12/2014     | 40,512.00           | 40,512.00            | Reappointment    | Grant          |                        |
| Public Radio Services               | Laura S Holderfield        | Coordinator, Corporate Support  | 10/01/2014     | 43,752.00           | 43,752.00            | Reappointment    | Grant          |                        |
| Talent Search                       | Carol Coleman Lee          | Office Coordinator              | 07/31/2014     | 32,532.00           | 32,532.00            | Reappointment    | Grant          |                        |
| Talent Search                       | Cres'Sena S. Manning       | Academic Coordinator            | 08/01/2014     | 35,388.00           | 35,388.00            | Reappointment    | Grant          |                        |
| Talent Search                       | Jennifer L. McWhorter      | Assistant Director              | 07/31/2014     | 41,028.00           | 41,028.00            | Reappointment    | Grant          |                        |
| Veterans Upward Bound               | Douglas T. Pruden          | Adult Ed Spec, Vet Upward Bnd   | 08/01/2014     | 33,504.00           | 33,504.00            | Reappointment    | Grant          |                        |
| Water Resource Center - POD         | Jonathan Le Mar Oglesby    | Environmental Research Asoc.    | 06/01/2014     | 29,868.00           | 29,868.00            | Reappointment    | Split          |                        |
| WKU ALIVE Center for Community Part | Julia Margarita Rivas      | Office Associate                | 01/01/2015     | 25,008.00           | 25,008.00            | Reappointment    | E&G            |                        |
| Allied Health                       | Andrea Cimore Jones        | Office Associate                | 08/06/2014     | 25,152.00           | 25,152.00            | Rehire           | E&G            |                        |
| Extended Learning & Outreach (DELO) | Leslie Elizey Witly        | Prgm Mgr, Career & Wrkfrc Dev   | 07/01/2014     | 51,000.00           | 51,000.00            | Rehire           | RD             |                        |
| Forensics - POD                     | Ganer Lee Newman           | Director, Forensics             | 08/11/2014     | 64,008.00           | 64,008.00            | Rehire           | E&G            |                        |
| Honors College                      | Brian Gene Campbell        | Admissions Counselor            | 08/05/2014     | 32,004.00           | 32,004.00            | Rehire           | E&G            |                        |
| Housing & Residence Life            | Stella Marie Brown         | Building Services Attendant I   | 08/11/2014     | 16,107.00           | 16,107.00            | Rehire           | Aux            |                        |
| Human Resources                     | Tracie Anne Rotermann      | Leader, Talent Mgmt. & Ops      | 07/14/2014     | 60,000.00           | 60,000.00            | Rehire           | E&G            |                        |
| Music                               | Amanda Jo Lee              | Office Associate                | 06/09/2014     | 28,008.00           | 28,008.00            | Rehire           | E&G            |                        |
| Academic Advising and Retention Ctr | Christopher Roberts Jensen | Associate Director              | 07/01/2014     | 40,812.00           | 47,004.00            | Reclassification | E&G            |                        |
| Academic Advising and Retention Ctr | Brittany E Wagner          | Asst Dir, Retention Programs    | 07/01/2014     | 33,600.00           | 40,008.00            | Reclassification | E&G            |                        |
| Advancement Services                | Jeffrey Thomas Baynham     | Assistant Vice President        | 07/01/2014     | 74,712.00           | 84,060.00            | Reclassification | E&G            |                        |
| Advancement Services                | Melissa M. Johnson         | Senior Records Associate        | 07/01/2014     | 32,832.00           | 33,336.00            | Reclassification | E&G            |                        |
| Advancement Services                | Emily R. McCallister       | Records Associate               | 07/01/2014     | 29,196.00           | 29,700.00            | Reclassification | E&G            |                        |
| Advancement Services                | Naren Hak Meredith         | Records Associate               | 07/01/2014     | 30,516.00           | 31,020.00            | Reclassification | E&G            |                        |
| Advancement Services                | Kathryn Carol Norris       | Records Associate               | 07/01/2014     | 29,028.00           | 29,532.00            | Reclassification | E&G            |                        |
| Advancement Services                | Gregory T. Royalty         | Records Associate               | 07/01/2014     | 28,524.00           | 29,028.00            | Reclassification | E&G            |                        |
| Dept. of Kinesiology, Recr. & Sport | LaTishah Nicole Britt      | Office Coordinator              | 07/01/2014     | 27,708.00           | 31,008.00            | Reclassification | E&G            |                        |
| Development & Alumni Relations      | Cindy Meador Hancock       | Records Associate               | 07/01/2014     | 29,196.00           | 29,700.00            | Reclassification | E&G            |                        |
| Doctor of Physical Therapy          | Virginia Capps Pyzola      | Office Coordinator              | 07/01/2014     | 27,000.00           | 29,664.00            | Reclassification | E&G            |                        |
| Equal Opportunity/AA/University ADA | Joshua Dane Hayes          | Assistant Director              | 07/01/2014     | 49,764.00           | 56,808.00            | Reclassification | E&G            |                        |
| Extended Learning & Outreach (DELO) | Erin Joy Graunke           | Coord, Faculty-Led Study Abroad | 07/01/2014     | 30,000.00           | 38,004.00            | Reclassification | RD             |                        |
| Extended Learning & Outreach (DELO) | Rebecca Anne Schwartz      | Coordinator, Study Away Program | 07/01/2014     | 30,000.00           | 38,004.00            | Reclassification | RD             |                        |

| Department                          | Employee                  | Title                            | Effective Date | Current Rate/Salary | Proposed Rate/Salary | Type Action                   | Funding Source | Salary Increase Reason |
|-------------------------------------|---------------------------|----------------------------------|----------------|---------------------|----------------------|-------------------------------|----------------|------------------------|
| Advancement Services                | Betty Ann Keown           | Senior Records Associate         | 07/01/2014     | 34,212.00           | 34,716.00            | Title Change                  | E&G            |                        |
| Distance Learning                   | Cynthia Dawn Troutman     | Prgrm Mgr, Academic Outreach     | 07/01/2014     | 41,076.00           | 41,580.00            | Title Change                  | RD             |                        |
| Admissions Office                   | Jace Thomas Lux           | Director                         | 08/11/2014     | 76,008.00           | 90,000.00            | Transfer                      | E&G            |                        |
| Campus Services and Facilities      | Patricia W. Whitehead     | Administrative Assistant         | 07/16/2014     | 33,084.00           | 35,232.00            | Transfer                      | E&G            |                        |
| Chief Info Tech Officer             | Gordon L. Johnson         | Chief Info Technology Officer    | 07/01/2014     | 113,292.00          | 130,008.00           | Transfer                      | E&G            |                        |
| College of Health & Human Services  | Vashon Sanchez Wells      | Office Coordinator               | 08/11/2014     | 30,576.00           | 32,268.00            | Transfer                      | RD             |                        |
| Distance Learning                   | Tania N. Bibbs            | Assistant Director               | 07/21/2014     | 36,144.00           | 46,824.00            | Transfer                      | RD             |                        |
| Distance Learning                   | Hannah E. Digges Elliott  | Instructional Designer           | 07/01/2014     | 29,292.00           | 45,900.00            | Transfer                      | RD             |                        |
| Distance Learning                   | Alicia Michele Pennington | Instructional Designer           | 07/01/2014     | 40,008.00           | 45,900.00            | Transfer                      | RD             |                        |
| Facilities Management               | Steven P. Martin          | Stockroom Clerk                  | 06/16/2014     | 27,573.00           | 30,478.50            | Transfer                      | E&G            |                        |
| Facilities Management               | Clint Douglas Pike        | Bldg Svcs Facility Attendant     | 06/16/2014     | 16,438.50           | 18,895.50            | Transfer                      | E&G            |                        |
| Facilities Management               | Jeffrey David Sebaugh     | Stockroom Associate              | 07/28/2014     | 16,614.00           | 27,573.00            | Transfer                      | E&G            |                        |
| Honors College                      | Allison Leigh Smith       | Asst Dir/Recruiting & Admissions | 07/01/2014     | 29,868.00           | 43,008.00            | Transfer                      | E&G            |                        |
| Housing & Residence Life            | Catherine Faye Denton     | Residence Hall Director          | 07/14/2014     | 15,600.00           | 23,496.00            | Transfer                      | Aux            |                        |
| Housing & Residence Life            | Nikki Noel Eversole       | Residence Hall Director          | 07/14/2014     | 14,592.00           | 23,496.00            | Transfer                      | Aux            |                        |
| Housing & Residence Life            | Kathryn Michelle Looft    | Residence Hall Director          | 07/14/2014     | 15,600.00           | 23,496.00            | Transfer                      | E&G            |                        |
| Police                              | Brian A. Kitchens         | Sergeant                         | 09/01/2014     | 35,100.00           | 37,968.00            | Transfer                      | E&G            |                        |
| Psychological Sciences              | April Michelle Cochran    | Office Coordinator               | 06/20/2014     | 22,440.00           | 27,000.00            | Transfer                      | E&G            |                        |
| Public Radio Services               | David S. Brinkley         | Director                         | 07/01/2014     | 61,416.00           | 88,008.00            | Transfer                      | E&G            |                        |
| Purchasing and Accounts Payable     | Britney Leigh Green       | Office Coordinator               | 08/01/2014     | 26,004.00           | 28,008.00            | Transfer                      | E&G            |                        |
| Student Financial Assistance        | Kati Leann Jewell         | Coordinator, Direct Lending      | 07/01/2014     | 29,868.00           | 34,884.00            | Transfer                      | E&G            |                        |
| Student Financial Assistance        | Holly L. Logsdon          | Processing Specialist            | 08/12/2014     | 26,580.00           | 29,868.00            | Transfer                      | E&G            |                        |
| Teacher Services                    | Robin Booth Hume          | Office Associate                 | 07/01/2014     | 31,956.00           | 27,852.00            | Transfer                      | E&G            |                        |
| WKU - Glasgow                       | Kimberly Susan Shields    | Office Associate                 | 08/18/2014     | 30,384.00           | 24,984.00            | Transfer                      | E&G            |                        |
| Academic Affairs & Provost's Office | Jessica M. Steenbergen    | Scheduling Application Coord.    | 07/01/2014     | 37,296.00           | 42,096.00            | Temporary Rate Increase Begin | E&G            |                        |
| Academic Affairs & Provost's Office | Jessica M. Steenbergen    | Scheduling Application Coord.    | 07/01/2015     | 42,096.00           | 37,296.00            | Temporary Rate Increase End   | E&G            |                        |
| Facilities Management               | Albert H. Brown           | Team Leader I, Bldg Svcs         | 09/21/2014     | 23,010.00           | 24,956.10            | Temporary Rate Increase Begin | E&G            |                        |
| Facilities Management               | Albert H. Brown           | Team Leader I, Bldg Svcs         | 01/26/2015     | 24,956.10           | 23,010.00            | Temporary Rate Increase End   | E&G            |                        |
| Facilities Management               | Tammy Kaye Price          | Team Leader I, Bldg. Svcs.       | 08/11/2014     | 24,141.00           | 26,091.00            | Temporary Rate Increase Begin | E&G            |                        |
| Facilities Management               | Tammy Kaye Price          | Team Leader I, Bldg. Svcs.       | 01/25/2015     | 26,091.00           | 24,141.00            | Temporary Rate Increase End   | E&G            |                        |
| Farm                                | Jeremy C. Waddell         | Manager, Dairy Herd              | 07/01/2014     | 34,872.00           | 45,000.00            | Temporary Rate Increase Begin | E&G            |                        |
| Farm                                | Jeremy C. Waddell         | Manager, Dairy Herd              | 07/01/2015     | 45,000.00           | 34,872.00            | Temporary Rate Increase End   | E&G            |                        |
| Graduate School                     | Laura Upchurch            | Graduate Records Associate       | 07/01/2014     | 27,708.00           | 32,808.00            | Temporary Rate Increase Begin | E&G            |                        |
| Graduate School                     | Laura Upchurch            | Graduate Records Associate       | 07/01/2015     | 32,808.00           | 27,708.00            | Temporary Rate Increase End   | E&G            |                        |
| Registrar's Office                  | Melna Katrin Wilson       | Office Coordinator               | 07/01/2014     | 30,888.00           | 32,640.00            | Temporary Rate Increase Begin | E&G            |                        |
| Registrar's Office                  | Melna Katrin Wilson       | Office Coordinator               | 07/01/2015     | 32,640.00           | 30,888.00            | Temporary Rate Increase End   | E&G            |                        |

Meeting Date: October 24, 2014

Completed Staff Personnel Actions Subject to Board Approval  
Entered May 31, 2014 through August 25, 2014

| Department                  | Employee                  | Title                          | Effective Date | Current Rate/Salary | Proposed Rate/Salary | Type Action     | Funding Source | Salary Increase Reason |
|-----------------------------|---------------------------|--------------------------------|----------------|---------------------|----------------------|-----------------|----------------|------------------------|
| Public Affairs              | Charles S. French         | Graphic Artist                 | 07/01/2014     | 34,992.00           | 37,500.00            | Salary Increase | E&G            | MKTEQ                  |
| Public Radio Services       | Joseph T. Corcoran        | Producer/Announcer             | 07/01/2014     | 39,468.00           | 40,176.00            | Salary Increase | E&G            | MKTEQ                  |
| Water Resource Center - POD | Jonathan Le Mar Oglesby   | Environmental Research Assc.   | 07/01/2014     | 29,868.00           | 33,504.00            | Salary Increase | Spit           | MKTEQ                  |
| Advancement Services        | Betty Ann Keown           | Senior Records Associate       | 07/01/2014     | 34,212.00           | 34,716.00            | Salary Increase | E&G            | OTHSI                  |
| Biology                     | Dewesh Shukla             | Post-Doctoral Research Assc.   | 06/01/2014     | 33,000.00           | 36,000.00            | Salary Increase | Grant          | OTHSI                  |
| Center for Gifted Studies   | Regina Maria Braun        | Office Coordinator             | 07/01/2014     | 36,000.00           | 37,800.00            | Salary Increase | RD             | OTHSI                  |
| Center for Gifted Studies   | Gail Miller Hiles         | Program Coordinator            | 07/01/2014     | 59,040.00           | 61,992.00            | Salary Increase | RD             | OTHSI                  |
| Center for Gifted Studies   | Tracy Ford Imman          | Associate Director             | 07/01/2014     | 32,004.00           | 33,600.00            | Salary Increase | RD             | OTHSI                  |
| Center for Gifted Studies   | Joshua K. Raymer          | Coordinator                    | 07/01/2014     | 32,004.00           | 33,600.00            | Salary Increase | RD             | OTHSI                  |
| Center for Gifted Studies   | Zachary K. Ryle           | Coord. Tech & Communications   | 07/01/2014     | 43,908.00           | 45,648.00            | Salary Increase | RD             | OTHSI                  |
| College Heights Foundation  | Laurie V. Basham          | Coordinator III                | 07/01/2014     | 55,008.00           | 58,848.00            | Salary Increase | RD             | OTHSI                  |
| College Heights Foundation  | Gena Lee Gooding          | Treasurer, College Heights Fnd | 07/01/2014     | 35,088.00           | 36,840.00            | Salary Increase | RD             | OTHSI                  |
| College Heights Foundation  | Bethany D. Keltner        | Office Associate               | 07/01/2014     | 28,260.00           | 30,216.00            | Salary Increase | RD             | OTHSI                  |
| College Heights Foundation  | Sarah B. Reynolds         | Office Associate               | 07/01/2014     | 111,204.00          | 125,004.00           | Salary Increase | RD             | OTHSI                  |
| College Heights Foundation  | Donald L. Smith           | President, CHF                 | 07/01/2014     | 78,036.00           | 80,376.00            | Salary Increase | RD             | OTHSI                  |
| College Heights Foundation  | Henry Christian Bierwirth | Executive Director             | 07/01/2014     | 30,816.00           | 31,536.00            | Salary Increase | RD             | OTHSI                  |
| KIIS                        | Marfa Canning             | SM Clerical 00                 | 07/01/2014     | 48,732.00           | 50,004.00            | Salary Increase | RD             | OTHSI                  |
| KIIS                        | John A. Dizgun            | Assistant Director             | 07/01/2014     | 40,020.00           | 41,064.00            | Salary Increase | RD             | OTHSI                  |
| KIIS                        | Rebekah Joy Golla         | Coord, Communications/Mktg.    | 07/01/2014     | 25,764.00           | 26,436.00            | Salary Increase | RD             | OTHSI                  |
| KIIS                        | Haley Ann McTaggart       | Office Associate               | 07/01/2014     | 45,792.00           | 45,972.00            | Salary Increase | RD             | OTHSI                  |
| KIIS                        | Qing She                  | Accountant                     | 07/01/2014     | 16,107.00           | 17,608.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Patricia Anne Alexander   | Building Services Attendant II | 07/01/2014     | 34,800.00           | 36,312.00            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Kathy Yvonne Bailey       | Office Coordinator             | 07/01/2014     | 20,046.00           | 21,547.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Susan A. Barbour          | Building Services Attendant II | 07/01/2014     | 25,857.00           | 27,358.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Darrell T. Blair          | Sr Groundskeeper II            | 07/01/2014     | 25,252.50           | 26,754.00            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Henry T. Blair            | Sr Groundskeeper II            | 07/01/2014     | 20,611.50           | 22,113.00            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Kimberly Jean Breakfield  | Building Services Attendant II | 07/01/2014     | 17,940.00           | 19,441.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Richard Blake Britscoe    | Groundskeeper                  | 07/01/2014     | 18,291.00           | 19,792.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Christina Joy Burcell     | Building Services Attendant II | 07/01/2014     | 22,698.00           | 24,199.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Eva June Burden           | Building Services Attendant II | 07/01/2014     | 24,862.50           | 26,364.00            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Derek R. Carroll          | Sr Groundskeeper II            | 07/01/2014     | 17,823.00           | 19,324.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Tammy Meshell Chaney      | Building Services Attendant II | 07/01/2014     | 16,965.00           | 18,466.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Sandra Kay Cheatham       | Building Services Attendant II | 07/01/2014     | 21,450.00           | 22,951.50            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Jennifer P. Comer         | Asst Gardener/Groundskeeper II | 07/01/2014     | 30,768.00           | 31,776.00            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Misty Renee Craft         | Work Control Ctr Associate II  | 07/01/2014     | 28,372.50           | 29,874.00            | Salary Increase | E&G            | DFMCP                  |
| Facilities Management       | Leonard Lee Dill          | Group Leader II Groundskeeping | 07/01/2014     |                     |                      |                 |                |                        |

Meeting Date: October 24, 2014

Completed Staff Personnel Actions Subject to Board Approval  
 Entered May 31, 2014 through August 25, 2014

| Department                            | Employee                | Title                          | Effective Date | Current Rate/Salary | Proposed Rate/Salary | Type Action     | Funding Source | Salary Increase Reason |
|---------------------------------------|-------------------------|--------------------------------|----------------|---------------------|----------------------|-----------------|----------------|------------------------|
| WKU - Owensboro                       | Virginia Lee Montgomery | Building Services Attendant II | 07/01/2014     | 20,416.50           | 21,918.00            | Salary Increase | E&G            | DFMCP                  |
| Comm Tech - AV Services               | Anthony J Gilbert       | AV Support Coordinator         | 08/01/2014     | 46,464.00           | 48,132.00            | Salary Increase | E&G            | REORG                  |
| Enterprise Applications & Programming | Kelly Jo Poyner         | App Programmer/Analyst II      | 08/01/2014     | 50,460.00           | 56,004.00            | Salary Increase | E&G            | REORG                  |
| Enterprise Systems                    | Gregory Allan Hackbarth | Director, Enterprise Systems   | 08/01/2014     | 68,820.00           | 82,488.00            | Salary Increase | E&G            | REORG                  |
| Enterprise Systems                    | Heather G. Stubblefield | Coord. Project/Change Mgmt.    | 08/01/2014     | 60,096.00           | 66,048.00            | Salary Increase | E&G            | REORG                  |
| Enterprise Systems                    | William Bussell Wells   | Coord. Systems Administration  | 08/01/2014     | 53,352.00           | 59,700.00            | Salary Increase | E&G            | REORG                  |
| IT Security & Identity Mgmt           | Brent W. Haselhoff      | Mgr. IT Security & ID Mgmt     | 08/01/2014     | 57,324.00           | 65,844.00            | Salary Increase | E&G            | REORG                  |
| Dept. of Kinesiology, Recr. & Sport   | Vicki D. Wilson         | Office Associate               | 07/01/2014     | 24,480.00           | 26,928.00            | Salary Increase | E&G            | REORG                  |
| VP for Public Affairs                 | Robbin Morrison Taylor  | Vice President                 | 07/01/2014     | 140,280.00          | 151,692.00           | Salary Increase | E&G            | REORG                  |
| School of Nursing                     | Natalie Nicole Holland  | Coord, Clinical Education      | 07/01/2014     | 33,696.00           | 35,040.00            | Salary Increase | E&G            | REORG                  |
| Kentucky Climate Center - POD         | Eric Rappin             | Research Scientist             | 09/01/2014     | 52,536.00           | 39,408.00            | Salary Decrease | E&G            | REORG                  |

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

Belinda Waller Higginbotham

Increase in base salary due to addition of ID Center leadership responsibilities effective July 1, 2014.

Huda Nakhal Melky

Ms. Melky will receive a salary adjustment effective July 1, 2014, due to additional job responsibilities as Title IX Coordinator.

Gerald Ward Barnaby

The Cooperative Center for Study Abroad (of which WKU is a founding member) has selected WKU to become its host institution. Jerry Barnaby will act as the Executive Director and dedicate approximately 30% of his time to CCSA programs. CCSA has been in existence for 31 years and is a consortium of 24 colleges and universities engaged in leading study abroad programs in primarily English speaking regions. CCSA sends at least 500 students and faculty abroad each year in more than 20 programs. This increase is contingent upon the continued agreement between WKU and CCSA. This position will be reviewed and renewed annually.

Minnette Caroline Ellis

This increase is reflective of both an increase for added duties as well as an internal equity adjustment to bring Minnette to the level of other HRL Coordinators.

Paula Farmer Mattison

The proposed salary change recognizes Ms. Mattison's heightened role in establishing proper accounting procedures and compliance measures necessary for the increasingly complex business ventures of WKURF and commercialization research conducted by faculty and students.

Lisa Renee Murphy

The Clinical Education Complex will be providing Lisa with compensation in the amount of \$11,652 for CEC related duties. As a result, Lisa's total FY15 salary will be \$58,260. 80% of that amount will be charged to the School of Teacher Education and the remaining 20% will be charged to the CEC. This labor distribution begins on 7/1/2014 and will end on 6/30/2015 allowing for the financial arrangement to be re-evaluated annually (if necessary). In addition to her responsibilities in the Clinical Education Complex, Ms. Murphy is now an Instructor in the School of Teacher Education

James Matthew Morrison

The proposed salary change is a reflection of additional responsibilities associated with the new Conference USA, athletic affiliation. Mr. Morrison's duties have also been expanded with additional responsibilities in HAF. Additionally, the new salary is in better alignment with Conference USA Ticket Managers.

Meeting Date: October 24, 2014

Staff One Time Payments  
For the Period June 1, 2014 through August 31, 2014

| Department                     | Employee                  | Title                          | Effective Date | Payment Amount            | Payment Type | Funding Source |
|--------------------------------|---------------------------|--------------------------------|----------------|---------------------------|--------------|----------------|
| Dean Potter College            | Wren Allen Mills          | Instructional Technology Spec  | 6/30/2014      | 750.00 Awards             |              | E&G            |
| Ky Equal Opportunity           | Ometha H. Doss            | Financial Aid Associate        | 8/29/2014      | 1,000.00 Awards           |              | E&G            |
| Enrollment Management          | Lauren Denise Cunningham  | Coord, Community Engagement    | 7/31/2014      | 1,000.00 Consulting       |              | E&G            |
| South Central AHCC             | Kenneth Mark Crawford     | Associate Dean                 | 7/31/2014      | 2,500.00 Consulting       |              | Grant          |
| 21st Century Media - POD       | Charles Edward Clark      | Director                       | 6/30/2014      | 1,300.00 Supplemental Pay |              | FDN            |
| 21st Century Media - POD       | Erik Costa                | TV Assistant Chief Engineer    | 6/30/2014      | 2,695.00 Supplemental Pay |              | E&G            |
| 21st Century Media - POD       | Carrie Frances Pratt      | Multiplatform News Advisor     | 6/30/2014      | 700.00 Supplemental Pay   |              | FDN            |
| 21st Century Media - POD       | Charlotte Hill Turtle     | Talisman Advisor               | 6/30/2014      | 3,000.00 Supplemental Pay |              | E&G            |
| 21st Century Media - POD       | Kathy Jo Williams         | Office Coordinator             | 8/15/2014      | 200.00 Supplemental Pay   |              | E&G            |
| AKA-MEP Professional Services  | Timothy J Vickers         | Advcd Manufacturing Specialist | 6/30/2014      | 5,850.00 Supplemental Pay |              | RD             |
| Alumni Relations               | Emily Trabue Scott        | Marketing/Graphic Artist       | 7/31/2014      | 200.00 Supplemental Pay   |              | E&G            |
| Arena Management               | Bryant Keen Blodgett      | Coordinator, Events            | 6/30/2014      | 210.00 Supplemental Pay   |              | RD             |
| Arena Management               | Bryant Keen Blodgett      | Coordinator, Events            | 8/29/2014      | 200.00 Supplemental Pay   |              | RD             |
| Arena Management               | Jason A. Dailey           | Dir, Ath Facils & Event Mgmt   | 6/30/2014      | 150.00 Supplemental Pay   |              | RD             |
| Arena Management               | Leslie D. Forsythe        | Dir, Ath Facils & Event Mgmt   | 6/30/2014      | 150.00 Supplemental Pay   |              | RD             |
| Arena Management               | Rachel Manning Goodman    | Asst Dir/Campus & Comm. Events | 6/30/2014      | 120.00 Supplemental Pay   |              | RD             |
| Arena Management               | Sarah E. Thomas           | Events Associate               | 6/30/2014      | 75.00 Supplemental Pay    |              | RD             |
| Athletic Facilities            | Zachary K. Kyle           | Coord. Tech & Communications   | 6/30/2014      | 245.00 Supplemental Pay   |              | E&G            |
| Athletic Facilities            | Jeffrey Alan Younglove    | Dir/Campus & Community Events  | 6/30/2014      | 175.00 Supplemental Pay   |              | E&G            |
| Campus and Community Events    | Andrew P. Jacobs          | Asst Coord Athletic Facilities | 8/15/2014      | 150.00 Supplemental Pay   |              | RD             |
| Career & Workforce Development | Leslie Ellzey Why         | Pygm Mgr, Career & Wrkfc Dev   | 7/31/2014      | 2,270.00 Supplemental Pay |              | RD             |
| Center for Gifted Studies      | Danetra Alicia Hodge      | Residential Counselor          | 7/31/2014      | 160.00 Supplemental Pay   |              | RD             |
| Center for Gifted Studies      | Laura Beth Huff           | Residential Counselor          | 7/31/2014      | 192.00 Supplemental Pay   |              | RD             |
| Chief Diversity Officer - CF   | Tracy Ford Inman          | Associate Director             | 7/31/2014      | 3,000.00 Supplemental Pay |              | RD             |
| College Heights Herald         | Cynthia Faye Smith        | Office Associate               | 6/30/2014      | 500.00 Supplemental Pay   |              | E&G            |
| College Heights Herald         | Jason P. Thompson         | Manager, Advertising and Sales | 6/30/2014      | 2,683.00 Supplemental Pay |              | RD             |
| College Heights Herald         | Jason P. Thompson         | Manager, Advertising and Sales | 7/31/2014      | 2,145.73 Supplemental Pay |              | RD             |
| College Heights Herald         | Jason P. Thompson         | Manager, Advertising and Sales | 8/29/2014      | 2,254.77 Supplemental Pay |              | RD             |
| College Heights Herald         | Jason P. Thompson         | Student Records Associate      | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | JoAnn Ashley              | Student Records Specialist     | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Laura J. Dillitha         | Operations Manager             | 6/30/2014      | 70.00 Supplemental Pay    |              | E&G            |
| Commencement                   | Jessica Rebecca Dunneagan | Office Associate               | 6/13/2014      | 70.00 Supplemental Pay    |              | E&G            |
| Commencement                   | Mary Louise Epley         | Office Associate               | 6/13/2014      | 70.00 Supplemental Pay    |              | E&G            |
| Commencement                   | Gayanne Gutierrez         | Student Records Associate      | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Tonya Lynn Guyton         | Office Assistant               | 6/13/2014      | 70.00 Supplemental Pay    |              | E&G            |
| Commencement                   | Lois Ann Hall             | Administrative Assistant       | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Melissa Beth Haselhoff    | Degree Certification Officer   | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Cheryl R. Hills           | Student Records Specialist     | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Jessica Faith Humphrey    | Student Records Associate      | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Carolyn Ann Hunt          | Office Associate               | 6/13/2014      | 70.00 Supplemental Pay    |              | E&G            |
| Commencement                   | Dana F. Jones             | Degree Certification Officer   | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Wendi Dawn Kelley         | Administrative Assistant       | 6/13/2014      | 70.00 Supplemental Pay    |              | E&G            |
| Commencement                   | Sarah Megan Meador        | Scheduling Coordinator         | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Danielle Myrl Reeves      | Student Records Associate      | 6/13/2014      | 300.00 Supplemental Pay   |              | E&G            |
| Commencement                   | Tammy E. Spinks           | Office Coordinator             | 6/13/2014      | 70.00 Supplemental Pay    |              | E&G            |

Meeting Date: October 24, 2014

Staff One Time Payments  
For the Period June 1, 2014 through August 31, 2014

| Department                         | Employee                     | Title                          | Effective Date | Payment Amount | Payment Type     | Funding Source |
|------------------------------------|------------------------------|--------------------------------|----------------|----------------|------------------|----------------|
| School of Professional Studies     | Elizabeth A. Heller          | Assistant Director             | 6/30/2014      | 600.00         | Supplemental Pay | E&G            |
| School of Professional Studies     | Lana J. Kunkel               | Assistant Director             | 6/30/2014      | 600.00         | Supplemental Pay | E&G            |
| School of Professional Studies     | Tess DeIorcs Dennis McKinley | Assistant Director             | 6/30/2014      | 400.00         | Supplemental Pay | E&G            |
| School of Professional Studies     | Bethany Nanette Smith        | Academic Advisor               | 7/31/2014      | 100.00         | Supplemental Pay | E&G            |
| Student Activity, Org & Leadership | Andrew Scott Rash            | Coord. Student Activities      | 6/30/2014      | 422.10         | Supplemental Pay | E&G            |
| Student Leadership                 | Mindy Renee Johnson          | Asst. Dir/Student Activities   | 8/29/2014      | 150.00         | Supplemental Pay | Aux            |
| Student Leadership                 | Andrew Scott Rash            | Coord. Student Activities      | 8/29/2014      | 150.00         | Supplemental Pay | Aux            |
| Talisman                           | Kurt Douglas Fatic           | Sr. Info Tech Consultant       | 7/31/2014      | 333.50         | Supplemental Pay | E&G            |
| Talisman                           | Kurt Douglas Fatic           | Sr. Info Tech Consultant       | 8/29/2014      | 333.50         | Supplemental Pay | E&G            |
| Teacher Services                   | Denise Murrell Hardesty      | Coord./MinorityTchRecruitment  | 6/30/2014      | 2,200.00       | Supplemental Pay | Grant          |
| Teacher Services                   | Candace Renee Rogers         | Certification Officer          | 6/30/2014      | 96.00          | Supplemental Pay | E&G            |
| Teacher Services                   | Candace Renee Rogers         | Certification Officer          | 7/31/2014      | 192.00         | Supplemental Pay | E&G            |
| Teacher Services                   | Candace Renee Rogers         | Certification Officer          | 8/29/2014      | 96.00          | Supplemental Pay | E&G            |
| Teacher Services                   | Stephen John Lancaster       | Certification Officer          | 7/31/2014      | 1,036.00       | Supplemental Pay | E&G            |
| Tech Support Serv-Desktop Support  | James Matthew Morrison       | Sr. Desktop Support Consultant | 7/31/2014      | 2,500.00       | Supplemental Pay | E&G            |
| Ticket Office                      | William A. Elliott           | Ast. Athletic Dir, Ticket Ops  | 6/13/2014      | 100.00         | Supplemental Pay | Aux            |
| University Centers                 | William A. Elliott           | Testing Specialist             | 7/15/2014      | 120.00         | Supplemental Pay | Aux            |
| University Centers                 | William A. Elliott           | Testing Specialist             | 8/15/2014      | 205.00         | Supplemental Pay | Aux            |
| University Centers                 | Thomas L. Harris             | Marketing Specialist           | 6/30/2014      | 70.00          | Supplemental Pay | Aux            |
| University Centers                 | Thomas L. Harris             | Marketing Specialist           | 8/29/2014      | 100.00         | Supplemental Pay | Aux            |
| University Centers                 | Thomas L. Harris             | Marketing Specialist           | 8/29/2014      | 100.00         | Supplemental Pay | Aux            |
| WKU Foundation                     | Marcia Jan Brown             | Administrative Assistant       | 7/31/2014      | 2,400.00       | Supplemental Pay | E&G            |

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

Meeting Date: October 24, 2014

Completed Faculty Personnel Actions Subject to Board Approval  
Entered May 31, 2014 through August 25, 2014

| Department                          | Employee                | Title                          | Effective Date | Current Rate/Salary | Proposed Rate/Salary | Type Action         | Funding Source | Salary Increase Reason |
|-------------------------------------|-------------------------|--------------------------------|----------------|---------------------|----------------------|---------------------|----------------|------------------------|
| Agriculture                         | Hunter O'Neal Galloway  | Instructor                     | 08/19/2014     |                     | 50,004.00            | Initial Appointment | E&G            |                        |
| Allied Health                       | Rhonda Brooks Quenzler  | Instructor                     | 08/15/2014     |                     | 45,000.00            | Initial Appointment | E&G            |                        |
| Architect & Manufacturing Sciences  | Brian M Janes           | Instructor                     | 08/15/2014     |                     | 40,008.00            | Initial Appointment | E&G            |                        |
| Communication                       | Michael Craig Cattlett  | Instructor                     | 08/19/2014     |                     | 20,004.00            | Initial Appointment | RD             |                        |
| Dept. of Kinesiology, Recr. & Sport | Sally Lynn Hope         | Instructor                     | 08/15/2014     |                     | 50,508.00            | Initial Appointment | E&G            |                        |
| Dept. of Kinesiology, Recr. & Sport | Lauren Gabrielle McCoy  | Visiting Assistant Professor   | 08/15/2014     |                     | 76,008.00            | Initial Appointment | E&G            |                        |
| Dept. of Physical Therapy           | Karen E Furgal          | Assistant Professor            | 08/15/2014     |                     | 81,000.00            | Initial Appointment | E&G            |                        |
| Doctor of Physical Therapy          | Sonia Nicole Young      | Associate Professor            | 08/15/2014     |                     | 54,504.00            | Initial Appointment | E&G            |                        |
| Ed. Admn., Leadership & Research    | Kimberlee Kaye Everson  | Assistant Professor            | 08/15/2014     |                     | 50,004.00            | Initial Appointment | E&G            |                        |
| Honors Academy                      | Lella Ruth Watkins      | Assistant Professor            | 08/15/2014     |                     | 45,000.00            | Initial Appointment | E&G            |                        |
| Philosophy & Religion               | Michael Jason Reno      | Instructor                     | 08/15/2014     |                     | 53,004.00            | Initial Appointment | E&G            |                        |
| Public Health                       | Christian L Williams    | Visiting Assistant Professor   | 08/15/2014     |                     | 48,000.00            | Initial Appointment | E&G            |                        |
| School of Nursing                   | Elizabeth A Ralph       | Instructor                     | 08/15/2014     |                     | 54,636.00            | Initial Appointment | E&G            |                        |
| School of Nursing                   | Lisa Diane Surovick     | Instructor                     | 08/15/2014     |                     | 48,000.00            | Initial Appointment | E&G            |                        |
| School of Nursing                   | Lita F Warise           | Assistant Professor            | 08/15/2014     |                     | 52,008.00            | Initial Appointment | E&G            |                        |
| School of Nursing                   | Lindsay Spears Wheat    | Instructor                     | 08/15/2014     |                     | 50,004.00            | Initial Appointment | E&G            |                        |
| School of Teacher Education         | Amanda Kay Onion        | Clinical Assistant Professor   | 08/15/2014     |                     | 38,772.00            | Initial Appointment | E&G            |                        |
| Theatre & Dance                     | Julie Lyn Barber        | Assistant Professor            | 08/15/2014     |                     | 45,000.00            | Initial Appointment | E&G            |                        |
| Theatre & Dance                     | Lindsey E Eastman       | Costume Shop Supv / Instructor | 08/15/2014     |                     | 84,840.00            | Reappointment       | E&G            | Split                  |
| Theatre & Dance                     | Bradley James Vieth     | Visiting Assistant Professor   | 07/01/2014     |                     | 42,204.00            | Reappointment       | E&G            |                        |
| Theatre & Dance                     | Michael W. Killen       | Instructor                     | 07/01/2014     | 120,000.00          | 41,700.00            | Reappointment       | E&G            |                        |
| Biologiy                            | Yan Cao                 | Instructor                     | 07/01/2014     |                     | 55,008.00            | Reappointment       | E&G            |                        |
| Combustion Lab Center Prof Services | Donna Hey               | Executive-in-Residence         | 07/01/2014     |                     | 48,000.00            | Reappointment       | E&G            |                        |
| Dept. of Kinesiology, Recr. & Sport | Dean Patrick Jordan     | Clinical Assistant Professor   | 07/01/2014     |                     | 38,664.00            | Reappointment       | E&G            |                        |
| Economics                           | Brent Alan Bjorkman     | Instructor                     | 07/01/2014     |                     | 50,100.00            | Reappointment       | E&G            |                        |
| Folk Studies & Anthropology         | Yandan Wang             | Visiting Assistant Professor   | 07/01/2014     |                     | 48,480.00            | Reappointment       | E&G            |                        |
| Honors College                      | Jason Robert Boyles     | Visiting Assistant Professor   | 07/01/2014     |                     | 60,000.00            | Reappointment       | E&G            |                        |
| Physics & Astronomy                 | Ting-Hui Lee            | Research Assistant Professor   | 07/01/2014     |                     | 45,000.00            | Rehire              | E&G            |                        |
| Physics & Astronomy                 | Brandy N. Tiernan       | Instructor                     | 08/15/2014     |                     | 45,000.00            | Rehire              | E&G            |                        |
| Psychological Sciences              | Melanie D. Eaton        | Instructor                     | 08/15/2014     |                     | 17,988.00            | Rehire              | E&G            |                        |
| Public Health                       | Kelly Stone Derham      | Post-Doctoral Fellow           | 08/25/2014     |                     | 45,000.00            | Rehire              | E&G            |                        |
| Biologiy                            | Kenyaeta Valeda Martin  | Instructor (One Semester)      | 08/15/2014     |                     | 38,772.00            | Rehire              | E&G            |                        |
| Graduate School                     | Sarah R. McKimney       | Instructor                     | 08/15/2014     |                     | 51,204.00            | Degree              | E&G            |                        |
| School of University Studies        | Laura Helen Bain-Selbo  | Instructor                     | 07/01/2014     |                     | 83,232.00            | Title Change        | E&G            |                        |
| Social Work                         | Christa Jane Moore      | Associate Professor            | 03/01/2014     |                     | 101,808.00           | Transfer            | E&G            |                        |
| Sociology                           | Elizabeth D. Hall       | Interim Director               | 07/01/2014     |                     | 40,008.00            | Transfer            | E&G            |                        |
| Academic Support                    | Thomas Scott Lyons      | Department Chair               | 08/15/2014     |                     | 17,608.50            | Transfer            | E&G            |                        |
| Dept. of Kinesiology, Recr. & Sport | Gregory Keith Arbuckle  | Instructor                     | 07/01/2014     |                     | 104,520.00           | Transfer            | E&G            |                        |
| Architect & Manufacturing Sciences  | Edmund Richard Martelli | Department Chair               | 07/01/2014     |                     | 49,008.00            | Transfer            | E&G            |                        |
| Architect & Manufacturing Sciences  | James E. Gary           | Assistant Professor            | 07/01/2014     |                     | 45,900.00            | Transfer            | E&G            |                        |
| Computer Science                    | F. T. Esslinger         | Instructor                     | 07/01/2014     |                     | 46,404.00            | Transfer            | RD             |                        |
| Dept. of Kinesiology, Recr. & Sport | Terry L. Obee           | Instructor                     |                |                     |                      |                     |                |                        |



**Funding Source Codes:**

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

**Salary Increase Codes:**

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

**Action Definitions:**

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

| Department                          | Employee                | Begin Date | End Date | Proposed Salary | Type Action         | Funding Source |
|-------------------------------------|-------------------------|------------|----------|-----------------|---------------------|----------------|
| Agriculture                         | Petra Borchers Collier  | 07/01/14   | 07/31/14 | 375.00          | Initial Appointment | E&G            |
| Art                                 | Jacqueline Anne Lubbers | 07/01/14   | 07/31/14 | 2,280.00        | Reappointment       | E&G            |
| Center for Gerontology              | Patrice Blanchard       | 05/01/14   | 06/30/14 | 2,848.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Kelly Glenn Fitzgerald  | 06/01/14   | 06/30/14 | 2,280.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Stephanie Denise Barr   | 07/01/14   | 07/31/14 | 3,560.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Michelle K. Bradley     | 07/01/14   | 07/31/14 | 3,560.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Rebecca Tessann Broyles | 08/26/13   | 07/31/14 | 2,848.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Rebecca Tessann Broyles | 07/01/14   | 07/31/14 | 3,586.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Rebecca Tessann Broyles | 07/01/14   | 07/31/14 | 1,424.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Elizabeth A. Gilbert    | 07/01/14   | 07/31/14 | 5,000.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Linda S Kerr            | 07/01/14   | 07/31/14 | 2,848.00        | Reappointment       | E&G            |
| Communication Sciences & Disorders  | Amanda Johnson Talley   | 07/01/14   | 07/31/14 | 2,136.00        | Initial Appointment | E&G            |
| Communication Sciences & Disorders  | Tracy Pendley Wilson    | 06/01/14   | 06/30/14 | 2,848.00        | Reappointment       | E&G            |
| Computer Information Systems        | Terry Lynn Pasley       | 06/01/14   | 06/30/14 | 2,600.00        | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | Thomas W. Compton       | 08/25/14   | 12/31/14 | 2,136.00        | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | James R. Honaker        | 08/25/14   | 10/31/14 | 1,128.00        | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | William Arthur Powell   | 08/25/14   | 12/31/14 | 3,000.00        | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | William Arthur Powell   | 10/16/14   | 12/31/14 | 1,500.00        | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | William Keith Rigdon    | 08/25/14   | 12/31/14 | 614.00          | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | William Keith Rigdon    | 10/16/14   | 12/31/14 | 614.00          | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | James Andrew Wright     | 08/25/14   | 12/31/14 | 614.00          | Reappointment       | E&G            |
| Dept. of Kinesiology, Recr. & Sport | James Andrew Wright     | 10/16/14   | 12/31/14 | 614.00          | Reappointment       | E&G            |
| Diversity & Community Studies       | Leslie Erin Nichols     | 07/01/14   | 07/31/14 | 1,692.00        | Reappointment       | E&G            |
| Doctor of Physical Therapy          | Sharon Donovan Coffman  | 07/07/14   | 07/31/14 | 7,650.00        | Initial Appointment | E&G            |
| Doctor of Physical Therapy          | M. Dyer Diehl           | 06/01/14   | 07/31/14 | 5,874.00        | Reappointment       | E&G            |
| Doctor of Physical Therapy          | M. Dyer Diehl           | 07/01/14   | 07/31/14 | 5,874.00        | Reappointment       | E&G            |
| Doctor of Physical Therapy          | Michael W Kennedy       | 07/21/14   | 07/31/14 | 2,500.00        | Initial Appointment | E&G            |
| Doctor of Physical Therapy          | Jace Jarret Pinerola    | 07/21/14   | 07/31/14 | 1,360.00        | Initial Appointment | E&G            |
| Ed Leadership Doctoral Program      | Jenaya L. Perdue        | 07/01/14   | 07/31/14 | 2,280.00        | Reappointment       | E&G            |
| Ed Admin., Leadership & Research    | Brent M. Vanmeter       | 06/01/14   | 06/30/14 | 2,280.00        | Reappointment       | E&G            |
| English                             | Marie Guthrie           | 06/01/14   | 06/30/14 | 2,280.00        | Reappointment       | E&G            |
| English                             | Jeong-Oh Kim            | 06/01/14   | 06/30/14 | 4,560.00        | Reappointment       | E&G            |
| English                             | Elizabeth M. Weixel     | 06/01/14   | 07/31/14 | 2,136.00        | Reappointment       | E&G            |
| English                             | Dawn Marie Winters      | 07/01/14   | 07/31/14 | 2,136.00        | Reappointment       | E&G            |
| ESLI                                | Steven Hayes White      | 07/01/14   | 07/31/14 | 1,125.00        | Initial Appointment | RD             |
| Extended Learning & Outreach (DELO) | Gloria Ann Carrico      | 08/25/14   | 12/31/14 | 4,560.00        | Reappointment       | E&G            |
| Family and Consumer Sciences        | Lisa Marie Dix          | 08/25/14   | 12/31/14 | 1,840.00        | Reappointment       | E&G            |
| Family and Consumer Sciences        | Ann Elizabeth Embry     | 08/25/14   | 12/31/14 | 2,136.00        | Reappointment       | E&G            |
| Family and Consumer Sciences        | Diane J. Sprowl         | 08/25/14   | 12/31/14 | 2,136.00        | Reappointment       | E&G            |
| Family and Consumer Sciences        | Theresa May Osborne     | 07/01/14   | 07/31/14 | 1,840.00        | Reappointment       | E&G            |
| Folk Studies & Anthropology         | Melissa Anne Cary       | 07/01/14   | 06/30/14 | 1,520.00        | Reappointment       | E&G            |
| Geography & Geology                 | Paul Grady Dixon        | 06/01/14   | 06/30/14 | 2,280.00        | Reappointment       | E&G            |
| Geography & Geology                 | Julie Lents-Sutton      | 06/01/14   | 06/30/14 | 2,136.00        | Reappointment       | E&G            |
| Interdisciplinary Studies           | Beverly Kay Fulkerson   | 06/01/14   | 06/30/14 | 2,136.00        | Reappointment       | E&G            |
| Liberal Arts & Science              | Christabell Dwan Graham | 06/01/14   | 07/31/14 | 1,500.00        | Reappointment       | E&G            |

Meeting Date: October 24, 2014

Faculty One Time Payments  
For the Period June 1, 2014 through August 31, 2014

| Department                          | Employee                     | Title                     | Effective Date | Payment Amount | Payment Type     | Funding Source |
|-------------------------------------|------------------------------|---------------------------|----------------|----------------|------------------|----------------|
| Alumni Relations                    | Summer Bateha                | Assistant Professor       | 8/29/2014      | 1,500.00       | Awards           | E&G            |
| Alumni Relations                    | Grace K. Lartey              | Associate Professor       | 8/29/2014      | 1,500.00       | Awards           | E&G            |
| Alumni Relations                    | Rezan Mahmood                | Professor                 | 8/29/2014      | 1,500.00       | Awards           | E&G            |
| Alumni Relations                    | Bryan Reaka                  | Associate Professor       | 8/29/2014      | 1,500.00       | Awards           | FDN            |
| Kentucky Museum                     | Sandra L. Staebell           | Associate Professor       | 7/31/2014      | 200.00         | Awards           | E&G            |
| Ky Equal Opportunity                | Walter B. Kessler            | Department Head           | 8/29/2014      | 1,000.00       | Awards           | E&G            |
| Ky Equal Opportunity                | Kevin S. Schmalz             | Professor                 | 8/29/2014      | 500.00         | Awards           | E&G            |
| Center for Gifted Studies           | David L. Bell                | Professional-In-Residence | 6/30/2014      | 160.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Fred Paul Carter             | Instructor                | 7/31/2014      | 800.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Fred Paul Carter             | Instructor                | 7/31/2014      | 220.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Fred Paul Carter             | Instructor                | 7/31/2014      | 640.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Miwon Choe                   | Associate Professor       | 6/30/2014      | 160.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Jennifer Dawn Cribbs         | Instructor                | 7/31/2014      | 800.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Janice C. Davenport          | Professional-In-Residence | 6/30/2014      | 320.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Martha M. Day                | Assistant Professor       | 6/30/2014      | 160.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Angela Ann Hagan             | Professional-In-Residence | 6/30/2014      | 480.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Julia Link Roberts           | Professor                 | 7/31/2014      | 160.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Lee Ann Smith                | Professional-In-Residence | 6/30/2014      | 320.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Joseph Newton Stiles         | Assistant Professor       | 6/30/2014      | 800.00         | Consulting       | Grant          |
| Center for Gifted Studies           | Rico T. Tyler                | Professional-In-Residence | 6/30/2014      | 792.78         | Consulting       | RD             |
| Center for Gifted Studies           | Carl L. Myers                | Associate Professor       | 7/31/2014      | 449.64         | Consulting       | Grant          |
| Child Care                          | Carl L. Myers                | Associate Professor       | 6/30/2014      | 1,000.00       | Consulting       | Grant          |
| Child Care                          | Scott Alan Dobler            | Instructor                | 7/31/2014      | 150.00         | Consulting       | Grant          |
| School of Teacher Education         | Rachel E. Leer               | Instructor                | 7/31/2014      | 700.00         | Consulting       | Grant          |
| South Central AHEC                  | Lester L. Pesterfield        | Professor                 | 7/31/2014      | 450.00         | Consulting       | Grant          |
| South Central AHEC                  | Chad A. Snyder               | Associate Professor       | 7/31/2014      | 600.00         | Consulting       | Grant          |
| South Central AHEC                  | Wibb Vandemeer               | Professor                 | 7/31/2014      | 3,000.00       | Overload         | E&G            |
| Public Health                       | Gregory Earle Ellis-Griffith | Assistant Professor       | 7/31/2014      | 3,000.00       | Overload         | E&G            |
| School of Teacher Education         | Melia Ann Marangly           | Instructor                | 6/30/2014      | 4,000.00       | Supplemental Pay | E&G            |
| 21st Century Media - POD            | Ronald R. DeMarse            | Associate Professor       | 7/31/2014      | 4,000.00       | Supplemental Pay | FDN            |
| 21st Century Media - POD            | Ronald R. DeMarse            | Associate Professor       | 8/29/2014      | 3,000.00       | Supplemental Pay | FDN            |
| 21st Century Media - POD            | Phoebe Pam Johnson           | Associate Professor       | 7/31/2014      | 6,500.00       | Supplemental Pay | FDN            |
| 21st Century Media - POD            | Kerry Northrup               | Professor                 | 7/31/2014      | 5,000.00       | Supplemental Pay | E&G            |
| 21st Century Media - POD            | Richard Taylor               | Professional-In-Residence | 7/31/2014      | 1,000.00       | Supplemental Pay | E&G            |
| 21st Century Media - POD            | Allen K. Hunt                | Assistant Professor       | 6/30/2014      | 5,000.00       | Supplemental Pay | E&G            |
| 21st Century Media - POD            | Stacy R. Wade                | Assistant Professor       | 7/31/2014      | 4,000.00       | Supplemental Pay | E&G            |
| Accounting                          | Douglas L. Harper            | Professor                 | 8/29/2014      | 6,915.00       | Supplemental Pay | RD             |
| Applied Physics Inst - Prof Svc POD | Fred Wayne Gibson            | Associate Professor       | 6/30/2014      | 1,000.00       | Supplemental Pay | RD             |
| Athletic Administration (Academic)  | Fred Wayne Gibson            | Associate Professor       | 7/31/2014      | 1,000.00       | Supplemental Pay | RD             |
| Athletic Administration (Academic)  | Fred Wayne Gibson            | Associate Professor       | 8/29/2014      | 1,000.00       | Supplemental Pay | RD             |
| Athletic Administration (Academic)  | Fred Wayne Gibson            | Associate Professor       | 6/30/2014      | 500.00         | Supplemental Pay | RD             |
| Athletic Administration (Academic)  | William T. Hey               | Professor                 | 7/31/2014      | 500.00         | Supplemental Pay | RD             |
| Athletic Administration (Academic)  | William T. Hey               | Professor                 | 7/31/2014      | 1,000.00       | Supplemental Pay | RD             |
| Athletic Administration (Academic)  | Thomas Bradley Shinnett      | Assistant Professor       | 8/29/2014      | 250.00         | Supplemental Pay | RD             |
| Award - OCSE, Dean's Office         | Eric D. Conite               | Professor                 | 7/31/2014      | 250.00         | Supplemental Pay | E&G            |
| Award - OCSE, Dean's Office         | Lester L. Pesterfield        | Professor                 | 7/31/2014      | 250.00         | Supplemental Pay | E&G            |

Meeting Date: October 24, 2014

Faculty One Time Payments  
For the Period June 1, 2014 through August 31, 2014

| Department              | Employee                   | Title                        | Effective Date | Payment Amount | Payment Type     | Funding Source |
|-------------------------|----------------------------|------------------------------|----------------|----------------|------------------|----------------|
| DELO Marketing Plan     | Donna Kay Schiess          | Instructor                   | 7/31/2014      | 2,000.00       | Supplemental Pay | RD             |
| Department of Marketing | Timothy G. Hawkins         | Assistant Professor          | 6/30/2014      | 5,000.00       | Supplemental Pay | E&G            |
| Department of Marketing | Gregory T McAmis           | Assistant Professor          | 6/30/2014      | 5,000.00       | Supplemental Pay | E&G            |
| Director of Athletics   | Jeffrey R. Bright          | Associate Professor          | 7/31/2014      | 2,000.00       | Supplemental Pay | E&G            |
| Distance Learning       | Scott W. Arnett            | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | John Kirk Atkinson         | Associate Professor          | 6/30/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Dawn Langkamp Bolton       | Associate Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Christopher Lloyd Brown    | Associate Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Kristal Clayton            | Chair                        | 8/29/2014      | 2,000.00       | Supplemental Pay | RD             |
| Distance Learning       | Jennifer Marie Cole        | Pedagogical Asst Professor   | 6/30/2014      | 150.00         | Supplemental Pay | RD             |
| Distance Learning       | Anthony Mark Doggett       | Instructor                   | 8/29/2014      | 150.00         | Supplemental Pay | RD             |
| Distance Learning       | Chandrakanth Emami         | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | John Christopher Ervin     | Assistant Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Said Ghezal                | Assistant Professor          | 8/29/2014      | 3,333.00       | Supplemental Pay | RD             |
| Distance Learning       | Linda Brown Gonzales       | Assistant Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Mary Kimberly Green        | Professor                    | 8/29/2014      | 1,375.00       | Supplemental Pay | RD             |
| Distance Learning       | John A. Hardin             | Associate Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Darbi Jean Haynes-Lawrence | Professor                    | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Xiaoxia Huang              | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Grace Hunt                 | Assistant Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Kunni Ishii                | Assistant Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Tricia Ann Jordan          | Associate Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Ahmed M. Khalafallah       | Assistant Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Stephen Andrew King        | Assistant Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Eric Kondratieff           | Associate Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Amy C. Krull               | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Alison Louise Langdon      | Professor                    | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Craig A. Martin            | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Patricia Hagler Winter     | Associate Professor          | 8/29/2014      | 1,375.00       | Supplemental Pay | RD             |
| Distance Learning       | Lora Wills Moore           | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Elena Novak                | Visiting Assistant Professor | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Kenneth David Payne        | Associate Professor          | 8/29/2014      | 1,500.00       | Supplemental Pay | RD             |
| Distance Learning       | Ke Peng                    | Assistant Professor          | 6/30/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Virginia Anne Pfohl        | Instructor                   | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Marjorie Elizabeth Plummer | Associate Professor          | 8/29/2014      | 2,750.00       | Supplemental Pay | RD             |
| Distance Learning       | Raymond Arthur Poff        | Professor                    | 8/29/2014      | 2,000.00       | Supplemental Pay | RD             |
| Distance Learning       | Bryan Reaka                | Associate Professor          | 8/29/2014      | 2,000.00       | Supplemental Pay | RD             |
| Distance Learning       | Mark Anthony Schafar       | Associate Professor          | 8/29/2014      | 3,500.00       | Supplemental Pay | RD             |
| Distance Learning       | Bruce Alexander Schulte    | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Julia Frances Shadoun      | Department Head              | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Rebecca R. Stobaugh        | Professor                    | 8/29/2014      | 2,666.68       | Supplemental Pay | RD             |
| Distance Learning       | Janet Lynne Tassel         | Assistant Professor          | 8/29/2014      | 3,500.00       | Supplemental Pay | RD             |
| Distance Learning       | Samanta B. Thapa           | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |
| Distance Learning       | Patricia R. Todd           | Associate Professor          | 8/29/2014      | 750.00         | Supplemental Pay | RD             |

Meeting Date: October 24, 2014

Faculty One Time Payments  
For the Period June 1, 2014 through August 31, 2014

| Department                           | Employee                | Title               | Effective Date | Payment Amount | Payment Type     | Funding Source |
|--------------------------------------|-------------------------|---------------------|----------------|----------------|------------------|----------------|
| High School Media Institute          | Travis Alan Newton      | Assistant Professor | 6/30/2014      | 1,000.00       | Supplemental Pay | RD             |
| High School Media Institute          | Stephen White           | Professor           | 6/30/2014      | 1,000.00       | Supplemental Pay | RD             |
| History                              | Glenn W. LaFantasie     | Professor           | 6/30/2014      | 3,000.00       | Supplemental Pay | FDN            |
| Honors College                       | Aaron L. Wichman        | Associate Professor | 8/29/2014      | 1,500.00       | Supplemental Pay | E&G            |
| Kelly Autism Program                 | Martha J. Bonnan        | Associate Professor | 8/29/2014      | 2,250.00       | Supplemental Pay | RD             |
| Kelly Autism Program                 | Christina Roantree Noel | Instructor          | 7/31/2014      | 115.00         | Supplemental Pay | E&G            |
| Library Public Services              | Bryan Mark Carson       | Professor           | 7/31/2014      | 150.00         | Supplemental Pay | RD             |
| Lifelong Learning                    | Raymond Arthur Poff     | Professor           | 6/30/2014      | 5,000.00       | Supplemental Pay | E&G            |
| Management                           | Ismael Civelek          | Assistant Professor | 6/30/2014      | 5,000.00       | Supplemental Pay | E&G            |
| Management                           | Feng Helen Liang        | Assistant Professor | 6/30/2014      | 1,200.00       | Supplemental Pay | E&G            |
| MBA                                  | Evelyn Holmes Thrasher  | Associate Professor | 7/31/2014      | 1,500.00       | Supplemental Pay | E&G            |
| Music                                | Jeffrey R. Bright       | Associate Professor | 8/29/2014      | 1,500.00       | Supplemental Pay | E&G            |
| Music                                | Jeffrey R. Bright       | Associate Professor | 6/30/2014      | 3,000.00       | Supplemental Pay | E&G            |
| Music                                | Joseph Newton Stites    | Assistant Professor | 8/29/2014      | 3,000.00       | Supplemental Pay | E&G            |
| Music                                | Melissa A. Stewart      | Professor           | 7/31/2014      | 8,333.33       | Supplemental Pay | E&G            |
| Office of Internationalization       | Mark A. Revels          | Assistant Professor | 6/30/2014      | 3,000.00       | Supplemental Pay | RD             |
| OSCE - DELO Distribution             | Cathy H. Abell          | Associate Professor | 6/30/2014      | 1,000.00       | Supplemental Pay | E&G            |
| RN to BSN (Cohort)                   | Crista L. Briggs        | Associate Professor | 6/30/2014      | 1,500.00       | Supplemental Pay | E&G            |
| School of Nursing                    | Beverly Elaine Siegrist | Professor           | 6/30/2014      | 1,500.00       | Supplemental Pay | E&G            |
| School of Nursing                    | Lynette Sue Smith       | Assistant Professor | 7/31/2014      | 5,806.00       | Supplemental Pay | E&G            |
| School of Nursing                    | John Paul Baker         | Assistant Professor | 8/29/2014      | 2,902.00       | Supplemental Pay | E&G            |
| School of Professional Studies       | John Paul Baker         | Assistant Professor | 7/31/2014      | 100.00         | Supplemental Pay | E&G            |
| School of Professional Studies       | Nancy Armstrong Button  | Instructor          | 7/31/2014      | 400.00         | Supplemental Pay | E&G            |
| School of Professional Studies       | James B. Faulkerson     | Instructor          | 7/31/2014      | 100.00         | Supplemental Pay | E&G            |
| School of Professional Studies       | Jennifer A. Hanley      | Assistant Professor | 8/29/2014      | 145.00         | Supplemental Pay | Grant          |
| School of Professional Studies       | Elizabeth Gail Kirby    | Assistant Professor | 6/30/2014      | 2,700.00       | Supplemental Pay | E&G            |
| School of Teacher Education          | Andrew B. West          | Assistant Professor | 6/30/2014      | 1,156.86       | Supplemental Pay | RD             |
| School of Teacher Education          | Scott J. Lasley         | Professor           | 8/29/2014      | 500.00         | Supplemental Pay | E&G            |
| Soc. Science Resrch Cntr- Prof. Ser. | Laura Helen Bain-Selbo  | Instructor          | 8/29/2014      | 2,000.00       | Supplemental Pay | E&G            |
| Social Work                          | Amy C. Cappiccie        | Associate Professor | 8/29/2014      | 1,500.00       | Supplemental Pay | E&G            |
| Social Work                          | Wesley Jay Gabbard      | Associate Professor | 8/29/2014      | 2,000.00       | Supplemental Pay | E&G            |
| Social Work                          | Hester Vivian Hurt      | Instructor          | 8/29/2014      | 3,750.00       | Supplemental Pay | E&G            |
| Social Work                          | Gayle Marcus Mallinger  | Assistant Professor | 7/31/2014      | 4,500.00       | Supplemental Pay | E&G            |
| Student Radio                        | Marjorie Lynne Yambor   | Assistant Professor | 6/30/2014      | 225.00         | Supplemental Pay | RD             |
| Study Away Program                   | John Paul Baker         | Assistant Professor | 8/29/2014      | 2,700.00       | Supplemental Pay | RD             |
| Study Away Program                   | Jeffrey Lee Budziak     | Assistant Professor | 6/30/2014      | 3,600.00       | Supplemental Pay | RD             |
| Study Away Program                   | Mary Catherine Carey    | Department Head     | 6/30/2014      | 1,575.00       | Supplemental Pay | RD             |
| Study Away Program                   | Susan Davis             | Instructor          | 7/31/2014      | 1,575.00       | Supplemental Pay | RD             |
| Study Away Program                   | Susan Davis             | Instructor          | 6/30/2014      | 600.00         | Supplemental Pay | RD             |
| Study Away Program                   | Carl Willard Dick       | Assistant Professor | 7/31/2014      | 600.00         | Supplemental Pay | RD             |
| Study Away Program                   | Carl Willard Dick       | Assistant Professor | 7/31/2014      | 600.00         | Supplemental Pay | RD             |
| Study Away Program                   | Richard A. Dressler     | Associate Professor | 6/30/2014      | 500.00         | Supplemental Pay | RD             |
| Study Away Program                   | Richard A. Dressler     | Associate Professor | 7/31/2014      | 500.00         | Supplemental Pay | RD             |
| Study Away Program                   | Kimberly Jones Green    | Instructor          | 6/30/2014      | 500.00         | Supplemental Pay | RD             |

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|------------|----------|-------|----------------|----------------|--------------|----------------|
|------------|----------|-------|----------------|----------------|--------------|----------------|

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

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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 assist in presenting the quarterly audit report. For the fiscal quarter, Mr. Jordan and Mrs. Miller have completed the following audits and projects:

- **WKU ID Center Audit:** Mrs. Miller reviewed the ID Center's daily business operation processes and controls. Eight observations and recommendations were noted in the report.
- **Office of Sponsored Programs and Grants & Contracts Accounting Review:** Mr. Jordan and Mrs. Miller performed the review during June 2014. Individual interviews were conducted with staff members of the Office of Sponsored Programs, Grants & Contracts Accounting and related personnel in the Accounting Department. Benchmarking the organizational model and physical locations of the offices was performed using the Benchmark Institutions list found in the WKU Fact Book. Also, an End User Survey was conducted with a selection of WKU Community members who utilize services from both offices. Four observations and recommendations were noted in the review memorandum.
- **Department Procurement Card Compliance Review:** Mrs. Miller performed a compliance review of two department procurement cards. The reviews utilized the compliance criteria used by the University's procurement card administrators and resulted in one department scoring "competent" and one scoring "warning". The "warning" score required further procurement card training by the card's record keeper and a temporary decrease in the cards available purchasing limit.

**Ethics & Compliance Hotline Implementation:** Mrs. Miller issued a new Fiscal Misconduct Policy during the fourth quarter of 2014 fiscal year. Along with the policy, a third party service provider was contracted to provide an ethics and compliance hotline (telephone and web based) for reporting fiscal misconduct. The go-live date for the Ethics & Compliance Hotline was July 31, 2014 and has since received four reports which are currently being reviewed by Internal Audit.



**WKU**<sup>®</sup>

*Board of Regents*

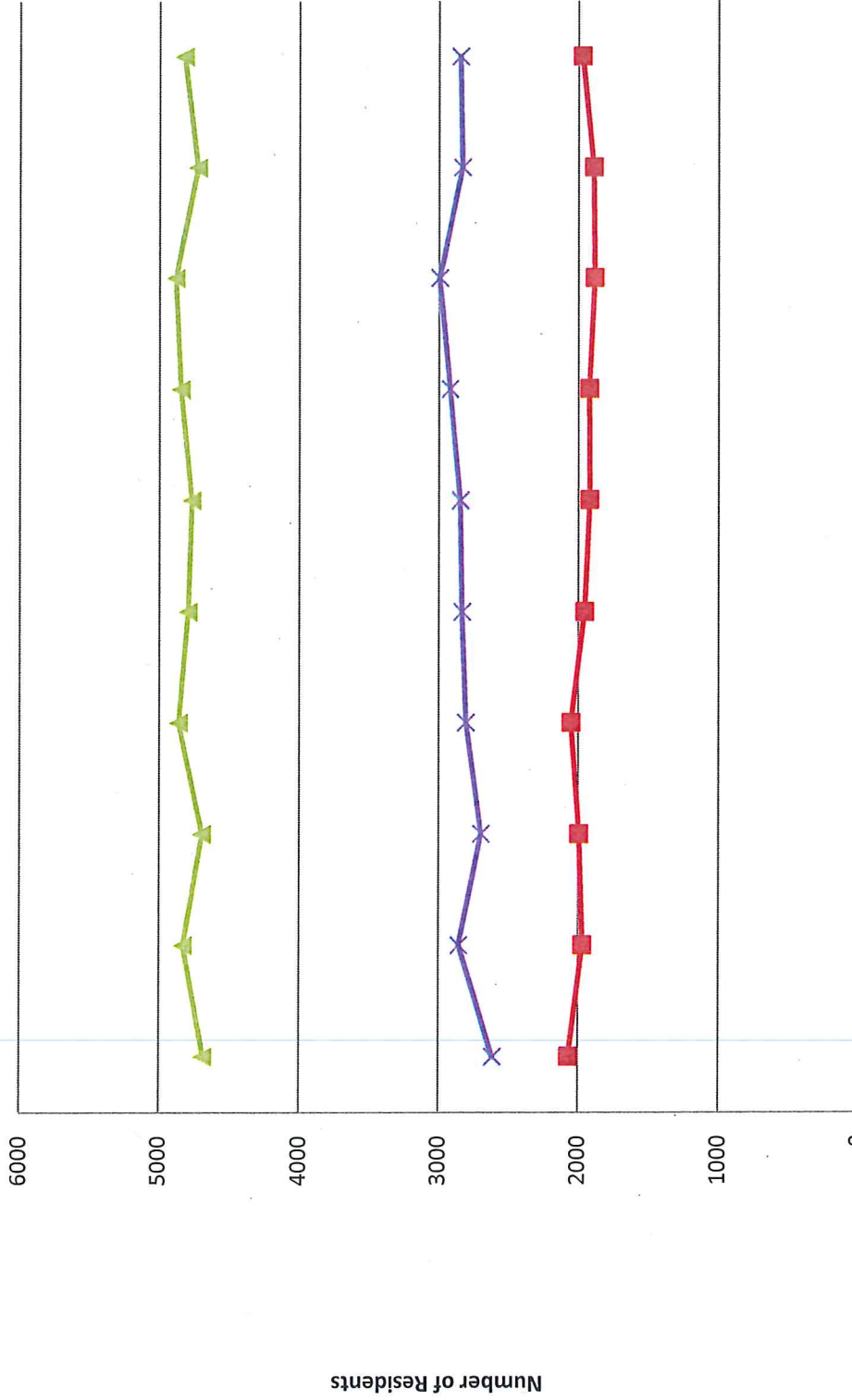
**STUDENT AFFAIRS COMMITTEE**

**September 26, 2014**

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



## Department of Housing and Residence Life Occupancy 2005-2014



|                       | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 |
|-----------------------|------|------|------|------|------|------|------|------|------|------|
| Returning Residents   | 2069 | 1969 | 1994 | 2052 | 1956 | 1919 | 1922 | 1883 | 1891 | 1971 |
| First Time Applicants | 2613 | 2855 | 2697 | 2804 | 2833 | 2845 | 2920 | 2996 | 2831 | 2846 |
| Total                 | 4682 | 4824 | 4691 | 4856 | 4789 | 4764 | 4842 | 4879 | 4722 | 4817 |

**FALL 2014**  
**HOUSING AND RESIDENCE LIFE OCCUPANCY REPORT**  
**September 15, 2014**

| <u>New Applicants</u>            | <u>September 15, 2014</u> |
|----------------------------------|---------------------------|
| (Freshmen and Transfers)         |                           |
| Applications Received            | 3196                      |
| Applications assigned            | 2840                      |
| Applications unassigned          | 0                         |
| Applications cancelled           | 356                       |
|                                  | <hr/>                     |
| <b>Subtotal - New Applicants</b> | <b>2840</b>               |

|                                      |             |
|--------------------------------------|-------------|
| <u>Returning Students</u>            |             |
| Applications Received                | 2702        |
| Applications assigned                | 1982        |
| Applications unassigned              | 6           |
| Applications cancelled               | 714         |
|                                      | <hr/>       |
| <b>Subtotal - Returning Students</b> | <b>1988</b> |

**Grand Total - Applicants** **4828**

|  |       |
|--|-------|
| <u>Available Beds</u>                  |       |
| Total Beds Available - before privates | 4912  |
| Less beds from ADA Privates            | 59    |
| Total Beds Available - after privates  | 4853  |
| Assigned Beds                          | 4822  |
| Unassigned Applicants                  | 6     |
|  | <hr/> |

Total available beds 25

|  |     |
|--|-----|
| Walk-ins                               | 130 |
| No-Shows                               | 61  |
| Applications transferred to Spring '11 | 15  |
| Fall 2014 Checkouts                    | 40  |

|                         | <b>Current Year</b> | <b>Prior Year</b> |
|-------------------------|---------------------|-------------------|
| <b>Total Meal Plans</b> | 6136                | 5854              |
| <b>Mandatory</b>        | 2277                | 2290              |
| <b>Voluntary</b>        | 3859                | 3564              |

\* Down 13 mandatory meal plans

\* Up 295 voluntary meal plans

current as of today