



Board of Regents

THIRD QUARTERLY MEETING

July 24, 2015 ~ 9:00 am (CDT)

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



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ Third Quarterly Meeting
July 24, 2015 – 9:00 a.m. (CDT)
Mass Media & Technology Hall ~ Cornelius A. Martin Regents Room

AGENDA

- Call to Order (*Mr. J. David Porter*)
- Installation of Officers (*Mr. J. David Porter*)
 - Mr. Frederick A. Higdon, Chair
 - Dr. Melissa B. Dennison, Vice Chair
 - Ms. Cynthia Harris, Secretary
- Oath of Office (*Mr. Frederick A. Higdon, Chair*)
 - Dr. Tamela W. Smith, Staff Regent
- Special Recognitions / Comments (*President Gary A. Ransdell*)
- Roll Call (*Ms. Cynthia Harris, Secretary*)
- Approval of Minutes
 - Second Quarterly Meeting – April 24, 2015
 - Special Budget Approval Meeting – June 26, 2015

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

Action Item:

AA-1 Approval of Faculty Emeriti Appointments [p 1]

Information Item:

- Scholar Development (*Dr. Audra Jennings*)

2. EXECUTIVE COMMITTEE (*Mr. Frederick A. Higdon*)

Action Items:

- EX-1 Approval of Revisions to the Faculty Transitional Retirement Program Policy [pp 1-2]
- EX-2 Approval of Athletic Employment Contract – Mr. John Pawlowski [p 3 and attached contract]
- EX-3 Approval of Addendum to Athletic Employment Contract – Mr. Erik Jenkins [p 4 and attached contract]
- *EX-4 Resolution of Appreciation in Honor of Mr. James Kennedy [p 5 and attached Resolution]
- *EX-5 Authorization to Sell Land to Five Star Properties, LLC [pp 6-7]

**Item was not presented at the June 26 Committee meeting*

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

Action Items:

- FB-1 Authorization to Allow for “Buy it Now” Sales of Surplus Property (Non-Real Estate) [p 1]
- FB-2 Approval of Personnel Actions [p 2 and attached reports]
- Faculty [pp F1-F14]
 - Staff [pp S1-S16]
- FB-3 Approval of the 2015-16 Audit Plan [pp 3-5]
- FB-4 Acceptance for Filing the 2014-15 Third Quarter Statement of Revenue and Expenditures [pp 6-7]
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4. PRESIDENT’S REPORT (*Dr. Gary A. Ransdell*)

Information Items:

- Athletics Year-End Report (*Mr. Todd Stewart*) [attached report]
 - Alumni and Development Year-End Report (*Mr. John Paul Blair*)
 - Construction Progress Update / Summer Projects (*Mr. Bryan Russell*) [pp 1-3]
 - Media Year-End Report (*Ms. Robbin Taylor*)
 - Research Year-End Report (*Provost Gordon Emslie*)
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5. OTHER BUSINESS / ANNOUNCEMENTS (*Mr. Frederick A. Higdon*)

- 2015-16 Board Meeting Schedule
 - 2015-16 Board Committee Appointments
 - Opening Convocation – **August 21 at 8:00 a.m.** (*Van Meter Auditorium*)
 - Committee Meetings – **September 25 at 9:00 a.m.**
 - Governor’s Conference on Postsecondary Education Trusteeship – **September 28-29** (*Lexington, KY*)
 - Fourth Quarterly Meeting – **October 23 at 9:00 a.m.**
 - Homecoming – **November 7**
 - Committee Meetings – **December 11 at 1:30 p.m.**
 - Commencement – **December 12 at 9:30 a.m. / 2:00 p.m.** (*Diddle Arena*)
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6. ADJOURN



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Board of Regents

ACADEMIC AFFAIRS

July 24, 2015

*Mass Media and Technology Hall
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**FACULTY EMERITI
APPOINTMENTS**

REQUEST:

Approval of faculty emeritus/a status for recommended individuals.

FACTS:

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

College of Health and Human Services**School of Nursing**

Dr. M. Susan Jones, Professor of the School of Nursing, Emerita

Gordon Ford College of Business**Economics**

Dr. William W. Davis, Associate Professor of Economics, Emeritus

Ogden College of Science and Engineering**Physics & Astronomy**

Dr. Roger L. Scott, Professor, Emeritus

Dr. Phillip C. Womble, Professor, Emeritus

Potter College of Arts and Letters**Communication**

Dr. Larry Caillouet, Associate Professor of Communication, Emeritus

Dr. Carl Kell, Professor of Communication, Emeritus

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Gary A. Ransdell recommends awarding the above individuals faculty emeritus/a status.

MOTION:

Approval of faculty emeritus/a status awarded for the recommended individuals.



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Board of Regents

EXECUTIVE

July 24, 2015

*Mass Media and Technology Hall
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AMENDMENT OF THE FACULTY TRANSITIONAL RETIREMENT PROGRAM POLICY

REQUEST:

The President recommends that the current language of the Faculty Transitional Retirement Program Policy be modified as indicated below.

FACTS:

The Faculty Transitional Retirement Program Policy was formally approved by the Board of Regents on January 26, 1989. The program continues to be of value to faculty and the university. Originally the program was established following the basic tenants of the Kentucky Teachers' Retirement System. Effective July 1, 1996 the university established an alternative 403(b) retirement program that includes different return-to-work provisions. Given that participants in the alternative program are now reaching retirement age and eligibility, it is appropriate to formally modify policy in this regard. In addition, Academic Affairs is suggesting two other revisions which will add clarity and some degree to flexibility in the program.

In this regard, the following revisions (proposed new language shown as **bold** and current content shown in **bold-strikethrough**) are recommended to the policy:

Faculty Transitional Retirement Program: In 1989, the WKU Board of Regents adopted a plan that permits the reemployment on a special part-time basis of faculty members who retire from full-time service.

Faculty interested in participating in the Transitional Retirement Program should make a written request to the head of the department, who will forward it with a recommendation to the dean of the college. The request and the recommendation of the dean are transmitted to the Provost. The Provost sends to the President those requests that are recommended for funding.

Under this program a **full-time** faculty member ~~enrolled in the KTRS program~~ may be offered the opportunity to teach ~~a minimum of six (6) and~~ a maximum of twelve (12) semester hours, **or work in an administrative (non-teaching) capacity for one hundred (100) days, or some appropriate combination of the two, during a fiscal year period.** For each credit hour taught, compensation shall be at a rate of three and one-eighth percent of his or her nine-month salary base **immediately** prior to participation in the **modified Transitional Retirement** Program. At such a rate retirees **may could** earn up to 37.5% (or 3-1/8 times 12 hours) of their **most recent previous full-time nine-month faculty salary.** ~~Faculty members in the Transitional Retirement Program could be assigned other duties, such as supervision of student teachers or academic~~

~~advising, if these assignments better serve the needs of the department and the University.~~

Participants in the Transitional Retirement Program are subject to an annual performance review of their teaching or **other related** assignments, and annual increases in ~~their salary would be based on that~~ **are subject to such** review **and funding availability.**

Those accepted in the **Transitional Retirement Program** will be placed in a special part-time faculty category for a maximum period of five **fiscal** years. During this period the faculty member will receive, in addition to the aforementioned salary, **selected appropriate staff** benefits **as administered through the Department of Human Resources.** After the special **tenured** faculty category period, the faculty member will be fully retired.

Faculty candidates for transitional retirement should be given priority in receiving summer teaching assignments during the summer before the year of retirement.

The Board of Regents considers the requests recommended by the President. The best interest of the University, as related to its educational programs and mission, must be considered in the application of this policy.

BUDGETARY IMPLICATIONS:

None. Although the entry of faculty into the Transitional Retirement Program has financial implications, this is accounted for within the university's overall expenditure strategy within its approved budget.

RECOMMENDATION:

The President recommends the Faculty Transitional Retirement Program Policy be modified as indicated above.

MOTION:

Motion to approve the revisions recommended to the Faculty Transitional Retirement Program Policy.

APPROVAL OF ATHLETIC EMPLOYMENT CONTRACT

REQUEST:

The President requests approval of an Athletic Employment Contract between Western Kentucky University and Mr. John Pawlowski.

FACTS:

The University and Coach Pawlowski have negotiated an Athletic Employment Contract which outlines the terms and conditions of his employment as Head Baseball Coach. A copy of the Employment Contract is included with this agenda material.

RECOMMENDATION:

President Gary A. Ransdell requests approval of an Athletic Employment Contract between Western Kentucky University and Mr. John Pawlowski.

MOTION:

Approval of the Athletic Employment Contract between Western Kentucky University and Mr. John Pawlowski.

**WESTERN KENTUCKY UNIVERSITY
ATHLETIC EMPLOYMENT CONTRACT**

This Employment Contract is made this the 3rd day of June, 2015, between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **JOHN PAWLOWSKI** ("Coach").

**ARTICLE I
PURPOSE**

The **University** and **Coach** have entered into this Employment Contract because the **University** desires **Coach** to serve as Head Coach of the **University's** baseball program. The **University** and **Coach** agree that head coaches of intercollegiate athletic teams at Western Kentucky University conduct their professional activities under circumstances unique in the family of **University** employees, including evaluation and scrutiny of team performances by the public and the media and control by external rules and regulations. These circumstances justify job security and commitment by **Coach** longer than one year, but less than a continuous appointment. For these reasons, the **University** has agreed to employ and **Coach** has promised to be employed by the **University** upon the following terms and conditions.

Coach shall be a staff employee at the University, with the terms of his employment restricted solely to this Employment Contract. It is understood and agreed that **Coach's** sole grievance rights shall be as set forth in 5.07 herein and that **Coach** hereby waives any and all grievance rights under the University's internal employee grievance procedures; provided, however, that **Coach** shall be subject to the **University's** Policy No. 0.2040 *Discrimination and Harassment*, and Policy No. 0.2070, *Title IX - Sexual Misconduct/Assault*. Furthermore, **Coach** understands and acknowledges that his employment with the **University** is not a tenure-track position and will not lead to tenure.

The parties agree that the provisions of this contract shall supersede and replace any and all other contracts or agreements entered into between the parties and such other contracts or agreements shall be null and void.

**ARTICLE II
POSITION**

2.01 DESCRIPTION OF DUTIES AND RESPONSIBILITIES

A. RECOGNITION OF DUTIES

Coach agrees to be a loyal coach of the **University**. **Coach** agrees to devote his best efforts full time to the performance of his duties for the **University**, to give proper time and attention to furthering

his responsibilities to the **University**, and to comply with and publicly support all rules, regulations, policies, and decisions established or issued by the **University**.

Coach also agrees that, notwithstanding any other provisions of this agreement, during the term of this Employment Contract, he will not engage, directly or indirectly, in any business which would detract from his ability to apply his best efforts to the performance of duties hereunder.

Coach agrees that his comments, actions and conduct, both in public and private forums, will at all times reflect positively upon the **University**, the **University's** athletic programs, and the **University's** administration.

Coach further agrees that the level of compensation and benefits provided to him in this Contract are dependent upon his performance as a Head Coach, including the quality of the student athletes he recruits and retains, the team's performance and/or success under his supervision, and the existence and extent of the marketability of the program and the fan base he develops and / or maintains as Head Coach.

B. **GENERAL DUTIES AND RESPONSIBILITIES**

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

C. **SPECIFIC DUTIES AND RESPONSIBILITIES WHILE EMPLOYED AS COACH**

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

1. Provide the **University** with his most dedicated and conscientious service in carrying out the duties and responsibilities as set forth herein or as may be assigned by the Athletic Director and perform his duties and responsibilities in a manner consistent with state and **University** rules, regulations, and policies.
2. Be primarily responsible for all aspects of the men's baseball program including the budget, scheduling, the recruiting, training, supervision, evaluation, and performance of student

athletes, coaching staff, and men's baseball office clerical staff, subject to the approval of the Athletics Director.

3. Abide by and comply with the constitution, bylaws, and interpretations of the National Collegiate Athletic Association (NCAA) and Conference USA, or any other men's baseball conference the **University** may choose to enter, as well as all **University** rules and regulations relating to the conduct and administration of the men's baseball program. In the event that **Coach** becomes aware, or has a reasonable cause to believe, that violations of such constitution, bylaws, interpretations, rules, or regulations may have taken place, he shall report the same promptly to the Athletic Director of the **University**.
4. Use his best efforts to ensure that all academic standards, requirements, and policies of the **University** are observed by him and by members of his coaching staff at all times, including those in connection with the recruiting and eligibility of perspective and current student athletes for the men's baseball program, and ensure that said standards, requirements, and policies are not compromised or violated at any time.
5. Use his best efforts, in conjunction with the **University**, to ensure that all student athletes recruited for his men's baseball program are provided proper academic counseling and are encouraged to and given every opportunity to meet the degree requirements necessary to graduate from the **University**.
6. Recruit, coach, and train student athletes to compete successfully against major college competition in a quality men's baseball program.
7. Use his best efforts to ensure that his student athletes conduct themselves in a manner that will reflect a positive image for the **University** both on and off the baseball field.
8. Use his best efforts to preserve the **University's** reputation and dignity and shall keep his public and private statements and written communications complementary to the athletics program and to the **University** and its administration. **Coach** agrees that as a recognized and notable spokesperson about intercollegiate athletics and education, he shall support the **University** administration mission, policies, and decisions in all his dealings and activities with the public.

9. Use his best efforts to establish and maintain frequent, systematic, and personal communication concerning the University's academic mission and the Athletics Department mission to the University's student body, faculty, and staff.

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

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

2.03 **REPORTING RELATIONSHIPS**

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

- A. **Coach's** immediate supervisor for purposes of implementing the Contract shall be the Athletic Director of the **University**; all matters pertaining to the operation of the **University's** men's baseball program shall be subject to the direction and control of the Athletic Director. The Athletic Director shall support **Coach** in the performance of his duties as set out in this Contract.
- B. The overall policy of the entire athletics program shall remain the exclusive prerogative of the **University**. **Coach** shall administer the daily routine and organization of the program as he deems necessary to effectuate its success, provided such administration shall be in accordance with the policies established by the Athletic Director.
- C. **Coach** shall have primary responsibility for decisions relating to choice and scheduling of baseball opponents, means of travel to be employed, hotel, food accommodations, size and content of the travel squad and party, and all other matters pertaining to the operation of similar phases of the baseball program, but final decisions in such matters shall be with the Athletic Director. It is specifically agreed and understood that travel arrangements shall be made in conformance with any contractual agreements between the University and any travel agency.
- D. **Coach** shall have the right to release, hire, and retain assistant men's baseball coaches subject to the **University's** employment policies and procedures and subject to the approval of the Athletic Director, the President of the **University**, and the **University's** Board of Regents.

- E. Subject to the approval of the Athletic Director, **Coach** shall have primary responsibility for developing the budget annually for the men's baseball program and, upon his request, will be assisted by the Athletic Business Manager.
- F. Further, if the University at any time decides to change its competitive status under the NCAA rules, regulations, and/or constitution regarding competition, (e.g., the University's men's baseball program becomes Division II baseball) to any status lower than Division I, or if the entire Athletics Program of the University is placed on probation by the NCAA due wholly to reasons unrelated to the men's baseball program, **Coach** shall have the right to terminate this agreement immediately and all payment provisions or obligations of either party herein shall be null and void.

**ARTICLE III
TERM OF EMPLOYMENT**

The initial term of this Employment Contract shall be for a period beginning on the day this document is fully executed by all parties and expiring on the 30th day of June 2019, as follows. If circumstances do not exist that would justify dismissal for cause under paragraph 5.01 during of this Contract, the University shall extend this Contract by one additional year after the 2016, 2017 and 2018 seasons, which would extend contract through June 30, 2022.

**ARTICLE IV
COMPENSATION / BENEFITS**

In consideration for the promises he has made in entering into this Employment Contract, **Coach** shall be entitled to the following forms of compensation: base salary payments, benefits, and bonuses.

4.01 **SALARY AND BENEFITS**

- A. Effective upon execution of this Contract, the base salary paid by the **University** to **Coach** for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$160,000.00, and shall be payable in equal monthly installments during the period of this Contract and paid in conformity with the payroll procedure of the **University**.
- B. **Coach** will be reviewed for his performance on an annual basis and, assuming satisfactory performance and available funds, he will be given an annual salary increase of his base salary as provided in paragraph 4.01(A) deemed appropriate by the Athletic Director, and in accordance with the **University** performance evaluation and compensation policies.

- C. **Coach** shall be eligible to participate in a group insurance, retirement, and voluntary payroll deduction program on the same basis and with the same **University** contributions that apply to the **University's** non-academic administrative staff.
- D. The **University** shall furnish to **Coach**, for his use on a loan basis during the term of his Employment Agreement, one (1) automobile and shall pay for automobile liability and comprehensive insurance and taxes, if applicable, upon said vehicle. **Coach** shall be solely responsible for all upkeep, maintenance, and / or repair of vehicle. If an automobile is not available, the **University** shall provide the **Coach** with a leased vehicle.

4.02 **COACH'S BONUS**

The Coach shall be entitled to the following bonuses:

- | | |
|---|--------------------|
| 1. Conference Regular Season Champion* or Tournament Champion
*overall league champion
(outright or as determined by league tie-breakers) | One month's salary |
| 2. NCAA Tournament Bid: | One month's salary |
| 3. NCAA super-regional Bid: | One month's salary |
| 4. Advance to College World Series | One month's salary |
| 5. Win National Championship: | One month's salary |
| 6. NCAA Coach of the Year: | One month's salary |
| 7. Conference Coach of the Year: | \$1,500.00 |
| 8. Maintain team GPA of 3/0 or higher
each semester: | \$1,500.00 |
| 9. Maintain NCAA 940 APR standing | \$5,000.00 |
| 10. Maintain NCAA 965 APR standing | \$5,000.00 |

Retention Bonus: As an additional incentive for a long term commitment on the part of the part of the Coach, if the Coach is employed as of September 1, 2017, and has received a "satisfactory" or better performance evaluation as of that date, the parties agree that the Coach shall be paid the sum of thirty thousand dollars (\$30,000) no later than September 30, 2017. A subsequent retention bonus of \$30,000 would be paid under the above criteria if Coach is employed on September 1, 2020.

It is agreed and understood that bonuses will be awarded / paid first from revenues

available in the in the men's baseball budget with any remaining funds to be drawn from the Athletics administrative budget.

4.03 **OPPORTUNITIES TO EARN OUTSIDE INCOME**

While **Coach** is representing the **University** as head men's baseball coach, he shall have the opportunity to earn outside income as a result thereof, but only upon the following terms and conditions:

General provisions concerning outside income. The following general terms and conditions shall apply to each case in which **Coach** seeks to or makes arrangements to earn outside income as a result of his being Head Baseball Coach:

- A. University obligations are primary. Such outside activities shall not interfere with the full and complete performance by **Coach** of his duties and obligations as a University coach, recognizing always that **Coach's** primary obligations lie with the **University** and its students;
- B. NCAA rules control. In no event shall **Coach** accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, group, corporation, Hilltopper Athletic Foundation, or Alumni Association if such action would violate NCAA legislation. The constitution, bylaws, rules, and regulations or interpretations thereof shall automatically apply to the agreement;
- C. University approval is required. **Coach** shall obtain the advance written approval from the President and Athletic Director of the **University** before entering into such agreements. Approval shall not be unreasonably withheld;
- D. University is not liable. Such activities are independent of **Coach's** employment at **University** and the **University** shall have no responsibility nor bear any liability for any claims arising therefrom;
- E. Revenues. Except for the limitations on such outside compensation as established by or set forth in this agreement and in the constitution, bylaws, rules and regulations, and interpretations thereof of the **University**; Conference USA, or any other conference the **University** may choose to enter; and the NCAA, **Coach** shall be entitled to retain all revenues generated by such outside activities (i.e., shoe contracts, speaking engagements, outside camps, etc.), subject to the provisions of paragraph

4.04(G)(1). **Coach** shall have the sole right to determine the brand of shoe wear, uniforms, and athletic equipment to be used by the **University** men's baseball team.

F. Camps. **Coach** shall be entitled to conduct baseball camps using Western Kentucky University's athletic facilities and equipment. The operation of camp will be conducted under the auspices of Western Kentucky University Athletics Department and shall be conducted in accordance with general policies of the University. Coach will be obligated to pay the University the sum of one dollar (\$1) for the use of its intercollegiate athletic facilities and equipment for each of the camp, and said equipment and facilities shall be available for use for a minimum of three (3) weeks per year. A separate rate will be determined for the use of the Raymond B. Preston Health and Activities Center, which rate will not be unreasonable and which shall be determined by September 30 of the preceding year. Rates for room and meals to be charged by Western Kentucky University for such camp shall be rates normally charged for student camps generally by the University, which may vary from year to year. Coach agrees and understands that the University will place a \$5.00 surcharge on each camper enrolled in the camp, and University agrees to give Coach notice of any change in the amount of the surcharge on or before September 30 of the preceding year.

G. Other Income.

1. Commercial, Apparel, and Equipment Endorsements - **Coach** may undertake commercial endorsements of products and services in which he identifies himself as Coach of the **University's** intercollegiate baseball team and retain any and all income derived therefrom; provided, however, that such endorsements are in writing, do not conflict with existing University contracts, do not discredit or embarrass the University, do not extend beyond the term of this Employment Agreement, would be coterminous with **Coach's** termination of employment as Head Men's Baseball Coach at the University, and are subject to the University's trademark and licensing program, and the prior approval of the University's Athletic Director. Also, **Coach** may retain any monies offered by apparel or equipment manufacturers or sellers (other than shoes) in exchange for his endorsement of the apparel or equipment or his agreement to consult with the manufacturer or seller concerning the design and/or marketing of such apparel or equipment provided that such agreements are in

writing, do not conflict with existing **University** contracts, do not extend beyond the term of the Employment Agreement, would be coterminous with **Coach**'s termination of employment as Head Men's Baseball Coach at the **University**, and are subject to the **University**'s trademark licensing program and the approval of the **University**'s Athletic Director.

2. Shoe and/or Equipment Contracts - **Coach** may retain any monies up to nine thousand, nine hundred and ninety-nine dollars (\$9,999.00) offered by shoe manufacturers or sellers in exchange for his endorsement of shoes and/or equipment, or his agreement to consult with the manufacturer or seller concerning the design and/or marketing of such items provided that such agreements are in writing, do not conflict with existing **University** contracts, do not extend beyond the term of the Employment Agreement, would be coterminous with **Coach**'s termination of employment as Head Men's Baseball Coach at the **University**, and are subject to the **University**'s trademark licensing program and the approval of the **University**'s Athletic Director. Any monies or revenues paid over this amount shall be paid to and be the sole property of the University. The University agrees that such monies shall be designated to the support of the men's baseball program, to be allocated / budgeted in consultation with **Coach** and in the Athletic Director's discretion.
3. Other Products: Products obtained in trade or other negotiations by **Coach** on behalf of the **University** will not require compensation by the University to **Coach** and shall remain the property of the University.
4. Income from Speeches, Appearances, and Written Materials - Any income derived by **Coach** from speeches, appearances, and /or written materials shall be his separate income. Any speech given pursuant to this paragraph must be given by **Coach** in his individual capacity, not his official capacity as a **University** Coach.

**ARTICLE V
TERMINATION**

Coach recognizes that his promise to remain the **University's** coach through the entire term of the Employment Contract is of the essence. It is also recognized, however, that certain limited circumstances may make it appropriate for the **University** to terminate this Contract prior to the completion of its entire term.

5.01 **TERMINATION BY UNIVERSITY FOR JUST CAUSE**

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

- A. Conviction of a felony or declared by a court of competent jurisdiction to be guilty of a crime involving moral turpitude.
- B. Intentional serious violation of any law, rule, regulation, or constitutional provision by the NCAA.
- C. Intentional serious violation of any law, rule, regulation, constitutional provision, bylaw or interpretation of the **University**, the Conference USA, or the NCAA by a member of the men's baseball coaching staff or any other person under **Coach 's** supervision and direction, including student athletes in the men's baseball program for which **Coach** had prior actual knowledge.
- D. Any statement or behavior on the part of Coach which serves to bring disrepute upon or causes embarrassment to the **University**, the Athletics Department, its administration, or the men's baseball program.
- E. Failure to faithfully and conscientiously devote diligent efforts to perform the duties stated herein within the budget allocated to the men's baseball program in each particular fiscal year, and according to the policies and procedures established by the University.
- F. Deliberate violations of any duties or responsibilities outlined in this Employment Agreement or refusal or unwillingness to perform such duties or responsibilities in good faith and failure to cure such violations upon thirty (30) days written notice from the Athletic Director. With regard to the provisions of paragraph 5.01(D) herein, the University agrees that Coach will be given the opportunity to correct violations of this

provision; provided, however, that Coach agrees that the University shall have absolute discretion to approve, control, and direct all aspects of the nature of the "correction" (i.e., timing, content, audience, forum, etc.) and Coach agrees that he shall immediately comply with the University's directives in this regard in accordance with the provisions of 5.01(F) and (G).

- G. It is agreed and understood that the thirty (30) day notice provisions provided for in 5.01 (F) shall not apply to repeat violations (repeated similar conduct), and in such instances, Coach shall be obligated to immediately correct and/or cure the violation. Failure to immediately correct and/or cure the conduct and throughout the remainder of the contract will constitute a breach of this Agreement and "just cause" for termination of the Agreement.

5.02 UNIVERSITY'S OBLIGATIONS UPON TERMINATION FOR CAUSE

Should the **University** determine that **Coach** has violated the provisions of Section 5.01, herein, notice of same and notice of the termination for cause shall be delivered to **Coach** by the Athletic Director, in writing, to the addresses provided in Section 6.07. In the event this Employment Agreement is terminated for cause in accordance with the provisions of Section 5.01 hereof, and at the time of such termination if there is more than one (1) month of unexpired term of this Contract, the "severance fee" shall be computed and paid as if the unexpired term of this Contract was only one (1) month. The "severance fee" will be calculated solely on the base salary shown in Section 4.01. **Coach** shall not be required or obligated to perform any further service or duties for the **University** to be entitled to the "severance fee." In any meeting between **University** official(s) and **Coach**, relating to termination for cause, both the **University** and **Coach** have the right to have representation by legal counsel present.

5.03 TERMINATION BY UNIVERSITY WITHOUT CAUSE

The **University** shall have the right to terminate this Employment Contract prior to its normal expiration date without cause. Termination "without cause" shall mean termination of this Contract on any basis other than those set forth in Section 5.01. Termination by the **University** without cause shall be effectuated by delivering to **Coach** written notice of the **University's** intent to terminate this Contract without cause on or before **June 1** of the year of termination.

5.04 **LIQUIDATED DAMAGES UPON TERMINATION BY UNIVERSITY WITHOUT CAUSE**

If the **University** terminates this Contract without cause prior to its expiration date in accordance with the provisions of Section 5.03 hereof, the **University** shall pay to **Coach**, as liquidated damages, a sum equal to \$200,000 to be paid in equal installments over 24 months; OR the present day value of the amount payable within 60 days of termination, at the coach's option. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees, in any court of competent jurisdiction. The parties agree that the contract extension provided for in Article III shall be included in the calculation of the remaining years of the contract.

In no case shall the **University** be liable for the loss of any collateral business opportunities or any other benefits, perquisites, or income resulting from activities such as, but not limited to, camps, clinics, media appearance, apparel or shoe contracts, consulting relationships, or from any other sources that may ensue as a result of the **University's** termination of this Contract without cause, unless such termination is found to be in violation of any terms or provisions of this Contract.

5.05 **LIQUIDATED DAMAGES UPON TERMINATION BY COACH WITHOUT CAUSE**

A. If **Coach** terminates this Contract without cause prior to its expiration date and within one (1) year of his termination accepts employment as a Head Coach with any other college/university or professional team, **Coach** shall pay to the **University**, as liquidated damages, a sum equal to \$200,000 to be paid in equal installments over 24 months; OR the present day value of the amount payable within 60 days of termination, at the coach's option. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees, in any court of competent jurisdiction. The parties agree that the contract extension provided for in Article III shall be included in the calculation of the remaining years of the contract.

B Should **Coach** decide to retire from collegiate men's baseball and thereafter does not accept employment as either a head men's baseball coach for at least one full year following the date of his retirement, these provisions shall not apply.

C Should the **Coach** terminate this contract under the provisions of paragraph 5.05 in addition to the obligations agreed upon in paragraph 5.05(A) herein, **Coach** agrees to guarantee a (4) four-year home / home game series between the men's baseball team of the college/university which employs his and the

University's men's baseball team, with no requirement for financial remuneration on the part of that college / university or the University. Said series must start during the second competitive season following the date of **Coach's** termination of this Contract.

5.06 **UNIVERSITY APPROVAL REQUIRED PRIOR TO NEGOTIATION WITH OTHER SCHOOLS OR EMPLOYERS**

The parties agree that should another coaching or sports-related employment opportunity be presented to **Coach** or should **Coach** be interested in another coaching position during the term of his Employment Agreement, **Coach** must notify the **University's** Athletic Director of such opportunity or interest, and obtain permission from the Athletic Director before any discussions can be held by **Coach** with anticipated coaching position principals, which permission shall not be unreasonably withheld.

5.07 **WAIVER OF JURY TRIAL AND RESOLUTION OF DISPUTES**

Parties to this agreement agree to waive trial by jury for any claim arising out of or relating in any way to this agreement or breach of this agreement.

5.08 **TERMINATION BY DISABILITY OR DEATH**

It is expressly understood and agreed that this Contract constitutes a personal service agreement between the **University** and **Coach**. In the event a disability prevents **Coach** from performing the duties and responsibilities specified in this Contract, as certified by two (2) physicians selected or approved by the **University**, or in the event of **Coach's** untimely demise, this Employment Contract shall terminate and neither party, including **Coach's** estate, shall have any further rights or obligations hereunder, the same as though termination were by the Coach pursuant to Paragraph 5.05(B) above; provided, however, that in the event of a disability as set forth herein, **Coach** shall be entitled to apply for and, if eligible, participate in the Kentucky Teacher's Retirement System disability retirement program and the University's Long-Term Disability Insurance Program.

**ARTICLE VI
MISCELLANEOUS**

6.01 **AMENDMENTS TO AGREEMENT**

This Employment Agreement can only be altered or amended by written agreement between **Coach** and the **University's** designated representative.

6.02 **UNIVERSITY RETAINS ALL MATERIALS AND RECORDS**

All materials or articles of information, including, without limitations, personnel records, team information, films, tapes, statistics, office equipment, inventory, office or departmental decorations or furnishings, or any other material or data furnished to **Coach** by the **University** or developed by **Coach** on behalf of the **University** or at the **University's** direction or otherwise in connection with **Coach's** employment, if said items were purchased with state, **University**, donor, or private **University** enhancement funds, are and shall remain the sole and confidential property of the **University**. Within thirty (30) days of the expiration of the term of this agreement or its earlier termination as provided herein, **Coach** shall immediately cause any such materials in his possession or control to be delivered to the **University**.

6.03 **TAX LIABILITIES**

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

6.04 **LAWS OF THE COMMONWEALTH OF KENTUCKY**

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

6.05 **ACKNOWLEDGMENT/ NO PRESUMPTIONS**

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

Furthermore, because each party acknowledges that they have reviewed and negotiated this Agreement with their individual legal counsel, both parties hereby agree that the rule of construction to the effect that any ambiguities are resolved against the drafting party will not be employed in the interpretation of this Agreement. Its terms and provisions shall be construed fairly as to all parties and not in favor of or against any party, regardless of which party was generally responsible for the preparation of this Agreement.

6.06 **TIME IS OF THE ESSENCE**

Time is of the essence with respect to the obligations of the parties hereto.

6.07 **NOTICES**

All notices, requests, consents, and other communication under this Agreement shall be in writing and shall be mailed first class, registered, or certified mail, postage prepaid, to the following:

If to University:

Todd Stewart
Director of Athletics
E.A. Diddle Arena
1605 Avenue of Champions
Bowling Green, KY 42101-6412

With a copy to:

General Counsel
Office of the President
Western Kentucky University
1906 College Heights Blvd. #11001
Bowling Green, Kentucky 42101-1001

If to Coach:

Baseball Office
1305 Diddle Arena
E.A. Diddle Arena
1605 Avenue of Champions
Bowling Green, KY 42101-6412


or to such other address of which the addressee shall have notified the sender in writing.

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

WESTERN KENTUCKY UNIVERSITY

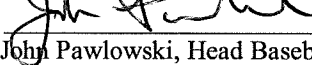
BY: 
Gary A. Ransdell, President

DATE: 6/4/15

BY: 
Todd Stewart, Director of Athletics

DATE: 6-3-15

COACH

BY: 
John Pawlowski, Head Baseball Coach

DATE: 6/3/15

**APPROVAL OF A SECOND ADDENDUM TO
ATHLETIC EMPLOYMENT CONTRACT**

REQUEST:

The President requests approval of a Second Addendum to the Athletic Employment Contract between Western Kentucky University and Mr. Erik Jenkins.

FACTS:

The University and Coach Jenkins have negotiated a Second Addendum to the Athletic Employment Contract executed on January 6, 2009. A copy of the Second Addendum is included with this agenda material.

RECOMMENDATION:

President Gary A. Ransdell requests approval of a Second Addendum to the Athletic Employment Contract between Western Kentucky University and Mr. Erik Jenkins.

MOTION:

Approval of the Second Addendum to the Athletic Employment Contract between Western Kentucky University and Mr. Erik Jenkins.

**WESTERN KENTUCKY UNIVERSITY
SECOND ADDENDUM TO
ATHLETIC EMPLOYMENT CONTRACT**

This Addendum to Athletic Employment Contract is made this the 5th day of June, 2015, between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **ERIK JENKINS** ("Coach").

The parties agree that the terms and provisions of the Athletic Employment Contract entered into between the parties on June 5th, 2015, and the First Addendum dated August 6, 2010, are hereby amended only to the extent as follows:

1. **ARTICLE III: TERM OF EMPLOYMENT**

The term of the Athletic Employment Contract shall be extended through and shall expire on the 30th day of June 2019.

2. **ARTICLE IV: COMPENSATION / BENEFITS**

4.01 **SALARY AND BENEFITS**

A. Upon execution of this Addendum and effective July 1, 2015, the base salary paid by the **University** to **Coach** for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$92,500. **Coach's** base salary shall be payable in equal monthly installments during the period of this Contract and paid in conformity with the payroll procedure of the **University**.

4.02 **COACH'S BONUS**

A. In consideration of the base salary noted herein, the **Coach** shall be entitled only to the following bonuses from this date forward:

1. Men's CUSA Coach of the Year (Men)-\$2,500 (Cross Country, Indoor, Outdoor) per season award
2. Men's CUSA Coach of the Year (Women)-\$2,500 (Cross Country, Indoor, Outdoor) per season award
3. NCAA Cross Country Participant (Regional Top 50)-\$750 per participant
4. NCAA First Round Participant (Outdoor)-\$250 per event participant or \$500 for relay event designee

5. NCAA All-American (Cross Country, Indoor, Outdoor)-\$2,000 per individual event or \$4,000 for relay event designee
 6. NCAA National Champion (Cross Country, Indoor, Outdoor)-\$3,000 per event participant
 7. USTFCCCA National Coach of the Year - \$3,000
 8. USTFCCA Regional Coach of the Year - \$1,500
 9. Male or Female cross country/track student athlete two, three, or four-year participant who have been on full or partial athletic aid who graduate - \$150 per student athlete.
- B. Bonus for Academic Progress Rate

The Athletics Department calculates and confirms a multi-year Academic Progress Rate (APR) for its athletic sports in the fall of each year, and released in February of the following year. The parties agree that any salary adjustments, bonuses, incentives or supplements which the **Coach** may be entitled to and which are earned in a particular fiscal year are based on the following:

1. \$750 if the APR meets or exceeds 930 (Women's Indoor, Outdoor, Cross Country); per team per year
2. \$750 if the APR meets or exceeds 930 (Men's Indoor, Outdoor, Cross Country); per team per year
3. \$1,000 if the APR meets or exceeds 965 (Women's Indoor, Outdoor, Cross Country);per team per year
4. \$1,000 if the APR meets or exceeds 965 (Men's Indoor, Outdoor, Cross Country);per team per year
5. Multi Year APR:
 - a) \$1500 if the Multi-Year APR meets or exceeds 985 (Women's Indoor, Outdoor, Cross Country); per team per multi-year

- b) \$1500 if the Multi-Year APR meets or exceeds 985 (Men's Indoor, Outdoor, Cross Country); per team per multi-year
 - c) If a single team in men's (Cross Country, Indoor, Outdoor) under **coach's** direction fails to meet the 930 standard in a single year or multi-year calculation, coach will forfeit any and all bonuses under the APR category for men's sports.
 - d) If a single team in women's (Cross Country, Indoor, Outdoor) under **coach's** direction fails to meet the 930 standard in a single year or multi-year calculation, coach will forfeit any and all bonuses under the APR category for women's sports.
6. Flexible bonuses: The following bonus provisions will be awarded to the **Coach** if achieved and also may be assigned to (i.e. paid to) other full time assistant coaches in the track & field program at the discretion of the **Coach** and with approval from the Athletics Director:
- a) Conference Team Championship (Men)-\$5,000 (cross country, indoor, outdoor) per team championship
 - b) Conference Team Championship (Women)-\$5,000 (Cross Country, Indoor, Outdoor) per team championship
 - c) NCAA Championship meet top 25 team finish (Men's & Women Cross Country, Indoor, Outdoor) - \$5,000.
 - d) Longevity Bonus: As an additional incentive for a long term commitment on the part of the Coach, if the Coach is employed as of September 1, 2018, and has received a "satisfactory" or better performance evaluation as of that date, the parties agree that the Coach shall be paid the sum of thirty thousand dollars (\$30,000.00) no later than September 30, 2018.

It is agreed and understood that all bonuses will be awarded/paid first from revenues available in the men's and women's cross-country track budget with any remaining funds to be drawn from the Athletics administrative budget. No other bonuses or supplemental payments shall accrue to the **Coach**.

3. **ARTICLE V: TERMINATION**

The parties agree that the following shall replace / supersede the provisions of paragraphs 5.03, 5.04 and 5.05:

5.04 **LIQUIDATED DAMAGES UPON TERMINATION BY EITHER COACH OR UNIVERSITY WITHOUT CAUSE**

If either party terminates this Contract without cause prior to its expiration date in accordance with the provisions of Section 5.03 or 5.05 of the Athletic Employment Contract, the party terminating shall pay to the other party, as liquidated damages, the sum of:

-If termination without cause prior to July 1, 2016	\$65,000
-If termination without cause prior to July 1, 2017	\$60,000
-If termination without cause prior to July 1, 2018	\$55,000
-If termination without cause prior to July 1, 2019	\$50,000

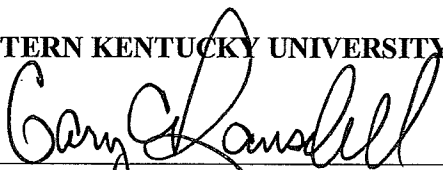
The amount is payable within twelve months of the effective date of the contract termination.

Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees, in any court of competent jurisdiction. In no case shall the **University** be liable for the loss of any

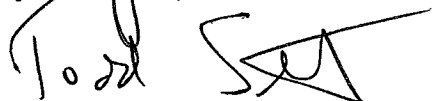
collateral business opportunities or any other benefits, perquisites, or income resulting from activities such as, but not limited to, camps, clinics, media appearance, apparel or shoe contracts, consulting relationships, or from any other sources that may ensue as a result of the **University's** termination of this Contract without cause, unless such termination is found to be in violation of any terms or provisions of this Contract. Should **Coach** decide to retire from collegiate's men's and women's cross-country track and thereafter does not accept employment as either a head cross-country track coach for at least one full year following the date of his retirement, these provisions shall not apply. **Unless otherwise specifically amended herein, the parties agree that all terms, conditions, agreements, and provisions of the Athletic Employment Contract executed June 5, 2015, shall continue in full force and effect for the term as established in this Addendum.**

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

WESTERN KENTUCKY UNIVERSITY

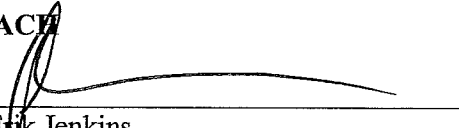
BY: 
Gary A. Ransdell, President

DATE: 6/15/15

BY: 
Todd Stewart, Director of Athletics

DATE: 6-15-15

COACH

BY: 
Erik Jenkins
Head Men's and Women's Cross-Country and Track Coach

DATE: 6/15/15

**RESOLUTION OF APPRECIATION IN HONOR OF
MR. JAMES KENNEDY**

REQUEST:

Approval of Resolution of Appreciation in honor of Mr. James Kennedy.

FACTS:

The enclosed Resolution is in appreciation of outstanding service demonstrated by Mr. James Kennedy as a member of the WKU Board of Regents from 2009-2015.

BUDGETARY IMPLICATIONS:

No funds requested.

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the enclosed Resolution of Appreciation in honor of Mr. James Kennedy.

MOTION:

Approval of the Resolution in honor of Mr. James Kennedy.

R E S O L U T I O N

WHEREAS, Mr. James Kennedy was elected by his colleagues as the staff representative on the Board of Regents of Western Kentucky University in 2009 and has served for six years; and

WHEREAS, Mr. Kennedy has worked diligently and devoted exceptional time and energy to the deliberations of the Western Kentucky University Board of Regents; and

WHEREAS, his term in office was characterized by faithful service and dedication to his responsibilities; and

WHEREAS, through his tireless dedication to the needs of faculty constituents and to concerns shared by all who care for WKU, Mr. Kennedy has made significant and lasting contributions to the University; and

WHEREAS, such leadership and dedicated efforts are deserving of special recognition;

THEREFORE BE IT

RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on July 24, 2015, does hereby express its appreciation to Mr. James Kennedy for his contributions as the Staff Regent of Western Kentucky University and extends best personal wishes for success in all his future endeavors;

BE IT FURTHER

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

Ordered at Bowling Green, Kentucky, this 24th day of July in the year of our Lord two thousand and fifteen.

Frederick A. Higdon
Chair, Board of Regents

Gary A. Ransdell
President

AUTHORIZATION TO SELL LAND TO FIVE STAR PROPERTIES, LLC

REQUEST:

Approve the surplus and sale of approximately .64 acres located between Kentucky and Adams Streets to Five Star Properties, LLC for \$600,000.

FACTS:

WKU has entered into a sales contract, pending approval of the Board of Regents, with Five Star Properties, LLC (Five Star) for the sale of approximately .64 acres for the development of a pharmacy at this location. Concurrently, Five Star has a signed contract for the purchase of the adjoining vacant property, also known as the old Vinos/Hilltop Shops at the Kentucky and Adams point.

The property footprint is located on the west side of Block 18 of the Bowling Green TIF District and provides a gateway into the TIF development. The proposed pharmacy will improve the appearance of the west side of campus and provide convenient services for faculty, staff and students in the area. WKU has determined the disposition of this property would be more suitable to the public's interest and would better serve the campus and the broader community.

WKU will gain additional parking spaces from the Adams Street parking lot redesign in the area, but expects a net loss of 40-50 vehicles and 10 temporary bus spaces due to this sale and lease. WKU will retain use of the property through the middle of the fall semester. Additional parking (approximately 100 spaces) will be available at the new Russellville Road lot this fall semester. Additional temporary parking locations are continuing to be evaluated.

BUDGETARY IMPLICATIONS:

WKU will receive proceeds of \$600,000 for the sale of approximately .64 acres. WKU contracted with a state-approved appraiser that estimated the appraised value of .6 acres of property between Kentucky and Adams as \$133,300. The proceeds from the sale and lease will be reserved for the design and development of a parking garage located within the same block between Adams Street and Kentucky Street. If the money is not needed for the proposed garage, then it would be available for other parking priorities.

The University will also be seeking an allocation of TIF revenues from the Downtown Economic Development Authority based on the economic impact of the pharmacy to help offset the anticipated debt payments on a future garage at this site. If this revenue stream is not needed for the proposed garage, then funds may be used to reduce the debt obligation of the existing garage on Alumni Square.

RECOMMENDATION:

President Gary A. Ransdell recommends the sale of approximately .64 acres located between Kentucky and Adams Streets to Five Star Properties, LLC for \$600,000.

MOTION:

Approve the sale of approximately .64 acres located between Kentucky and Adams Streets to Five Star Properties, LLC for \$600,000,



WKU[®]

Board of Regents

FINANCE AND BUDGET

July 24, 2015

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

**AUTHORIZATION TO ALLOW FOR
“BUY IT NOW” SALES OF SURPLUS PROPERTY (NON-REAL ESTATE)**

REQUEST:

Authorization to allow the University to dispose of non-real estate property in a “buy it now” format.

FACTS:

WKU Department of Recycling and Surplus has grown in sales since its inception in 2011. One result has been more efficient sales of common surplus items, such as certain furniture, computers, and office supplies. Currently, the department is limited to disposing of these items only by auction; this limits the number of buyers for an item and typically results in a lower sale price. KRS 164A.575 (7) states, “Unless the board deems it in the best interest of the institution to proceed otherwise, all such real or personal property shall be sold either by invitation of sealed bids or by public auction.” The Board may authorize the sale of common items by alternative methods such as the “buy it now” format.

Selling items in a “buy it now” format will increase sales and decrease labor involved in moving items thus making the overall process more efficient. The authorization does not relate to or affect the distribution of revenue from the sale of these items and such revenue would continue to be distributed in accordance with University policy.

BUDGETARY IMPLICATIONS:

There are no costs associated with this change. Additional revenue and operational efficiencies should be realized.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents authorize the University to dispose of non-real estate property in a “buy it now” format.

MOTION:

To authorize the University to dispose of non-real estate surplus property in a “buy it now” format.

PERSONNEL ACTIONS

REQUEST:

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 02/27/2015 – 05/27/2015. One-time compensation payments executed through the payroll system cover the period 03/01/2015 – 05/31/2015.

FACTS:

This request includes a variety of customary actions pertaining to people and positions, except for those actions specifically delegated to the President. Each action is identified by “type” and “funding source”. Stipend payments are included under a separate tab of the personnel actions report. One-time compensation payments associated with extra duties/special assignments are included in a separate report.

BUDGETARY IMPLICATIONS:

Funding is provided as indicated for each transaction.

RECOMMENDATION:

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

MOTION:

Approve faculty and staff personnel actions.

Completed Faculty Personnel Actions Subject to Board Approval
Entered February 27, 2014 through May 27, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Accounting	Melloney C Simerly	Assistant Professor	08/15/2015		120,000.00	Initial Appointment	E&G	
Communication	Laura Elizabeth Brown	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
Communication Sciences & Disorders	Jean Neils-Strunjas	Department Head	05/01/2015		96,816.00	Initial Appointment	E&G	
Economics	J. Sebastian Leguizamón	Assistant Professor	08/15/2015		82,008.00	Initial Appointment	E&G	
Economics	Stephen L. Locke	Assistant Professor	08/15/2015		82,008.00	Initial Appointment	E&G	
English	Shane Judson Book	Assistant Professor	08/15/2015		51,000.00	Initial Appointment	E&G	
English	Rebecca Lynn Brown	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
English	Gillian Beth Knoll	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
Finance	Ron A. Rhoades	Pedagogical Asst Professor	08/15/2015		85,008.00	Initial Appointment	E&G	
Folk Studies & Anthropology	Angie Ashley Stinnett	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
Management	Masood Jabarnejad	Assistant Professor	08/15/2015		100,008.00	Initial Appointment	E&G	
Mathematics	Natasha Gerstenschlager	Assistant Professor	08/15/2015		57,000.00	Initial Appointment	E&G	
Philosophy & Religion	James W Barker	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Cody Edward Morris	Assistant Professor	08/15/2015		52,500.00	Initial Appointment	E&G	
School of Kinesiology, Rec. & Sport	Rachel Ann Tinius	Instructor	08/15/2015		50,808.00	Initial Appointment	E&G	
School of Teacher Education	Kristi Godfrey-Hurrell	Instructor	08/15/2015		52,800.00	Initial Appointment	E&G	
School of Teacher Education	Melissa Joy Wrenn Pendleton	Assistant Professor	08/15/2015		54,000.00	Initial Appointment	E&G	
Sociology	Pavel Vladimirovich Vasiliev	Assistant Professor	08/15/2015		50,004.00	Initial Appointment	E&G	
Agriculture	Mariah Ruth Baird	Instructor	07/01/2015	42,000.00	42,000.00	Reappointment	RD	
Public Health	Melanie D. Eaton	Instructor	07/01/2015	48,000.00	48,000.00	Reappointment	E&G	
Allied Health	Julee W. Burt	Instructor	08/15/2015		38,220.00	Rehire	E&G	
Architect & Manufacturing Sciences	Edmund Richard Martelli	Instructor	07/01/2015		44,004.00	Rehire	E&G	
Ed. Admin., Leadership & Research	Thomas Alan Stewart	Associate Professor	08/15/2015		66,000.00	Rehire	E&G	
Family and Consumer Sciences	Ann Elizabeth Embry	Instructor	08/15/2015		50,004.00	Rehire	E&G	
School of Nursing	Kimberly M. Bourne	Instructor	07/01/2015		49,476.00	Rehire	E&G	
Agriculture	Linda Brown Gonzales	Department Chair	07/01/2015	81,348.00	108,000.00	Transfer	E&G	
Agriculture	Jack L. Rudolph	Professor	07/01/2015	109,992.00	90,000.00	Transfer	E&G	
Diversity & Community Studies	Yvette Qualls Getch	Associate Professor	05/16/2015	119,196.00	77,892.00	Transfer	E&G	
History	Jennifer A. Hanley	Pedagogical Assc Professor	07/01/2015	49,932.00	55,008.00	Transfer	E&G	
School of Kinesiology, Rec. & Sport	Thomas Scott Lyons	Director, School of KRS	07/01/2015	83,232.00	105,000.00	Transfer	E&G	

Funding Source Codes:

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

Salary Increase Codes:

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

Action Definitions:

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

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Allied Health	Kenneth J Dennison	05/01/2015	7/31/2015	4,512.00	Reappointment	RD
Commonwealth School	James Jeremy Miller	04/01/2015	5/31/2015	2,780.00	Reappointment	E&G
Communication	Ryan Dearbone	05/01/2015	5/31/2015	1,692.00	Reappointment	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	05/01/2015	5/31/2015	2,136.00	Reappointment	E&G
Cyber Defense Lab Professional Serv	Melinda Whitfield Thomas	03/01/2015	5/31/2015	2,280.00	Reappointment	E&G
Dual Credit	Jennifer Lynn Smith	03/01/2015	5/31/2015	2,115.00	Reappointment	RD
Ed. Admin., Leadership & Research	Richard David Keaster	01/06/2014	6/30/2015	4,500.00	Reappointment	RD
Ed. Admin., Leadership & Research	Richard David Keaster	07/01/2014	6/30/2015	4,500.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Richard David Keaster	05/01/2015	6/30/2015	4,500.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Miliska M. Knauff	03/01/2015	5/31/2015	1,140.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	05/01/2015	7/31/2015	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	05/01/2015	5/31/2015	2,136.00	Reappointment	E&G
Gordon Ford College of Business	H. Randall Capps	05/01/2015	7/31/2015	750.00	Reappointment	E&G
Honors College	Nicolette Isabel Bruner Olson	01/26/2015	3/31/2015	2,136.00	Reappointment	E&G
Liberal Arts & Science	Raymond L. Cravens	01/26/2015	5/31/2015	9,000.00	Reappointment	E&G
Modern Languages	Khalidoun A. Almousily	05/01/2015	5/31/2015	2,136.00	Reappointment	E&G
Modern Languages	Kelley Jane Hanna	03/23/2015	5/31/2015	3,680.00	Reappointment	E&G
Philosophy & Religion	Marcus Evans	01/27/2015	5/31/2015	1,840.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	01/27/2015	5/31/2015	2,336.00	Reappointment	E&G
Psychology	Margaret Annelle White	06/01/2015	6/30/2015	2,136.00	Reappointment	E&G
Public Health	Rebecca Lynn Bruce	05/01/2015	7/31/2015	750.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	05/01/2015	7/31/2015	5,001.00	Reappointment	E&G
School of Nursing	Shelia Ann Catlett	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Sarah Herrington Harrison	05/01/2015	5/31/2015	750.00	Initial Appointment	E&G
School of Nursing	Leigh Keeton Lindsey	05/01/2015	7/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Rhonda Joy Plumlee	05/01/2015	5/31/2015	750.00	Reappointment	E&G
WKU - E-town/Fort Knox	Mary Dale Norcaust	05/01/2015	7/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Eagles	05/01/2015	5/31/2015	4,560.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/25/2014	3/31/2015	2,136.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Allied Health	Kenneth J Dennison	05/01/2015	7/31/2015	4,512.00	Reappointment	RD
Commonwealth School	James Jeremy Miller	04/01/2015	5/31/2015	2,780.00	Reappointment	E&G
Communication	Ryan Dearbone	05/01/2015	5/31/2015	1,692.00	Reappointment	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	05/01/2015	5/31/2015	2,136.00	Reappointment	E&G
Cyber Defense Lab Professional Serv	Melinda Whitfield Thomas	03/01/2015	5/31/2015	2,280.00	Reappointment	E&G
Dual Credit	Jennifer Lynn Smith	03/01/2015	5/31/2015	2,115.00	Reappointment	RD
Ed. Admin., Leadership & Research	Richard David Keaster	01/06/2014	6/30/2015	4,500.00	Reappointment	RD
Ed. Admin., Leadership & Research	Richard David Keaster	07/01/2014	6/30/2015	4,500.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Richard David Keaster	05/01/2015	6/30/2015	4,500.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Miliska M. Knauff	03/01/2015	5/31/2015	1,140.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	01/26/2015	5/31/2015	4,560.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	05/01/2015	7/31/2015	2,280.00	Reappointment	E&G
Folk Studies & Anthropology	Susan S. Eagle	05/01/2015	5/31/2015	2,136.00	Reappointment	E&G
Gordon Ford College of Business	H. Randall Capps	05/01/2015	7/31/2015	750.00	Reappointment	E&G
Honors College	Nicolette Isabel Bruner Olson	01/26/2015	3/31/2015	2,136.00	Reappointment	E&G
Liberal Arts & Science	Raymond L. Cravens	01/26/2015	5/31/2015	9,000.00	Reappointment	E&G
Modern Languages	Khalidoun A Almousily	05/01/2015	5/31/2015	2,136.00	Reappointment	E&G
Modern Languages	Kelley Jane Hanna	03/23/2015	5/31/2015	3,680.00	Reappointment	E&G
Philosophy & Religion	Marcus Evans	01/27/2015	5/31/2015	1,840.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	01/27/2015	5/31/2015	2,336.00	Reappointment	E&G
Psychology	Margaret Annelle White	06/01/2015	6/30/2015	2,136.00	Reappointment	E&G
Public Health	Rebecca Lynn Bruce	05/01/2015	7/31/2015	750.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	05/01/2015	7/31/2015	5,001.00	Reappointment	E&G
School of Nursing	Shelia Ann Catlett	01/26/2015	5/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Sarah Herrington Harrison	05/01/2015	5/31/2015	750.00	Initial Appointment	E&G
School of Nursing	Leigh Keeton Lindsey	05/01/2015	7/31/2015	3,000.00	Reappointment	E&G
School of Nursing	Rhonda Joy Plumlee	05/01/2015	5/31/2015	750.00	Reappointment	E&G
WKU - E-town/Fort Knox	Mary Dale Norcaust	05/01/2015	7/31/2015	2,280.00	Reappointment	E&G
WKU - Glasgow	Sharon Ann Eagles	05/01/2015	5/31/2015	4,560.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/25/2014	3/31/2015	2,136.00	Reappointment	E&G

Department	Name	Start Date	End Date	Amount	Source
Allied Health	Terry R. Dean	7/1/2015	6/30/2016	6,000.00	E&G
Communication Sciences & Disorders	Richard A. Dressler	6/1/2015	7/31/2015	1,500.00	E&G
Clinical Education Complex	Mary Lloyd Moore	7/1/2015	6/30/2016	38,052.00	E&G
Management	Dawn Langkamp Bolton	7/1/2015	6/30/2016	15,000.00	FDN
School of Nursing	Sherry Lovan	7/1/2015	6/30/2016	6,000.00	E&G
School of Nursing	Cathy Abell	7/1/2015	6/30/2016	6,000.00	E&G
School of Nursing	Beverly Siegrist	7/1/2015	6/30/2016	6,000.00	E&G
School of Nursing	Maria Eve Main	7/1/2015	6/30/2016	6,000.00	E&G
School of University Studies	Patricia Hudson	6/1/2015	8/14/2015	3,000.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Accounting	Sheri Lynn Henson	Instructor	5/29/2015	500.00	Awards	E&G
Dean Gordon Ford College Business	Dawn Langkamp Bolton	Associate Professor	5/29/2015	2,500.00	Awards	FDN
Dean Gordon Ford College Business	David Michael Zimmer	Associate Professor	5/29/2015	1,000.00	Awards	FDN
Dean Potter College	Kristina Elisabeth Arnold	Associate Professor	4/30/2015	1,000.00	Awards	E&G
Dean Potter College	Alison Louise Langdon	Associate Professor	4/30/2015	1,000.00	Awards	E&G
Dean Potter College	Yvonne Petkus	Professor	4/30/2015	1,000.00	Awards	E&G
Dean Potter College	Marjorie Elizabeth Plummer	Associate Professor	4/30/2015	1,000.00	Awards	E&G
Department of Marketing	Timothy G. Hawkins	Assistant Professor	5/29/2015	200.00	Awards	E&G
Economics	Alexander G. Lebedinsky	Associate Professor	4/30/2015	250.00	Awards	E&G
Economics	David Michael Zimmer	Associate Professor	4/30/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Kristina Elisabeth Arnold	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Kam C. Chan	Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Kristal Clayton	Pedagogical Asst Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Jennifer Dawn Cribbs	Assistant Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Rajalingam Dakshinamurthy	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Robert T. Davis	Assistant Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Martha M. Day	Assistant Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Stephanie Kay Gandy	Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Mary Jane Gardner	Executive-in-Residence	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Fred Wayne Gibson	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Scott Allen Grubbs	Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Anne Lawson Heintzman	Instructor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Donna Lynn Hey	Instructor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Alison Louise Langdon	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Harold Thompson Little	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Maria Eve Main	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Kathryn Joanna Phillips Melancon	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Andrew S. Mienaltowski	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Yvonne Petkus	Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Marjorie Elizabeth Plummer	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Andrew J. Rosa	Assistant Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Julia Frances Shadoan	Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Charles Hyde Smith	Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Sandra L. Staebell	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Michael Kent Stokes	Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Dana June Sullivan	Associate Professor	5/29/2015	500.00	Awards	E&G
Faculty Award/Waiver Funds	Evelyn Holmes Thrasher	Associate Professor	5/29/2015	500.00	Awards	E&G
Information Systems	Leyla Said Zhuhadar	Assistant Professor	4/30/2015	250.00	Awards	E&G
Information Systems	Kristina Elisabeth Arnold	Associate Professor	3/31/2015	100.00	Awards	FDN
Kentucky Museum	Cynthia Royden Houston	Associate Professor	3/31/2015	175.00	Awards	FDN
Kentucky Museum	Jeffrey L. Jensen	Associate Professor	3/31/2015	100.00	Awards	FDN
Kentucky Museum	David M. Marquez	Instructor	3/31/2015	125.00	Awards	FDN
Kentucky Museum	Yvonne Petkus	Professor	3/31/2015	175.00	Awards	FDN
Kentucky Museum	Elizabeth Lynn Shoenfelt	Professor	3/31/2015	50.00	Awards	FDN

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Management	Whitney Oliver Peake	Assistant Professor	5/29/2015	500.00	Awards	E&G
School of Teacher Education	David Forrest Almand	Professional-in-Residence	5/29/2015	480.00	Consulting	Grant
School of Teacher Education	Kenneth Brent Askins	Professor	5/29/2015	440.00	Consulting	Grant
School of Teacher Education	Fred Paul Carter	Instructor	5/29/2015	960.00	Consulting	Grant
School of Teacher Education	Kathy C. Croxall	Associate Professor	5/29/2015	320.00	Consulting	Grant
School of Teacher Education	Kathy C. Croxall	Associate Professor	5/29/2015	440.00	Consulting	Grant
School of Teacher Education	Lisa C. Duffin	Assistant Professor	5/29/2015	320.00	Consulting	Grant
School of Teacher Education	Catherine J. Rogier	Professional-In-Residence	5/29/2015	320.00	Consulting	Grant
School of Teacher Education	Lee Ann Smith	Professional-In-Residence	5/29/2015	480.00	Consulting	Grant
School of Teacher Education	Rebecca R. Stobaugh	Assistant Professor	5/29/2015	480.00	Consulting	Grant
School of Teacher Education	Robyn K. Swanson	Professor	5/29/2015	1,120.00	Consulting	Grant
School of Teacher Education	Andrew B. West	Assistant Professor	5/29/2015	320.00	Consulting	Grant
21st Century Media - POD	Jeanine Marie Cherry	Instructor	3/31/2015	1,000.00	Overload	E&G
21st Century Media - POD	Jeanine Marie Cherry	Instructor	4/30/2015	1,000.00	Overload	E&G
Agriculture	Charles Edward Anderson	Professor	3/31/2015	1,000.00	Overload	E&G
Agriculture	Lynn D. Austin	Department Head	4/30/2015	7,000.00	Overload	E&G
Allied Health	Barbara Crafton Bush	Associate Professor	4/30/2015	4,000.00	Overload	E&G
Allied Health	Terry R. Dean	Associate Professor	4/30/2015	3,000.00	Overload	E&G
Allied Health	Joseph William Evans	Assistant Professor	4/30/2015	7,000.00	Overload	E&G
Allied Health	Wendi J. Huisey	Instructor	4/30/2015	3,000.00	Overload	E&G
Allied Health	Rebecca Garmon Tabor	Associate Professor	4/30/2015	7,000.00	Overload	E&G
Architect & Manufacturing Sciences	Gregory Keith Arbuckle	Department Chair	3/31/2015	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Gregory Keith Arbuckle	Department Chair	4/30/2015	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Daniel Dow Jackson	Associate Professor	3/31/2015	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Daniel Dow Jackson	Associate Professor	4/30/2015	1,000.00	Overload	E&G
CEBS - DELO Distribution	Krisstal Clayton	Pedagogical Asst Professor	3/31/2015	1,000.00	Overload	E&G
CEBS - DELO Distribution	Krisstal Clayton	Pedagogical Asst Professor	4/30/2015	1,000.00	Overload	E&G
CEBS - DELO Distribution	Lisa C. Duffin	Assistant Professor	3/31/2015	1,000.00	Overload	E&G
CEBS - DELO Distribution	Lisa C. Duffin	Assistant Professor	4/30/2015	1,000.00	Overload	E&G
Communication	Charlotte Ann Elder	Instructor	3/31/2015	1,000.00	Overload	E&G
Communication	Charlotte Ann Elder	Instructor	4/30/2015	1,000.00	Overload	E&G
Communication Sciences & Disorders	Mary Lloyd Moore	Clinical Associate Professor	4/30/2015	3,000.00	Overload	E&G
Department of Marketing	Patricia R. Todd	Associate Professor	3/31/2015	1,000.00	Overload	E&G
Department of Marketing	Patricia R. Todd	Associate Professor	4/30/2015	1,000.00	Overload	E&G
Doctor of Physical Therapy	Mark Anthony Schafer	Associate Professor	5/29/2015	1,000.00	Overload	E&G
Ed. Admin., Leadership & Research	Kristin Wilson	Associate Professor	4/30/2015	3,000.00	Overload	E&G
Family and Consumer Sciences	Doris A. Sikora	Associate Professor	3/31/2015	3,000.00	Overload	E&G
Family and Consumer Sciences	Travis K. Wilson	Associate Professor	3/31/2015	6,000.00	Overload	E&G
Family and Consumer Sciences	Travis K. Wilson	Associate Professor	5/29/2015	3,000.00	Overload	E&G
History	Robert L. Dietle	Department Head	3/31/2015	1,000.00	Overload	E&G
History	Robert L. Dietle	Department Head	4/30/2015	1,000.00	Overload	E&G
Information Systems	John Kirk Atkinson	Associate Professor	3/31/2015	1,000.00	Overload	E&G
Information Systems	Jeffrey Edward Willis	Instructor	3/31/2015	1,000.00	Overload	E&G

Faculty One Time Payments
For the Period March 1, 2015 through May 31, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Information Systems	Jeffrey Edward Willis	Instructor	4/30/2015	1,000.00	Overload	E&G
Information Systems	Jeffrey Edward Willis	Instructor	5/29/2015	1,000.00	Overload	E&G
Management	John Kirk Atkinson	Associate Professor	4/30/2015	1,000.00	Overload	E&G
Management	Stacey Durbin Gish	Instructor	3/31/2015	1,000.00	Overload	E&G
Management	Stacey Durbin Gish	Instructor	4/30/2015	1,000.00	Overload	E&G
Management	Robert Allen Reber	Professor	5/29/2015	3,000.00	Overload	E&G
Mathematics	Robin Latrice Ayers	Instructor	3/31/2015	1,000.00	Overload	E&G
Mathematics	Robin Latrice Ayers	Instructor	4/30/2015	1,000.00	Overload	E&G
Modern Languages	Laura Green McGee	Department Head	3/31/2015	1,000.00	Overload	E&G
Modern Languages	Laura Green McGee	Department Head	4/30/2015	1,000.00	Overload	E&G
Philosophy & Religion	Eric Walter Bain-Selbo	Department Head	5/29/2015	3,000.00	Overload	E&G
Public Health	Gary M. English	Department Head	3/31/2015	1,000.00	Overload	E&G
Public Health	Gary M. English	Department Head	4/30/2015	1,000.00	Overload	E&G
Public Health	Vijay Golla	Associate Professor	3/31/2015	1,000.00	Overload	E&G
Public Health	Vijay Golla	Associate Professor	4/30/2015	1,000.00	Overload	E&G
Public Health	William N. Mkanta	Associate Professor	3/31/2015	1,000.00	Overload	E&G
Public Health	William N. Mkanta	Associate Professor	4/30/2015	1,000.00	Overload	E&G
Public Health	Ritchie Don Taylor	Associate Professor	3/31/2015	1,000.00	Overload	E&G
Public Health	Ritchie Don Taylor	Associate Professor	4/30/2015	1,000.00	Overload	E&G
Public Health	Fred Wayne Gibson	Associate Professor	4/30/2015	3,000.00	Overload	E&G
School of Kinesiology, Rec. & Sport	Elizabeth C. Pyle	Assistant Professor	4/30/2015	3,000.00	Overload	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schaffer	Associate Professor	3/31/2015	1,000.00	Overload	E&G
School of Kinesiology, Rec. & Sport	Mark Anthony Schaffer	Associate Professor	4/30/2015	4,000.00	Overload	E&G
School of Kinesiology, Rec. & Sport	Paula Ann Upright	Assistant Professor	4/30/2015	3,000.00	Overload	E&G
School of Nursing	Cathy H. Abell	Associate Professor	5/29/2015	6,000.00	Overload	E&G
School of Nursing	Judy Gail Walker	Associate Professor	5/29/2015	3,000.00	Overload	E&G
School of Teacher Education	Martha M. Day	Assistant Professor	3/31/2015	750.00	Overload	E&G
School of Teacher Education	Martha M. Day	Assistant Professor	4/30/2015	750.00	Overload	E&G
School of Teacher Education	Martha M. Day	Assistant Professor	5/29/2015	750.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	3/31/2015	750.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	4/30/2015	750.00	Overload	E&G
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	5/29/2015	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	3/31/2015	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	4/30/2015	750.00	Overload	E&G
School of Teacher Education	Rachel E. Leer	Instructor	5/29/2015	750.00	Overload	E&G
School of Teacher Education	Lucile Faulkner Maples	Associate Professor	3/31/2015	750.00	Overload	E&G
School of Teacher Education	Lucile Faulkner Maples	Associate Professor	4/30/2015	750.00	Overload	E&G
School of Teacher Education	Lucile Faulkner Maples	Associate Professor	5/29/2015	750.00	Overload	E&G
School of Teacher Education	John A. Moore	Associate Professor	4/30/2015	750.00	Overload	E&G
Social Work	Allison Gibson	Instructor	5/29/2015	3,000.00	Overload	E&G
Social Work	April Lynn Murphy	Assistant Professor	5/29/2015	3,000.00	Overload	E&G
WKU - Glasgow	Thomas Carlen Noser	Professor	3/31/2015	1,000.00	Overload	E&G
WKU - Glasgow	Thomas Carlen Noser	Professor	4/30/2015	1,000.00	Overload	E&G
AA - CEBS - R&R (04)	David L. Bell	Professional-in-Residence	4/30/2015	249.99	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
AA - CEBS - R&R (04)	Jeanine M. Huss	Associate Professor	4/30/2015	250.00	Supplemental Pay	E&G
AA - CEBS - R&R (04)	Rachel E. Leer	Instructor	4/30/2015	255.00	Supplemental Pay	E&G
Accounting	Stacy R. Wade	Assistant Professor	5/29/2015	1,000.00	Supplemental Pay	E&G
Allied Health	Lynn D. Austin	Department Head	5/29/2015	3,500.00	Supplemental Pay	E&G
Allied Health	Barbara Crafton Bush	Associate Professor	5/29/2015	2,000.00	Supplemental Pay	E&G
Allied Health	Terry R. Dean	Associate Professor	5/29/2015	1,500.00	Supplemental Pay	E&G
Allied Health	Joseph William Evans	Assistant Professor	5/29/2015	1,500.00	Supplemental Pay	E&G
Allied Health	Wendi J. Hulsey	Instructor	5/29/2015	1,500.00	Supplemental Pay	E&G
Allied Health	Rebecca Garmon Tabor	Associate Professor	5/29/2015	3,500.00	Supplemental Pay	E&G
Applied Physics Institute - POD	Vladimir Dobrokhotov	Associate Professor	3/31/2015	2,743.44	Supplemental Pay	Grant
Applied Physics Institute - POD	Vladimir Dobrokhotov	Associate Professor	4/30/2015	2,743.44	Supplemental Pay	Grant
Applied Physics Institute - POD	Vladimir Dobrokhotov	Associate Professor	5/29/2015	1,371.72	Supplemental Pay	Grant
Arch Resource Center - Prof Services	Shahnaz Aly	Assistant Professor	3/31/2015	400.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	3/31/2015	2,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	4/30/2015	2,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Fred Wayne Gibson	Associate Professor	5/29/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteal Oregon	Associate Professor	3/31/2015	1,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteal Oregon	Assistant Professor	4/30/2015	2,500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Evelyn Monteal Oregon	Assistant Professor	5/29/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Kenneth David Payne	Associate Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Kenneth David Payne	Associate Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Mark Anthony Schaffer	Associate Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Mark Anthony Schaffer	Associate Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	5/29/2015	1,000.00	Supplemental Pay	RD
Athletic Administration (Academic)	Paula Ann Upright	Assistant Professor	3/31/2015	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	Paula Ann Upright	Assistant Professor	4/30/2015	500.00	Supplemental Pay	RD
Athletic Administration (Academic)	David Forrest Almand	Professional-in-Residence	5/29/2015	630.00	Supplemental Pay	E&G
Career & Workforce Development	Aaron Wilson Hughey	Professor	3/31/2015	382.50	Supplemental Pay	RD
Center for Gifted Studies	John David All	Associate Professor	4/30/2015	5,000.00	Supplemental Pay	FDN
CFL - Social Work	Amy C. Cappiccie	Associate Professor	4/30/2015	4,500.00	Supplemental Pay	RD
CFL - Social Work	Patricia L. Desrosiers	Assistant Professor	3/31/2015	750.00	Supplemental Pay	RD
CFL - Social Work	Allison Gibson	Instructor	3/31/2015	4,950.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	3/31/2015	4,500.00	Supplemental Pay	RD
CFL - Social Work	Hester Vivian Hurt	Instructor	4/30/2015	3,900.00	Supplemental Pay	RD
CFL - Social Work	James D. May	Department Head	3/31/2015	2,250.00	Supplemental Pay	RD
CFL - Social Work	Dana June Sullivan	Associate Professor	3/31/2015	750.00	Supplemental Pay	RD
Cohort Programs	Cathy H. Abell	Associate Professor	3/31/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	Sandra C. Ardrey	Department Head	3/31/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	Sandra C. Ardrey	Department Head	4/30/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	John Kirk Atkinson	Associate Professor	3/31/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	John Kirk Atkinson	Associate Professor	4/30/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Kimberly M. Bourne	Instructor	3/31/2015	250.00	Supplemental Pay	RD

Faculty One Time Payments
For the Period March 1, 2015 through May 31, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Cohort Programs	LeAnne Coder	Associate Professor	3/31/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	LeAnne Coder	Associate Professor	4/30/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	William Spencer Cole	Instructor	3/31/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	William Spencer Cole	Instructor	4/30/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	Carol Wallace Evans	Associate Professor	3/31/2015	250.00	Supplemental Pay	RD
Cohort Programs	Kimberly W. Harris	Associate Professor	3/31/2015	900.00	Supplemental Pay	RD
Cohort Programs	Kimberly W. Harris	Associate Professor	4/30/2015	900.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	3/31/2015	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	4/30/2015	500.00	Supplemental Pay	RD
Cohort Programs	Gary Wayne Houchens	Associate Professor	5/29/2015	500.00	Supplemental Pay	RD
Cohort Programs	Molly Beth Kerby	Assistant Professor	5/29/2015	1,500.00	Supplemental Pay	RD
Cohort Programs	Levita Jean Larson	Instructor	3/31/2015	625.00	Supplemental Pay	RD
Cohort Programs	Levita Jean Larson	Instructor	4/30/2015	625.00	Supplemental Pay	RD
Cohort Programs	Feng Helen Liang	Assistant Professor	3/31/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Feng Helen Liang	Assistant Professor	4/30/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Robin Renee Madison	Instructor	3/31/2015	900.00	Supplemental Pay	RD
Cohort Programs	Robin Renee Madison	Instructor	4/30/2015	900.00	Supplemental Pay	RD
Cohort Programs	Leanna Miller	Instructor	3/31/2015	900.00	Supplemental Pay	RD
Cohort Programs	Leanna Miller	Instructor	4/30/2015	900.00	Supplemental Pay	RD
Cohort Programs	Lora Wills Moore	Associate Professor	3/31/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	Lora Wills Moore	Associate Professor	4/30/2015	1,250.00	Supplemental Pay	RD
Cohort Programs	Jane Olmsted	Department Head	5/29/2015	1,200.00	Supplemental Pay	RD
Cohort Programs	Paula Wurth Potter	Chair	3/31/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Paula Wurth Potter	Chair	4/30/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Robert Allen Reber	Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	Robert Allen Reber	Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	Jean C. Snavelly	Executive-in-Residence	3/31/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Jean C. Snavelly	Executive-in-Residence	4/30/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Brian Sullivan	Associate Professor	3/31/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Brian Sullivan	Associate Professor	4/30/2015	2,500.00	Supplemental Pay	RD
Cohort Programs	Shannon K. Vaughan	Assistant Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	Shannon K. Vaughan	Assistant Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Cohort Programs	Lindsay Spears Wheat	Instructor	3/31/2015	625.00	Supplemental Pay	RD
Cohort Programs	Lindsay Spears Wheat	Instructor	4/30/2015	625.00	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	3/31/2015	1,512.50	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	4/30/2015	1,306.25	Supplemental Pay	RD
Cont. & Prof.Dev. Registrations	Ching-Yi Lin	Assistant Professor	5/29/2015	1,347.50	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	3/31/2015	300.00	Supplemental Pay	RD
CPD Consortium Training	Aaron Wilson Hughey	Professor	4/30/2015	300.00	Supplemental Pay	RD
DELO - MBA	John Paul Baker	Assistant Professor	5/29/2015	4,000.00	Supplemental Pay	RD
DELO - MBA	H. Randall Capps	Scholar-In-Residence	3/31/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	H. Randall Capps	Scholar-In-Residence	4/30/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	H. Randall Capps	Scholar-In-Residence	5/29/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	Joshua Hemsberger	Assistant Professor	5/29/2015	4,000.00	Supplemental Pay	RD

Faculty One Time Payments
For the Period March 1, 2015 through May 31, 2015

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
DELO - MBA	Michael Share Spiller	Associate Professor	5/29/2015	4,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	3/31/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	4/30/2015	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	5/29/2015	2,000.00	Supplemental Pay	RD
Dental Hygiene Student Material	Lynn D. Austin	Department Head	5/29/2015	2,800.00	Supplemental Pay	RD
Dental Hygiene Student Material	Joseph William Evans	Assistant Professor	5/29/2015	1,800.00	Supplemental Pay	RD
Dental Hygiene Student Material	Rebecca Garmon Tabor	Associate Professor	5/29/2015	1,400.00	Supplemental Pay	RD
Distance Learning	Terence Cecil Elliott	Instructor	5/29/2015	1,000.00	Supplemental Pay	RD
Distance Learning	Jane Loring Mathison Fife	Associate Professor	5/29/2015	375.00	Supplemental Pay	RD
Distance Learning	Jennifer Lynn Howard	Assistant Professor	5/29/2015	750.00	Supplemental Pay	RD
Distance Learning	Xiaoxia Huang	Assistant Professor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Aaron Wilson Hughey	Professor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Kumi Ishii	Associate Professor	5/29/2015	2,000.00	Supplemental Pay	RD
Distance Learning	Hanna A. Houryieh	Assistant Professor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Lauren Gabrielle McCoy	Visiting Assistant Professor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Patricia Hagler Minter	Associate Professor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Elena Novak	Visiting Assistant Professor	5/29/2015	750.00	Supplemental Pay	RD
Distance Learning	Kenneth David Payne	Associate Professor	5/29/2015	750.00	Supplemental Pay	RD
Distance Learning	Raymond Arthur Poff	Professor	5/29/2015	750.00	Supplemental Pay	RD
Distance Learning	Alexander B. Poole	Associate Professor	5/29/2015	3,500.00	Supplemental Pay	RD
Distance Learning	Paula Wurth Potter	Chair	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Jennifer Mize Smith	Associate Professor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Jean C. Snaveley	Executive-in-Residence	5/29/2015	750.00	Supplemental Pay	RD
Distance Learning	Thomas Bradley Stinnett	Assistant Professor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Marya Lyn Turlley	Instructor	5/29/2015	1,000.00	Supplemental Pay	RD
Distance Learning	Adam R. West	Instructor	5/29/2015	2,750.00	Supplemental Pay	RD
Distance Learning	Charles Terry Borders	Associate Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Distance Learning	Charles Terry Borders	Associate Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	3/31/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor	4/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	3/31/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Hollis	Assistant Dean	4/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor	4/30/2015	4,500.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	3/31/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor	4/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Carmetta Charlotte Skipworth	Associate Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Carmetta Charlotte Skipworth	Associate Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Blair C. Thompson	Associate Professor	4/30/2015	500.00	Supplemental Pay	RD
Dual Credit	Dennis P. Wilson	Associate Professor	3/31/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Dennis P. Wilson	Associate Professor	4/30/2015	1,000.00	Supplemental Pay	RD
Dual Credit	Matthew A. Dettman	Professor	5/29/2015	150.00	Supplemental Pay	RD
EMCC	Marshall L. Scott	Professor	5/29/2015	150.00	Supplemental Pay	E&G
Garton Academy of Math and Science	Joseph Newton Stites	Assistant Professor	5/29/2015	150.00	Supplemental Pay	E&G
Garton Academy of Math and Science	Quentin Maurice Hollis	Associate Professor	4/30/2015	64.00	Supplemental Pay	Grant

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Health & Fitness Lab	Jill M Maples	Assistant Professor	4/30/2015	176.00	Supplemental Pay	E&G
History	Glenn W. LaFantasie	Professor	5/29/2015	3,000.00	Supplemental Pay	FDN
KIIS	Eddy Alain Cuisinier	Instructor	4/30/2015	2,000.00	Supplemental Pay	RD
KIIS	David John Keeling	Department Head	4/30/2015	3,000.00	Supplemental Pay	RD
KIIS	Zachary Antonio Lopes	Assistant Professor	4/30/2015	2,000.00	Supplemental Pay	RD
KIIS	William N. Mkanta	Associate Professor	5/29/2015	4,000.00	Supplemental Pay	RD
KIIS	Inmaculada Pertusa	Professor	5/29/2015	2,000.00	Supplemental Pay	RD
KIIS	Jeffrey A. Rice	Assistant Professor	4/30/2015	2,000.00	Supplemental Pay	RD
KIIS	Melissa A. Stewart	Professor	5/29/2015	4,000.00	Supplemental Pay	RD
MBA	Ismail Civelek	Assistant Professor	5/29/2015	3,000.00	Supplemental Pay	E&G
MBA	LeAnne Coder	Associate Professor	3/31/2015	3,000.00	Supplemental Pay	E&G
MBA	LeAnne Coder	Associate Professor	4/30/2015	2,400.00	Supplemental Pay	E&G
MBA	Paula Wurth Potter	Chair	4/30/2015	5,400.00	Supplemental Pay	E&G
MBA	Evelyn Holmes Thrasher	Associate Professor	3/31/2015	3,000.00	Supplemental Pay	E&G
MBA	Evelyn Holmes Thrasher	Associate Professor	4/30/2015	4,500.00	Supplemental Pay	E&G
MBA	Patricia R. Todd	Associate Professor	4/30/2015	1,200.00	Supplemental Pay	E&G
MSW Cohorts	Amy C. Cappiccie	Associate Professor	3/31/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	4/30/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Amy C. Cappiccie	Associate Professor	5/29/2015	375.00	Supplemental Pay	RD
MSW Cohorts	Wesley Jay Gabbard	Associate Professor	3/31/2015	1,000.00	Supplemental Pay	RD
MSW Cohorts	Wesley Jay Gabbard	Associate Professor	4/30/2015	2,500.00	Supplemental Pay	RD
School of Kinesiology, Rec. & Sport	Terry L. Obee	Instructor	4/30/2015	5,000.00	Supplemental Pay	E&G
Social Work	Saundra H. Starks	Professor	4/30/2015	1,351.50	Supplemental Pay	E&G
Study Abroad	Thomas Keith Phillips	Professor	4/30/2015	3,000.00	Supplemental Pay	E&G
Study Away Program	Kimberly Jones Green	Instructor	3/31/2015	300.00	Supplemental Pay	RD
Study Away Program	Martha Jeanette Gullett	Instructor	3/31/2015	300.00	Supplemental Pay	RD
Study Away Program	Saundra H. Starks	Professor	3/31/2015	300.00	Supplemental Pay	RD
WKU - E-town/Fort Knox	Amy C. Cappiccie	Associate Professor	5/29/2015	156.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	Patricia L. Desrosiers	Assistant Professor	5/29/2015	130.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	Wesley Jay Gabbard	Associate Professor	5/29/2015	156.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	Rose Korang-Okrah	Assistant Professor	5/29/2015	156.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	Gayle Marcus Mallinger	Assistant Professor	5/29/2015	312.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	April Lynn Murphy	Assistant Professor	3/31/2015	364.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	April Lynn Murphy	Assistant Professor	5/29/2015	312.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	Larry W. Owens	Assistant Professor	3/31/2015	286.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	Larry W. Owens	Assistant Professor	5/29/2015	390.00	Supplemental Pay	E&G
WKU - E-town/Fort Knox	Jean C. Snavely	Executive-in-Residence	3/31/2015	156.00	Supplemental Pay	E&G
WKU - Owensboro	Laura Helen Bain-Selbo	Instructor	5/29/2015	156.00	Supplemental Pay	E&G
WKU - Owensboro	Patricia L. Desrosiers	Assistant Professor	5/29/2015	78.00	Supplemental Pay	E&G
WKU - Owensboro	Wesley Jay Gabbard	Associate Professor	5/29/2015	312.00	Supplemental Pay	E&G
WKU - Owensboro	Aaron Wilson Hughey	Professor	5/29/2015	200.00	Supplemental Pay	E&G
WKU - Owensboro	April Lynn Murphy	Assistant Professor	4/30/2015	364.00	Supplemental Pay	E&G
WKU - Owensboro	Gary Lynn Villereal	Associate Professor	4/30/2015	338.00	Supplemental Pay	E&G
WKU - Owensboro	Gary Lynn Villereal	Associate Professor	5/29/2015	936.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
WKU Research Foundation	Keith Andrew	Professor	5/29/2015	5,504.40	Supplemental Pay	E&G
WKU Research Foundation	Gerhard K. Daday	Interim Dir, CFD & Assc. Prof.	5/29/2015	678.40	Supplemental Pay	E&G
WKU Research Foundation	Vladimir Dobrokhotov	Associate Professor	5/29/2015	6,792.60	Supplemental Pay	E&G
WKU Research Foundation	Eric Kondratieff	Assistant Professor	5/29/2015	1,546.00	Supplemental Pay	E&G
WKU Research Foundation	Stephen Stuart O'Connor	Assistant Professor	5/29/2015	1,121.28	Supplemental Pay	E&G
WKU Research Foundation	Amber Nicole Schroeder	Assistant Professor	5/29/2015	1,333.20	Supplemental Pay	E&G
WKU Research Foundation	Kevin M. Williams	Professor	5/29/2015	1,421.60	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

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E&G - Education and General
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Completed Staff Personnel Actions Subject to Board Approval
Entered February 27, 2015 through May 27, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Admissions Office	Heidi Marvette Brandon	Coord, Admission Services	05/11/2015		34,512.00	Initial Appointment	E&G	
Admissions Office	Ashlee Monique Manley	Telecounseling Supervisor	05/18/2015		33,348.00	Initial Appointment	E&G	
Adult Learner Services	Meredith Alexandra Wright	Adult Learner Counselor	03/30/2015		31,500.00	Initial Appointment	E&G	
Building Services	Jessica Nyaseh Anderson	Building Services Attendant I	05/18/2015		16,107.00	Initial Appointment	E&G	
Building Services	Angela Hope Brown	Building Services Attendant I	03/23/2015		16,107.00	Initial Appointment	E&G	
Building Services	David T Coffman	Building Services Attendant I	05/18/2015		16,107.00	Initial Appointment	E&G	
Building Services	Cora Chatham Conder	Building Services Attendant I	04/13/2015		16,107.00	Initial Appointment	E&G	
Building Services	Ronnie Wayne Duke	Building Services Attendant I	05/04/2015		16,107.00	Initial Appointment	E&G	
Building Services	Asia E Ellens	Building Services Attendant I	04/20/2015		16,107.00	Initial Appointment	E&G	
Building Services	Albert D Ferguson	Building Services Attendant I	05/04/2015		16,107.00	Initial Appointment	E&G	
Building Services	Adetutu Abosede Francis	Building Services Attendant I	03/30/2015		16,107.00	Initial Appointment	E&G	
Building Services	Tevin Michael Jones	Building Services Attendant I	03/30/2015		16,107.00	Initial Appointment	E&G	
Building Services	Lauren J Richey	Building Services Attendant I	04/20/2015		16,107.00	Initial Appointment	E&G	
Building Services	Troy Douglas Rickman	Building Services Attendant I	04/13/2015		16,107.00	Initial Appointment	E&G	
Building Services	Marquise Lamar Scott	Building Services Attendant I	04/20/2015		16,107.00	Initial Appointment	E&G	
Building Services	Amy M Webster	Building Services Attendant I	03/30/2015		16,107.00	Initial Appointment	E&G	
Building Services	Meagan O'Ryan White	Building Services Attendant I	03/23/2015		16,107.00	Initial Appointment	E&G	
Campus Services	Jarrett Allen Blankenship	Landscape/Groundskeeper I	05/04/2015		17,940.00	Initial Appointment	E&G	
Campus Services	Robert Alton Bridges	Landscape/Groundskeeper II	05/05/2015		17,940.00	Initial Appointment	E&G	
College of Health & Human Services	Sarah Nicole Hunley	Advising Associate	02/27/2015		32,964.00	Initial Appointment	E&G	
Ed. Admin., Leadership & Research	Melissa Gaye Pardue	Office Associate	03/17/2015		28,368.00	Initial Appointment	E&G	
Educational Enhancement Programs	Adrian Rae Tribble Collins	Academic Coordinator	03/23/2015		34,884.00	Initial Appointment	Grant	
Facilities Management	Wayne Bradley Guy	Area Technician I	03/02/2015		34,632.00	Initial Appointment	E&G	
Honors College	Jennifer Wells Pyle	Coord, Constituent Relations	03/02/2015		36,000.00	Initial Appointment	E&G	
Housing & Residence Life	Amanda Brittany Pascoe	Asst Residence Hall Director	07/13/2015		15,984.00	Initial Appointment	Aux	
Housing & Residence Life	Kelly Gene Spear	HVAC Technician	03/02/2015		33,657.00	Initial Appointment	Aux	
Kentucky Climate Center - POD	Patrick A Collins	Mesonet System Meteorologist I	04/30/2015		35,400.00	Initial Appointment	E&G	
Office of Inst. Diversity & Incl.	Kristina P. Gamble	Program Coordinator	05/26/2015		35,004.00	Initial Appointment	E&G	
Police	Dustin M. Lee	Police Officer	04/13/2015		28,392.00	Initial Appointment	E&G	
Public Radio Services	Rhonda J Miller	Reporter/Afternoon Anchor	05/11/2015		40,008.00	Initial Appointment	E&G	
Technical Support Serv-IT Helpdesk	Gloria L Crump	Help Desk Consultant	04/16/2015		39,936.00	Initial Appointment	E&G	
Technical Support Serv-IT Helpdesk	Cameron Blake Hagan	Help Desk Consultant	05/01/2015		39,936.00	Initial Appointment	E&G	
Undistributed Centers	Gregory Alan Ennis	Building Services Attendant I	03/16/2015		16,107.00	Initial Appointment	Aux	
Women's Basketball	Melissa Kolbe	Assistant Coach	04/15/2015		40,512.00	Initial Appointment	E&G	
Agriculture	Annesly Netfishinghe	Research Scientist	06/01/2015	56,532.00	56,532.00	Reappointment	Grant	
Applied Physics Inst - Prof Svc POD	Adam C. Emberton	Engineer, Electrical	07/01/2015	46,140.00	46,140.00	Reappointment	Grant	
Biology	Jerry David Monroe	Post-Doctoral Research Assc.	05/01/2015	39,384.00	39,384.00	Reappointment	Grant	
College of Ed & Behavioral Science	Stan M. Herren	Technology Support Specialist	07/01/2015	37,452.00	37,452.00	Reappointment	E&G	

Completed Staff Personnel Actions Subject to Board Approval
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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
College of Health & Human Services	Angelyn Brewer Drexler	CPR Training Coordinator	07/01/2015	32,688.00	32,688.00	Reappointment	Grant	
Enrollment Management	Lindsey Anne Gilmore	Coord. Retention Applications	02/11/2015	38,004.00	38,004.00	Reappointment	E&G	
Hoffman Institute - POD	Shannon Renee Trimboli	Education Coordinator	04/15/2015	48,528.00	48,528.00	Reappointment	Grant	
Institute for Rural Health	Daniel Morgan Carter	Dental Director/Dentist	07/01/2015	88,800.00	88,800.00	Reappointment	E&G	
Office of Research & Creative Act.	Scott C. Broughton	Director	04/01/2015	101,016.00	101,016.00	Reappointment	Grant	
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	04/01/2015	43,752.00	40,620.00	Reappointment	Grant	
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Coordinator, Graduate Programs	07/01/2015	40,584.00	40,584.00	Reappointment	RD	
Social Work	Austin Garrett Griffiths	Coord. Child Welfare Support	07/01/2015	46,500.00	46,500.00	Reappointment	Grant	
Student Accessibility Resource Cntr	Debra B. Harper	Captionist	07/01/2015	27,803.88	27,803.88	Reappointment	Grant	
Student Accessibility Resource Cntr	Veronica Lynn Hazard	Coord/Deaf and Hard of Hearing	07/01/2015	38,904.00	38,904.00	Reappointment	Grant	
Student Accessibility Resource Cntr	Hilary Lee Kingrey	Captionist	07/01/2015	27,804.00	27,804.00	Reappointment	Grant	
Student Accessibility Resource Cntr	Karen Turner Porter	Captionist	07/01/2015	33,501.00	33,501.00	Reappointment	Grant	
Student Accessibility Resource Cntr	Peggy S. Wallace	Captionist	07/01/2015	33,501.00	33,501.00	Reappointment	Grant	
Student Athlete Success Center	Lacey Carmon-Johnson	Athletic Academic Coordinator	02/17/2015	30,000.00	30,000.00	Reappointment	Grant	
Study Away Program	Gerald Ward Barnaby	Program Director (Study Away)	07/01/2015	70,008.00	70,008.00	Reappointment	E&G	
Talent Search	Carol Coleman Lee	Office Coordinator	07/01/2015	32,532.00	32,532.00	Reappointment	Split	
Talent Search	Cres'ena S. Manning	Academic Coordinator	07/01/2015	35,388.00	35,388.00	Reappointment	Grant	
Talent Search	Jennifer L. McWhorter	Assistant Director	07/01/2015	41,028.00	41,028.00	Reappointment	Grant	
Talent Search	Martha Jane Sales	Director	07/01/2015	73,656.00	73,656.00	Reappointment	Split	
Thermal Analysis Lab	Houyin Zhao	Research Associate	07/01/2015	41,532.00	41,532.00	Reappointment	RD	
Building Services	Daniel L. Holloway	Building Services Attendant I	04/13/2105	16,107.00	16,107.00	Rehire	E&G	
Library Technical Services	Todd Joseph Seguin	Scholarly Communication Spec.	05/01/2015	37,008.00	37,008.00	Rehire	E&G	
Plant Operations	Jeffrey Hunter Holdcraft	Energy Management Tech I	04/14/2015	34,320.00	34,320.00	Rehire	E&G	
Teacher Services	Andrea Lynn Ford	Advisor/Public Relations Coord	03/23/2015	37,008.00	37,008.00	Rehire	E&G	
Tech Support Serv-Desktop Support	Robert A. Renfrow	Desktop Support Consultant	03/02/2015	43,008.00	43,008.00	Rehire	E&G	
World Council for Gifted & Talented	Thomas Tyler Clark	Executive Administrator	05/04/2015	50,004.00	50,004.00	Rehire	FDN	
Adult Learner Services	Bradley W Kissell	Dir, Adult/Rgnl Campus Enfrmnt	04/01/2015	37,908.00	80,004.00	Reclassification	E&G	
Enrollment Management	Jenna Foltz Aikins	Manager, Budgets and Resources	07/01/2015	43,500.00	43,500.00	Status Change (Temp to Reg)	E&G	
Plant Operations	Preston Perry Dallas	Campus Infrast and Data Spec I	03/02/2015	\$15,000/hr	33,637.50	Status Change (PT Temp to FT Reg)	E&G	
Technical Support Serv-IT Helpdesk	Andrew Thomas Gilliam	Help Desk Consultant	05/19/2015	\$10,000/hr	39,936.00	Status Change (PT Temp to FT Reg)	E&G	
Transit Services	Floyd Jose Anders	Transit Driver I	02/23/2015	\$11.35/hr	23,107.50	Status Change (PT Temp to FT Reg)	E&G	
Transit Services	Thomas C Brown	Transit Driver I	05/18/2015	\$11.35/hr	23,107.50	Status Change (PT Temp to FT Reg)	E&G	
Comm Tech - AV Services	Matthew C. Cox	AV Systems Specialist	04/01/2015	33,840.00	33,840.00	Title Change	E&G	
Comm Tech - AV Services	Brandon Wayne Davidson	AV Support Specialist	04/01/2015	41,676.00	41,676.00	Title Change	E&G	
Comm Tech - AV Services	Olin Brian Foster	AV Systems Programmer	04/01/2015	45,264.00	45,264.00	Title Change	E&G	
Comm Tech - AV Services	William Todd Hughes	AV Systems Engineer	04/01/2015	52,728.00	52,728.00	Title Change	E&G	
Comm Tech - AV Services	Justin Shaun Rexing	AV Systems Engineer	04/01/2015	51,168.00	51,168.00	Title Change	E&G	
Comm Tech - AV Services	Tamela Maxwell Smith	Manager, AV Services	04/01/2015	58,560.00	58,560.00	Title Change	E&G	

Completed Staff Personnel Actions Subject to Board Approval
Entered February 27, 2015 through May 27, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Comm Tech - AV Services	Tammy Rene Younglove	AV Support Specialist	04/01/2015	32,208.00	32,208.00	Title Change	E&G	
Communication Technologies	Tammi R. Beach	Communications Support Spec.	04/01/2015	35,208.00	35,208.00	Title Change	E&G	
Communication Technologies	Eric Nathan Flowers	Communications Engineer	04/01/2015	50,052.00	50,052.00	Title Change	E&G	
Communication Technologies	William Eric Howard McIntyre	Communications Technician	04/01/2015	36,840.00	36,840.00	Title Change	E&G	
Cntr. for Career and Prof. Develop.	Jeremy Michael Jenkins	Career Counselor	04/09/2015	32,952.00	35,448.00	Transfer	E&G	
Counseling & Testing Center	Peggy Ann Crowe	Director	03/09/2015	60,600.00	75,600.00	Transfer	E&G	
Distance Learning	Patrick Joseph Flanigan	Distance Learning Specialist	07/01/2015	25,008.00	31,008.00	Transfer	RD	
Dual Credit	Dewayne Armstrong Neeley	Program Manager, Dual Credit	04/01/2015	42,468.00	50,004.00	Transfer	RD	
Equal Opportunity/AA/University ADA	Joshua Dane Hayes	Director	07/01/2015	56,808.00	75,000.00	Transfer	E&G	
Facilities Management	Ben Thomas Spitzer	Area Supervisor II	04/06/2015	36,699.00	46,488.00	Transfer	E&G	
Gatton Academy of Math and Science	Tracy Cummings Harkins	Coord, College Counseling	04/01/2015	50,424.00	40,008.00	Transfer	E&G	
Housing & Residence Life	Erin Reid	Team Leader	04/07/2015	18,681.00	23,595.00	Transfer	Aux	
International Enrollment Mgmt	Rita Joyce Samaras	Administrative Assistant	04/01/2015	31,608.00	38,004.00	Transfer	E&G	
International Student Office	Toni Rae Dye	Assistant Director	04/01/2015	35,004.00	45,000.00	Transfer	E&G	
Library Technical Services	Emily Eden Gabriel	Database Project Specialist	04/01/2015	24,000.00	27,000.00	Transfer	E&G	
Men's Football	Brian Michael Ditrner	Equipment Coordinator	06/01/2015	27,000.00	40,008.00	Transfer	E&G	
Student Financial Assistance	Joseph Peyton Collins	Financial Aid Counselor	03/16/2015	26,580.00	29,868.00	Transfer	E&G	
Tech Support Serv-Desktop Support	Andrew Jeffrey Myers	Desktop Support Systems Eng.	03/16/2015	41,316.00	48,000.00	Transfer	E&G	
Training/Technical Assistance Svcs	Marcia A. Verzaro-O'Brien	Director, Southern Region	04/01/2015	109,920.00	99,936.00	Transfer	RD	
Training/Technical Assistance Svcs	James Christopher Watkins	Executive Director	04/01/2015	67,548.00	96,000.00	Transfer	RD	
WKU on Demand	Tanya Michelle Vincent	Coordinator, Distance Learning	04/01/2015	30,372.00	36,144.00	Transfer	RD	
Campus & Comm. Events-Institutional	Sarah E. Thomas	Events Associate	05/16/2015	32,328.00	39,528.00	Temporary Rate Increase Begin	E&G	
Campus & Comm. Events-Institutional	Sarah E. Thomas	Events Associate	07/16/2015	39,528.00	32,328.00	Temporary Rate Increase End	E&G	
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	03/23/2015	23,010.00	24,956.10	Temporary Rate Increase Begin	E&G	
Facilities Management	Albert H. Brown	Team Leader I, Bldg Svcs	10/11/2015	24,956.10	23,010.00	Temporary Rate Increase End	E&G	
Facilities Management	Jodi Lealilyn Chambers	Work Control Ctr Associate I	05/16/2015	27,600.00	30,264.00	Temporary Rate Increase Begin	E&G	
Facilities Management	Jodi Lealilyn Chambers	Work Control Ctr Associate I	07/01/2015	30,264.00	27,600.00	Temporary Rate Increase End	E&G	
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg. Svcs.	03/23/2015	24,141.00	26,091.00	Temporary Rate Increase Begin	E&G	
Facilities Management	Tammy Kaye Price	Team Leader I, Bldg. Svcs.	10/11/2015	26,091.00	24,141.00	Temporary Rate Increase End	E&G	
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	05/01/2015	53,761.50	63,999.00	Temporary Rate Increase Begin	E&G	
Facilities Management	Mark A. Updegraff	Central Team Supervisor III	09/01/2015	63,999.00	53,761.50	Temporary Rate Increase End	E&G	
Housing & Residence Life	Larry L. Allen	Asst. Sprvsr. I, Maintenance	05/04/2015	45,648.00	51,499.50	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Larry L. Allen	Asst. Sprvsr. I, Maintenance	06/28/2015	51,499.50	45,648.00	Temporary Rate Increase End	Aux	
Tech Support Serv-Desktop Support	Kalu Akuma Njoku	Desktop Support Consultant	03/16/2015	41,832.00	43,008.00	Temporary Rate Increase Begin	E&G	
Tech Support Serv-Desktop Support	Kalu Akuma Njoku	Desktop Support Consultant	07/01/2015	43,008.00	41,832.00	Temporary Rate Increase End	E&G	
The WKU Store	Sarah Kathryn Sears	Marketing Coordinator	03/23/2015	34,885.50	37,888.50	Temporary Rate Increase Begin	Aux	
The WKU Store	Sarah Kathryn Sears	Marketing Coordinator	07/01/2015	37,888.50	34,885.50	Temporary Rate Increase End	Aux	
General Counsel	Deborah Tomes Wilkins	General Counsel	07/01/2015	143,700.00	165,708.00	Salary Increase	E&G	ADDED

Completed Staff Personnel Actions Subject to Board Approval
Entered February 27, 2015 through May 27, 2015

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Student Athlete Success Center	Tanner Alden Siewert	Academic Advisor	07/01/2013	32,652.00	37,500.00	Salary Increase	E&G	ADDED
Building Services	Kasey M Atack	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Brian L. Ausbrooks	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Taylor Nicole Blair	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Angela Hope Brown	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Christina Lee Brown	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Marcia Joy Brown	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Tiana Latrice Burns	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Christopher G Cherry	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Margaret S Clagett	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Mason Riley Cline	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	Aux	MKTEQ
Building Services	Troy A. Cole	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Claudette S Craven	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Misty Rhonda Faye Eakles	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Seth Miller Fisher	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Adetutu Abosedede Francis	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Sandra Kaye Hagan	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Charles Edward James	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Debra Jean Johnson	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Building Services	Tevin Michael Jones	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	E&G	MKTEQ
Facilities Management	John Riley Holder	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	Aux	MKTEQ
Tech Support Serv-Desktop Support	Kalu Akuma Njoku	Desktop Support Consultant	07/01/2015	41,832.00	43,008.00	Salary Increase	E&G	MKTEQ
Undistributed Centers	Gregory Alan Ennis	Building Services Attendant I	07/01/2015	16,107.00	18,057.00	Salary Increase	Aux	MKTEQ
Police	Kathleen Woodward Orndorff	Police Officer	03/16/2015	28,392.00	31,488.00	Salary Increase	E&G	OTHSI

Funding Source Codes:

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

Salary Increase Codes:

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

Action Definitions:

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

Explanation for Salary Increases Greater Than \$5,000	
Bradley W. Kissell	Consistent with President Ransdell's memo of March 31, 2015, which outlines a new strategy pertaining to adult learners, Mr. Kissell's position is being reclassified to Director, Adult/Regional Campus Enrollment. Mr. Kissell's salary is being adjusted to \$80,004 effective retroactive April 1, 2015, consistent with the change in position/job responsibilities.
Deborah Tomes Wilkins	Added job responsibilities related to restructuring of Title IX Coordination, EEO/AA/ADA and Legal Services. Funding is to be provided by existing sources within these units.

Meeting Date: July 24, 2015

Completed Staff Stipend Actions Subject to Board Approval
Entered February 27, 2014 through May 27, 2015

Department	Name	Start Date	End Date	Amount	Source
Chief Info Tech Officer	Elizabeth K. Paris	6/1/2015	8/31/2015	3,000.00	E&G
Development & Alumni Relations	Kathryn Costello	7/1/2015	12/31/2015	37,500.00	FDN
Educational Television Services	Justin R. Davis	7/1/2015	6/30/2016	1,680.00	E&G
Educational Television Services	Dana L. Divine	6/1/2015	6/30/2015	1,000.00	E&G
Educational Television Services	Dana L. Divine	7/1/2015	5/31/2016	11,000.00	E&G
Educational Television Services	Jessica Blue Gibbs	7/1/2015	6/30/2016	14,208.00	Split
Finance and Administration	Katherine Ann Mead	2/1/2015	6/30/2015	12,500.00	E&G (CRD)
Finance and Administration	Katherine Ann Mead	7/1/2015	6/30/2016	12,000.00	E&G (CRD)
Honors College	Paul C. Motley	6/1/2015	6/30/2015	500.00	E&G
International Enrollment Mgmt	Amy M. Cardwell	3/1/2015	3/31/2015	500.00	E&G
International Student Office	George Dordoni	4/1/2015	4/30/2015	1,500.00	E&G
Public Radio Services	Emilee Ann England	7/1/2015	6/30/2016	5,100.00	E&G
WKU - Owensboro	Gerald E. Tice	7/1/2015	6/30/2016	14,508.00	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Economics	Karen Irene Gogel	Office Assistant	3/31/2015	250.00	Awards	E&G
Kentucky Museum	Cheryl Christine Kirby-Stokes	Coord, Natly Competitive Opp	3/31/2015	75.00	Awards	FDN
School of Professional Studies	Masako Okayama Barnaby	Coord, Student Computing	5/29/2015	500.00	Awards	E&G
School of Teacher Education	F. Andrew McMichael	Assistant Dean	5/29/2015	100.00	Consulting	Grant
Training/Technical Assistance Svcs	Thelma Mae Jackson	Director	5/29/2015	1,256.00	Consulting	RD
21st Century Media - POD	Cheryl Shrader Beckley	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Cheryl Shrader Beckley	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Cheryl Shrader Beckley	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Ami L. Carter	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
21st Century Media - POD	Barbara Deeb	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
21st Century Media - POD	Barbara Deeb	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
21st Century Media - POD	Barbara Deeb	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Admissions Office	Amy Lynn Fitzpatrick	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
Admissions Office	Amy Lynn Fitzpatrick	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
Admissions Office	Amy Lynn Fitzpatrick	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Agriculture	Annesly Netthisinghe	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Agriculture	John Lewis Pace	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
Agriculture	John Lewis Pace	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
Agriculture	John Lewis Pace	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
Agriculture	Joseph Onye Reynolds	Part-Time Faculty	3/13/2015	497.50	Faculty Part Time	E&G
Agriculture	Joseph Onye Reynolds	Part-Time Faculty	3/31/2015	497.50	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Agriculture	Naomi Smith Rowland	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	3/31/2015	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	4/30/2015	801.00	Faculty Part Time	E&G
Biology	John Mark Clauson	Part-Time Faculty	5/29/2015	801.00	Faculty Part Time	E&G
Communication	Jessica Martin Carver	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G
Communication	Jessica Martin Carver	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
Communication	Jessica Martin Carver	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Communication	Denise C. Garner	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
Communication	Tori Michelle Henninger	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Tori Michelle Henninger	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
Communication	Tori Michelle Henninger	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
Communication	Dawn M. Lowry	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
Communication	Dawn M. Lowry	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
Communication	Dawn M. Lowry	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Communication	Rita Rose Meredith	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	3/31/2015	178.00	Faculty Part Time	RD
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	4/30/2015	178.00	Faculty Part Time	RD
Communication Disorders - NY	Lisa Michelle Elkins	Part-Time Faculty	5/29/2015	178.00	Faculty Part Time	RD
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	3/31/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	4/30/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Janice S. Sandidge	Part-Time Faculty	5/29/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	3/31/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	4/30/2015	712.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	5/29/2015	712.00	Faculty Part Time	RD
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	3/31/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	3/31/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	4/30/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	4/30/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	5/29/2015	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	5/29/2015	356.00	Faculty Part Time	E&G
Computer Science	Jason R. Smith	Part-Time Faculty	3/31/2015	750.00	Faculty Part Time	E&G
Computer Science	Jason R. Smith	Part-Time Faculty	4/30/2015	750.00	Faculty Part Time	E&G
Computer Science	Jason R. Smith	Part-Time Faculty	5/29/2015	750.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	3/31/2015	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	4/30/2015	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Joelle Davis Carter	Part-Time Faculty	5/29/2015	570.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
Dean CHHS	Amanda Jayne Skinner	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	3/31/2015	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	4/30/2015	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	5/29/2015	570.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	3/31/2015	675.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	4/30/2015	675.00	Faculty Part Time	E&G
Department of Marketing	Cody James Turner	Part-Time Faculty	5/29/2015	675.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	3/31/2015	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	4/30/2015	570.00	Faculty Part Time	E&G
Diversity & Community Studies	V. Lynne Holland	Part-Time Faculty	5/29/2015	570.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Marybeth Gail Hunt	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Cierra Janet Waller	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Cierra Janet Waller	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
Diversity & Community Studies	Cierra Janet Waller	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	3/31/2015	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	4/30/2015	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	5/29/2015	600.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	4/30/2015	375.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	5/29/2015	375.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	3/31/2015	570.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	4/30/2015	570.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	5/29/2015	570.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Susan Hood	Part-Time Faculty	3/31/2015	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Susan Hood	Part-Time Faculty	4/30/2015	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amy Susan Hood	Part-Time Faculty	5/29/2015	1,140.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	3/31/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	3/31/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	4/30/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	4/30/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	5/29/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	5/29/2015	1,602.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Roberta S. Parrigin	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Roberta S. Parrigin	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Roberta S. Parrigin	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Geography & Geology	Erin Joy Greunke	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Psychology	Brian Nathan Lee	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	3/13/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	3/31/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	4/15/2015	285.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Public Health	Anita Ann Britt	Part-Time Faculty	4/30/2015	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	5/15/2015	285.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	3/13/2015	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	3/31/2015	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	4/15/2015	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	4/30/2015	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	5/15/2015	307.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
Public Health	Dean Todd Misener	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Alissa Denise Arnold	Part-Time Faculty	3/31/2015	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	3/31/2015	712.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	4/30/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lucas O'Rourke Bartlett	Part-Time Faculty	5/29/2015	1,068.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	4/30/2015	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	5/29/2015	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	3/31/2015	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	4/30/2015	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	5/29/2015	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lindsay Blaire Thomayer	Part-Time Faculty	4/30/2015	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Lindsay Blaire Thomayer	Part-Time Faculty	5/29/2015	356.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	3/31/2015	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	4/30/2015	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	5/29/2015	1,500.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	3/31/2015	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	4/30/2015	570.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	5/29/2015	570.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemons	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	4/30/2015	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	5/29/2015	1,140.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	3/13/2015	267.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	3/31/2015	267.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	4/15/2015	267.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	4/30/2015	267.00	Faculty Part Time	E&G
School of Teacher Education	Ellen Durbin Micheletti	Part-Time Faculty	5/15/2015	267.00	Faculty Part Time	E&G
School of University Studies	Matthew James Foraker	Part-Time Faculty	3/31/2015	760.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of University Studies	Matthew James Foraker	Part-Time Faculty	4/30/2015	760.00	Faculty Part Time	E&G
School of University Studies	Matthew James Foraker	Part-Time Faculty	5/29/2015	760.00	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	3/13/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	3/31/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	4/15/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	4/30/2015	211.50	Faculty Part Time	E&G
School of University Studies	Lynnita Rose Glass	Part-Time Faculty	5/15/2015	211.50	Faculty Part Time	E&G
School of University Studies	CresSena S. Manning	Part-Time Faculty	3/31/2015	423.00	Faculty Part Time	E&G
School of University Studies	CresSena S. Manning	Part-Time Faculty	4/30/2015	423.00	Faculty Part Time	E&G
School of University Studies	CresSena S. Manning	Part-Time Faculty	5/29/2015	423.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Fredric C. Miller	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
School of University Studies	Leslie Ford Plumlee	Part-Time Faculty	3/31/2015	712.00	Faculty Part Time	E&G
School of University Studies	Leslie Ford Plumlee	Part-Time Faculty	4/30/2015	712.00	Faculty Part Time	E&G
School of University Studies	Leslie Ford Plumlee	Part-Time Faculty	5/29/2015	712.00	Faculty Part Time	E&G
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
School of University Studies	Kellye Marie McIntyre	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
School of University Studies	Kellye Marie McIntyre	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Kellye Marie McIntyre	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
School of University Studies	Lorraine Gail Ledford	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
School of University Studies	Lorraine Gail Ledford	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Lorraine Gail Ledford	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
School of University Studies	Richard C. Fitzpatrick	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
School of University Studies	Richard C. Fitzpatrick	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
School of University Studies	Richard C. Fitzpatrick	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	3/31/2015	534.00	Faculty Part Time	E&G
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	4/30/2015	534.00	Faculty Part Time	E&G
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	5/29/2015	534.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	3/31/2015	1,473.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	3/31/2015	1,473.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	4/30/2015	1,473.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	4/30/2015	1,473.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	5/29/2015	1,473.00	Faculty Part Time	E&G
School of University Studies	Matthew Brendan Davis	Part-Time Faculty	5/29/2015	1,473.00	Faculty Part Time	E&G
School of University Studies	Kevin Earl Dorth	Part-Time Faculty	3/31/2015	460.00	Faculty Part Time	E&G
School of University Studies	Kevin Earl Dorth	Part-Time Faculty	4/30/2015	460.00	Faculty Part Time	E&G
School of University Studies	Kevin Earl Dorth	Part-Time Faculty	5/29/2015	460.00	Faculty Part Time	E&G
School of University Studies	Roberta S. Parrigin	Part-Time Faculty	3/31/2015	695.00	Faculty Part Time	E&G
School of University Studies	Roberta S. Parrigin	Part-Time Faculty	4/30/2015	695.00	Faculty Part Time	E&G
School of University Studies	Roberta S. Parrigin	Part-Time Faculty	5/29/2015	695.00	Faculty Part Time	E&G
School of University Studies	David Keith Powers	Part-Time Faculty	3/31/2015	1,068.00	Faculty Part Time	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
21st Century Media - POD	Charlotte Hill Turtle	Talisman Advisor	4/30/2015	1,500.00	Supplemental Pay	E&G
Admissions Office	Laura Elizabeth Heidel	Coordinator, Campus Visits	5/29/2015	500.00	Supplemental Pay	E&G
Allied Health	Dianna Lynn Ransdell	Staff Dental Hygienist	5/29/2015	4,500.00	Supplemental Pay	E&G
Arena Management	Bryant Keen Blodgett	Coordinator, Events	4/30/2015	450.00	Supplemental Pay	RD
Arena Management	Jason A. Dailey	Coord, Facilities & Event Mgmt	3/31/2015	205.00	Supplemental Pay	RD
Arena Management	Jason A. Dailey	Coord, Facilities & Event Mgmt	4/30/2015	150.00	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facils & Event Mgmt	3/31/2015	225.00	Supplemental Pay	RD
Arena Management	Leslie D. Forsythe	Dir, Ath Facils & Event Mgmt	4/30/2015	247.50	Supplemental Pay	RD
Arena Management	Rachel Manning Goodman	Dir/Campus & Community Events	4/30/2015	205.00	Supplemental Pay	RD
Arena Management	Andrew P. Jacobs	Asst Coord Athletic Facilities	3/13/2015	300.00	Supplemental Pay	RD
Arena Management	Andrew P. Jacobs	Asst Coord Athletic Facilities	4/15/2015	150.00	Supplemental Pay	RD
Arena Management	Miles Levi Ormon	Events & Athletics Coordinator	5/29/2015	1,700.00	Supplemental Pay	RD
Arena Management	Jeffrey Alan Smith	Technical Dir/AV Coordinator	3/31/2015	157.50	Supplemental Pay	RD
Arena Management	Sarah E. Thomas	Events Associate	4/15/2015	50.00	Supplemental Pay	RD
Arena Management	Katherine T. Tolbert	Director of Housing Operations	4/30/2015	350.00	Supplemental Pay	RD
Arena Management	James Anderson Waggoner	Assistant Dir., Scholarships	4/30/2015	390.06	Supplemental Pay	E&G
Athletic Facilities	Anthony J Gilbert	AV Support Coordinator	4/30/2015	930.14	Supplemental Pay	E&G
Athletic Facilities	William Todd Hughes	AV Systems Engineer	4/30/2015	45.00	Supplemental Pay	E&G
Athletic Facilities	Jason Orning	Coord/Asst Ath Dir, Compliance	4/30/2015	1,365.21	Supplemental Pay	E&G
Athletic Facilities	Justin Shaun Rexing	AV Systems Engineer	4/30/2015	100.00	Supplemental Pay	E&G
Athletic Facilities	Stephen Van Rey	Director	4/30/2015	180.00	Supplemental Pay	E&G
Athletic Facilities	Robert S. Sampson	Coordinator, Media Relations	5/29/2015	1,215.00	Supplemental Pay	E&G
Athletic Facilities	Katherine T. Tolbert	Director of Housing Operations	5/29/2015	1,170.00	Supplemental Pay	E&G
Athletic Facilities	James Anderson Waggoner	Assistant Dir., Scholarships	5/29/2015	1,300.00	Supplemental Pay	E&G
Campus Activity Board	Jeffrey Alan Smith	Technical Dir/AV Coordinator	4/30/2015	50.00	Supplemental Pay	Grant
Campus and Community Events	Laurie V. Basham	Coordinator, Events	5/29/2015	100.00	Supplemental Pay	RD
Campus and Community Events	Bryant Keen Blodgett	Coord, Marketing & Web Svcs	5/29/2015	50.00	Supplemental Pay	Grant
Campus and Community Events	Alicia Natalie Carter	Coord, Digital Media Marketing	5/29/2015	25.00	Supplemental Pay	Grant
Campus and Community Events	Kayla Leanne Dowdy	Events & Athletics Coordinator	5/29/2015	100.00	Supplemental Pay	RD
Campus and Community Events	Miles Levi Ormon	Technical Dir/AV Coordinator	4/30/2015	400.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	5/29/2015	105.00	Supplemental Pay	RD
Campus and Community Events	Sarah E. Thomas	Events Associate	4/15/2015	1,657.43	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	3/31/2015	2,494.65	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	4/30/2015	2,980.63	Supplemental Pay	RD
College Heights Herald	Jason P. Thompson	Manager, Advertising and Sales	5/29/2015	1,000.00	Supplemental Pay	RD
College Heights Herald	Charlotte Hill Turtle	Talisman Advisor	4/30/2015	320.00	Supplemental Pay	E&G
Comm Tech - Network Services	Jason Elyyuan Owen	Network Specialist	4/30/2015	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	3/31/2015	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	4/30/2015	1,800.00	Supplemental Pay	RD
Communication Disorders - NY	Janice S. Sandidge	Distance Learning Academic Adv	5/29/2015	480.00	Supplemental Pay	RD
Communication Technologies	Clinton David Barber	Comm Support Specialist	5/15/2015	480.00	Supplemental Pay	E&G
Communication Technologies	Donald Scott Fox	Network Engineer	5/29/2015	480.00	Supplemental Pay	E&G
Communication Technologies	Dereck Adam Keeling	Lead, Network Engineer	5/29/2015	480.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication Technologies	Jephtha L. Sumpter	Dir/Communication Tech	5/29/2015	480.00	Supplemental Pay	E&G
Dean CHHS	Samual Joseph Oldenburg	Coord, Tech & Communications	5/29/2015	150.00	Supplemental Pay	E&G
Distance Learning	Wren Allen Mills	DL Training Coordinator	5/29/2015	375.00	Supplemental Pay	RD
Dual Credit	Janey Cay Cline	Administrative Assistant	3/31/2015	800.00	Supplemental Pay	RD
Dual Credit	Adam Thomas Davis	Academic Outreach Specialist	4/30/2015	800.00	Supplemental Pay	RD
Dual Credit	Lindsey Anne Gilmore	Coord, Retention Applications	4/30/2015	800.00	Supplemental Pay	RD
Dual Credit	Tuesdi Leigh Helbig	Director	4/30/2015	1,500.00	Supplemental Pay	RD
Dual Credit	Brittney Denise Jones	Dual Credit Program Specialist	4/30/2015	800.00	Supplemental Pay	RD
Dual Credit	Elizabeth Grace Madariaga	Staff Counselor	4/30/2015	800.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	4/30/2015	800.00	Supplemental Pay	RD
Dual Credit	David Keith Powers	Coord, Workforce Development	4/30/2015	800.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	4/30/2015	800.00	Supplemental Pay	RD
Dual Credit	Jonathan Scott Wilburn	Academic Outreach Specialist	4/30/2015	800.00	Supplemental Pay	RD
Ed Leadership Doctoral Program	Martha Jane Sales	Director	3/31/2015	1,200.00	Supplemental Pay	E&G
Ed. Admin., Leadership & Research	Gayle Pearl	Office Coordinator	4/30/2015	450.00	Supplemental Pay	E&G
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	3/31/2015	750.00	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	4/30/2015	532.20	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	5/29/2015	75.00	Supplemental Pay	FDN
English	Anthony Wayne Gross	Residential Counselor	3/31/2015	300.00	Supplemental Pay	E&G
ETV Proposed Programming	Jeremy David Brown	Coord, Ath Com/Media Relations	3/31/2015	400.00	Supplemental Pay	RD
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	3/31/2015	1,000.00	Supplemental Pay	RD
ETV Proposed Programming	Elizabeth Jordan Gardner	Coordinator, Sport Clubs	3/31/2015	1,125.00	Supplemental Pay	RD
Family and Consumer Sciences	Lauri Faye Warden	Office Coordinator	3/13/2015	419.00	Supplemental Pay	E&G
Gatton Academy of Math and Science	Elizabeth Grace Madariaga	Staff Counselor	3/31/2015	250.00	Supplemental Pay	E&G
Girls Sweet 16	Tice Shay Edwards	Network Specialist	4/30/2015	60.00	Supplemental Pay	RD
Girls Sweet 16	Jason D Kelton	Network Specialist	4/30/2015	60.00	Supplemental Pay	RD
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	4/30/2015	2,000.00	Supplemental Pay	RD
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	5/29/2015	800.00	Supplemental Pay	RD
Health & Fitness Lab	Rachel Manning Goodman	Dir/Campus & Community Events	4/30/2015	96.00	Supplemental Pay	E&G
Housing & Residence Life	Oluwafaranni Gbemisiye Amusan	Residence Hall Director	5/29/2015	515.25	Supplemental Pay	Aux
Housing & Residence Life	Lisa M Brun	Residence Hall Director	5/29/2015	515.25	Supplemental Pay	Aux
Housing & Residence Life	Catherine Faye Denton	Residence Hall Director	5/29/2015	542.25	Supplemental Pay	Aux
Housing & Residence Life	Minnette Caroline Ellis	Coordinator, Apartment & LLC	4/30/2015	1,003.22	Supplemental Pay	Aux
Housing & Residence Life	Minnette Caroline Ellis	Coordinator, Apartment & LLC	5/29/2015	501.61	Supplemental Pay	Aux
Housing & Residence Life	Nikki Noel Eversole	Residence Hall Director	5/29/2015	542.25	Supplemental Pay	Aux
Housing & Residence Life	Samantha Mae Hartman	Residence Hall Director	5/29/2015	553.88	Supplemental Pay	Aux
Housing & Residence Life	Zachary Wayne Inman	Asst Residence Hall Director	4/30/2015	528.90	Supplemental Pay	Aux
Housing & Residence Life	Zachary Wayne Inman	Asst Residence Hall Director	5/15/2015	352.60	Supplemental Pay	Aux
Housing & Residence Life	Jeremy Michael Jenkins	Career Counselor	4/30/2015	750.30	Supplemental Pay	Aux
Housing & Residence Life	Jeremy Michael Jenkins	Career Counselor	5/29/2015	500.20	Supplemental Pay	Aux
Housing & Residence Life	Heather N. Thomas	Residence Hall Director	5/29/2015	576.75	Supplemental Pay	Aux
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	3/31/2015	500.00	Supplemental Pay	E&G
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	4/30/2015	500.00	Supplemental Pay	E&G
Intramural - Recreational Sports	Kathryn Doyle Steward	Asst Director/Health Education	5/29/2015	500.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Kentucky Museum	Summer C. Bolton	E-Commerce Associate	5/1/2015	175.00	Supplemental Pay	Grant
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	3/31/2015	132.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	4/30/2015	264.00	Supplemental Pay	E&G
Library Public Services	Krista Shartzter Steenberg	Senior Director of Development	5/29/2015	132.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	3/31/2015	890.57	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	4/30/2015	2,617.28	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	5/29/2015	681.00	Supplemental Pay	FDN
SACS	Candice Brenn Tope-Phillips	Staff Specialist/Events Coord	4/30/2015	500.00	Supplemental Pay	E&G
Sustainability	Jeffrey Alan Smith	Technical Dir/AV Coordinator	3/31/2015	400.00	Supplemental Pay	E&G
Teacher Services	Candace Renee Lee	Certification Officer	3/31/2015	192.00	Supplemental Pay	E&G
Teacher Services	Candace Renee Lee	Certification Officer	5/29/2015	288.00	Supplemental Pay	E&G
University Centers	William A. Elliott	Testing Specialist	3/31/2015	317.50	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	4/30/2015	85.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	3/31/2015	140.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	4/30/2015	200.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	5/29/2015	160.00	Supplemental Pay	Aux
Women's Tennis	Jonatan Berhane	Head Coach	5/29/2015	2,500.00	Supplemental Pay	E&G

* Funding Source Codes:

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

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

2015-16 AUDIT PLAN

REQUEST:

Approval of 2015-16 Audit Plan.

FACTS:

The Western Kentucky University Office of Internal Audit is responsible for preparing a fiscal year audit plan, which is approved by the Finance & Budget Committee on an annual basis. The fiscal year 2016 Audit Plan has been drafted and includes projects such as audits, management requested reviews, compliance reviews and continuous auditing projects. Internal Audit considers the risk assessment performed by Administrative Council members when determining projects to include on the Audit Plan. Also, the plan contains mandatory projects that occur annually.

BUDGETARY IMPLICATIONS:

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

RECOMMENDATION:

President Gary A. Ransdell recommends approval of the 2015-16 Audit Plan.

MOTION:

Approve the 2015-16 Audit Plan.

FY2016 Audit Plan										
Area	Process	Scope of Project	Type of Project	Month (B)	Year	Performed by: Internal / External	Internal	External	Total	Required Dollars External (A)
MANDATORY/ANNUAL PROJECTS										
Office of President	President's Travel and Entertainment Expenses	Review supporting documentation for the President's Annual Audit T&E and confirm they are in accordance with University policy	Annual Audit	August	2015	Internal	80	0	80	-
Athletics	NCAA Agreed Upon Procedures	Conduct a review of Athletic Events Ticket Revenue for the 2014-2015 athletic season for Football, Men's Basketball, Women's Basketball & Baseball. Conduct the review in accordance with the guidance detailed by NCAA Agreed Upon Procedures	Annual Agreed Upon Procedures	October	2015	Internal	60	0	60	-
Student Financial Aid	FISAP Report	Review supporting documentation of calculation provided by Finance & Administration	Annual Review	December	2015	Internal	20	0	20	-
Athletics	NCAA Football Ticket Sales Compliance	Perform an internal review of the Athletic Department's compliance with bylaw 20.9.7.3 of the NCAA Division I Manual.	Annual Compliance Review	January	2016	Internal	60	0	60	-
Finance & Administration	Certification of Revenue/Expenses, Special License Plates	Review supporting documentation of reconciliation provided by Finance & Administration	Annual Compliance Review	February	2016	Internal	5	0	5	-
Finance & Administration	Change Funds	Perform unannounced, random counts and verification of change funds around campus	Continuous Audit	N/A	2015-2016	Internal	80	0	80	-
Finance & Administration	Procurement Cards	Perform data analytics on transactions and select a sample for review against policy	Continuous Audit	N/A	2015-2016	Internal	200	0	200	-
RISK ASSESSMENT PROJECTS										
Academic Affairs	Lab Safety & EPA Compliance	Conduct an audit of the processes and procedures related to laboratory safety and EPA compliance	Audit	August	2015	Internal	80	0	80	-

DFM	Utility Billings	Conduct a process review related to utility billing reconciliations	Review	September 2015	Internal	40	0	40	-
Office of Research	IRB Compliance	Perform an audit of the policies and procedures related to IRB Compliance	Audit	October 2015	External/Internal	20	60	80	15,000
Student Affairs	WKU Campus Police Overtime	Perform an audit of the processes and procedures related to overtime within the WKU Campus Police Department	Audit	October 2015	Internal	80	0	80	-
Athletics	Ticket Box Office	Conduct an audit of the Ticket Box Office process and Audit procedures related to safekeeping of assets	Audit	November 2015	Internal	60	0	60	-
Finance & Administration	Payroll	Perform an audit of the current payroll department processes and controls related to student payroll, ghost employees, etc.	Audit	February 2016	Internal	80	0	80	-
Finance & Administration	Tuition Management System Collections & Electronic Deposits	Perform a walkthrough and document the interface between TMS and Banner. Document the process for reconciling the two systems	Audit	March 2016	Internal	60	0	60	-
Academic Affairs	WKU Farm	Perform a review related to farm procurement and construction procedures compared to University policies.	Management Review	April 2016	Internal	80	0	80	-
Finance & Administration	WKU Store	Perform a follow up audit of the WKU Store processes and procedures	Audit	May 2016	Internal	160	0	160	-

OTHER PROJECTS

Finance & Administration	Internal Audit Administration	Facilitate risk assessment, develop audit plan; supervise and direct WKU audit staff person, as needed; prepare for and attend meetings with SVP of Finance & Administration, Finance and Budget Committee, Board of Regents, and other meetings, as necessary; other administrative tasks to carry out CAE roles and responsibilities	N/A	July to June 2014-2015	Internal	1000	0	1000	-
Ad Hoc Requests	Ad Hoc Requests	TBD	TBD	TBD	TBD	350	20	370	5,000
						<u>2,515</u>	<u>80</u>	<u>2,595</u>	<u>20,000</u>
						(C)			

(A) Includes travel expenses (approximately 10% of fees)

(B) Dates are subject to change based on Grant Thornton availability

(C) Total budgeted hours for internal audit projects does not include hours for vacation, sick, holiday and training for current staff and new hire.

**2014-15 THIRD QUARTER STATEMENT OF
REVENUES AND EXPENDITURES**

REQUEST:

Accept for filing the 2014-15 Third Quarter Statement of Revenues and Expenditures.

FACTS:

Total realized Educational and General (E&G) revenue, as a percentage of the budget, was comparable to the third quarter revenue of 2013-14. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various revenue dependent programs. The amount of revenue and the timing of receipt vary, but program administrators know they must manage expenditures so as to not exceed receipts. It should be noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts, as a percentage of the budget, were comparable to third quarter revenues and expenditures of 2013-14. Revenues and expenditures for Auxiliary Enterprises are very similar to third quarter revenues and expenditures of 2013-14. At this point in the fiscal year, all revenues and expenses are at expected levels.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents accept for filing the 2014-15 Third Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2014-15 Third Quarter Statement of Revenues and Expenditures.

Western Kentucky University
Third Quarter 2015 - Statement of Revenues and Expenditures
For the period July 1, 2014 through March 31, 2015

	Revised Budget FY 2014-15	Actual 3rd Quarter Year-to-date	Percent of FY 2014-15 Revised Budget
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 192,555,000	\$ 182,296,339	94.7%
State Appropriations	\$ 72,649,400	\$ 58,119,500	80.0%
Other	\$ 26,627,600	\$ 24,033,821	90.3%
Net Assets Allocation *	\$ 31,720,910		
Total Unrestricted	<u>\$ 323,552,910</u>	<u>\$ 264,449,660</u>	
Restricted			
Grants and Contracts	\$ 61,382,000	\$ 53,990,141	88.0%
Net Assets Allocation	\$ 921,723		
Total Restricted	<u>\$ 62,303,723</u>	<u>\$ 53,990,141</u>	
Auxiliary Enterprises			
Revenue Sources	\$ 23,789,000	\$ 18,642,057	78.4%
Net Assets Allocation	\$ 124,180		
Total Auxiliary Enterprise	<u>\$ 23,913,180</u>	<u>\$ 18,642,057</u>	
Total Revenue	<u><u>\$ 409,769,813</u></u>	<u><u>\$ 337,081,858</u></u>	<u>82.3%</u>
Total Revenue Excluding Net Assets Allocation	<u><u>\$ 377,003,000</u></u>	<u><u>\$ 337,081,858</u></u>	<u>89.4%</u>
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 324,174,510	\$ 218,470,490	67.4%
Total Unrestricted	<u>\$ 324,174,510</u>	<u>\$ 218,470,490</u>	
Restricted			
Grants and Contracts	\$ 61,682,123	\$ 53,990,141	87.5%
Total Restricted	<u>\$ 61,682,123</u>	<u>\$ 53,990,141</u>	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 23,913,180	\$ 15,574,699	65.1%
Total Auxiliary Enterprises	<u>23,913,180</u>	<u>\$ 15,574,699</u>	
Total Expenditures	<u><u>\$ 409,769,813</u></u>	<u><u>\$ 288,035,330</u></u>	<u>70.3%</u>

* Unrestricted net assets allocation total includes \$16,603,000 Budgeted Net Asset Allocation (Carry Forward), \$1,762,576 encumbrance commitments from prior year, \$1,300,000 BOR approval for Science Campus Phase IV, and \$12,055,334 operating budget revisions approved by BOR January 23, 2015.

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



WKU[®]

Board of Regents

PRESIDENT'S REPORT

July 24, 2015

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

Project Name/PM	Scope	Budget	Source of Funds	Schedule	Status
Ogden College Construction and Renovation (DC)	This project will include: Ph I: demolition of Thompson Complex North Wing; Ph II: construction of a new science building to take the place of TCNW; and, Ph III: a renovation of Thompson Complex Center Wing. The new facility is scheduled for completion by 6/30/17 and the renovation will be complete by 6/30/18.	\$48,000,000	State Bond	Start: 10/1/14 Complete: 6/30/18	Phase I: TCCW Demo Complete Phase II: Design PH II Phase III: Design PH II
Parking Lot @ 1840 Russellville Road (DP)	In May, the property at 1840 Russellville Road was purchased and is now being developed into a 104 space park and ride lot. It will be complete for the beginning of the fall semester.	\$715,000	E&G	Start: 6/1/15 Complete: 8/17/15	Construction 10%
Gordon Wilson Hall Improvements (DFM) (DP)	Replacement of 1970's HVAC fan coils, unit ventilators and air handlers will be completed this summer. An emergency steam pipe leak under the building has been repaired. Damage to room 105 is being repaired due to the steam pipe leak, and the facility was tuckpointed this summer.	\$590,000	E&G	Start: 5/15/15 Complete: 8/17/15	80% Complete
Construct Parking Structure III (DP)	This project will construct a 500+ space parking garage on the Creason Lot. A request for consultant qualifications has been published and selection is expected in August.	\$10,000,000	Student Fee	Start: Fall 2015 Complete: Spring 2017	Request for Consultant Qualifications is Underway
Construct Honors College Facility (KO)	Construct 75,000 gsf Honors College Building to support Honors College, Office of Scholar Development, Navitas, Chinese Flagship and International Programs.	\$22,000,000	Agency Bonds	Start: 2/1/13 Complete: 8/21/15	Construction 85%



Project Name/PM	Scope	Budget	Source of Funds	Schedule	Status
Gatton Academy Expansion (KO)	The expansion of Florence Schneider Hall will expand the current Gatton Academy bed count from 120 to 200. In addition a new multipurpose meeting/conference room and additional administrative offices for The Gifted Studies program and Gatton Academy are planned. This project will add approximately 17,000 square feet and renovate 9,000 square feet of the existing building.	\$10,000,000	Private Funds	Start: 4/1/14 Complete: 7/31/16	Construction 10%
Construct Confucius International Facility (KO)	This project will construct a 7,000 square foot facility on Normal Drive adjacent to the new Honors College and International Center. It will support the Confucius Institute with additional gallery, classroom, office and multiuse space.	\$2,300,000	Private Funds	Start: 9/21/15 Complete: 9/1/16	Design-Build Selection Process Underway
High Voltage Phase VIII (Bj)	The High Voltage Phase VIII project includes changing the Kentucky Building, Rodes Harlin Hall, and Parking Structure #1 to the new 12,470 volt primary electrical distribution system.	\$1,200,000	E&G	Start: 11/1/14 Complete: 8/17/15	Construction 70%
WKU-Community Bikeway (Bj)	Develop a network of bicycle and pedestrian facilities that connects area schools, parks and shopping areas to low- and medium-density residential neighborhoods and residence halls. This project is funded by an equally shared Federal Grant with the City of Bowling Green. WKU is Section I and BGKY is Section II. This project is being coordinated with the Downing University Center renovation.	\$1,111,500	Federal Grant	Start: 12/01/11 Complete: 8/15/14 City Section: TBD	WKU Section I: Complete BG City Section II: Phase B



Project Name/PM	Scope	Budget	Source of Funds	Schedule	Status
Renovate Academic Complex PH II (JP)	This phase of the renovation of Academic Complex will renovate Allied Health office suites and the Dental Hygiene lab and clinic.	\$1,200,000	E&G	Start: 12/02/14 Complete: 8/21/15	Construction 70%
Renovate Garrett Conference Center (JP)	Garrett Conference Center second floor at 17,000 square feet, will be renovated for Academic Affairs-Division of Extended Learning and Outreach (DELO) to support collaboration, testing, faculty development, distance learning instruction and administration. This will allow DELO to improve support to faculty members and students while providing the infrastructure and technology to advance distance education at WKU.	\$3,200,000	E&G	Start: TBD Complete: TBD	Design Phase A
Renovation Projects (ALL)	Renovation projects in process, currently totaling 202. 119 are funded @ \$2,449,623 and active, 49 are estimated @ \$742,242 and awaiting customer approval to proceed, and 34 are being evaluated.	\$3,327,616	E&G	Various	Various
		\$103,644,116			

PROJECT MANAGER LEGEND:

(BR) - Bryan Russell
 (BJ) - Ben Johnson
 (KO) - Kerra Ogden
 (DFM) - Facilities Management
 (AC) - Alfonso Casana
 (JP) - Jed Peterson
 (DC) - Dan Chaney
 (DP) - Debbie Pace
 (TH) - Tiffany Hayes
 (DFM) - Facilities Management

**MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY**

July 24, 2015

- **CALL TO ORDER**

Required statutory notice having been given, the third quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western Kentucky University campus. The meeting was called to order by outgoing Chair, Mr. J. David Porter, at approximately 9:00 a.m., (CDT).

- **INSTALLATION OF OFFICERS**

Outgoing Chair, Mr. J. David Porter, installed the newly elected officers of the Board for 2015-16:

Mr. Frederick A. Higdon, Chair
Dr. Melissa B. Dennison, Vice Chair
Ms. Cynthia Harris, Secretary

- **OATH OF OFFICE**

The Constitutional Oath of Office was administered by Chair Frederick A. Higdon to Dr. Tamela W. Smith, Staff Regent, from Bowling Green. President Gary A. Ransdell presented Dr. Smith with the official Regent's pin which was designed specifically for members of the Board.

- **SPECIAL RECOGNITIONS / COMMENTS**

President Gary A. Ransdell presented Regent J. David Porter with a gift of appreciation for his time served as Chair of the Board from 2013-2015.

President Gary A. Ransdell presented Regent Nicki Taylor with a gift of appreciation for her time served as Student Regent on the Board from 2014-2015.

• **ROLL CALL**

The following Regents were present, representing a quorum of the Board:

Mr. Frederick A. Higdon, Chair	Mr. J. David Porter
Dr. Melissa B. Dennison, Vice Chair	Mr. John W. Ridley
Dr. Phillip W. Bale	Dr. Tamela W. Smith, Staff Regent
Dr. Barbara G. Burch, Faculty Regent	Ms. Nicki Taylor, Student Regent
Ms. Cynthia Harris, Secretary	Mr. Laurence J. Zielke
Mr. Gillard B. Johnson III	

Others in attendance included the following:

Dr. Gary A. Ransdell, President
Mr. Howard Bailey, Vice President for Student Affairs
Dr. Randy Capps, Parliamentarian
Dr. A. Gordon Emslie, Provost and Vice President for Academic Affairs
Mr. Gordon Johnson, Chief Information Technology Officer
Ms. Julia McDonald, Assistant to the President for Board & Executive Relations
Ms. Ann Mead, Senior Vice President for Finance & Administration
Mr. Bryan Russell, Chief Facilities Officer
Mr. Todd Stewart, Director of Athletics
Ms. Robbin Taylor, Vice President for Public Affairs
Ms. Deborah T. Wilkins, General Counsel

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting to members of the Board.

• **APPROVAL OF MINUTES**

The minutes of the following meetings were presented for adoption

- Second Quarterly Meeting – April 24, 2015
- Special Budget Meeting – June 26, 2015

MOTION

Motion to approve the minutes of the Second Quarterly Meeting held on April 24, 2015, and the Special Budget Meeting on June 26, 2015, was made by Regent Laurence J. Zielke and seconded by Regent J. David Porter.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

Page numbers reflect where the items are located in the meeting agenda book.

CONSENT AGENDA STATEMENT:

Chair Higdon announced that the Committees of the Board met on June 26, 2015, and discussed each item on their respective agendas with the exception of item EX-4 and EX-5. These two items are exempt from the consent agenda and shall be discussed and voted on separately.

ACADEMIC AFFAIRS COMMITTEE – ACTION ITEM

Regent Phillip Bale stated that item AA-1 was discussed in detail at the June 26 committee meeting. If there are no objections, we will proceed to vote. There were no objections.

AA-1 Approval of Faculty Emeriti Appointments [p 1]

MOTION

Motion to approve item AA-1 was made by Regent Barbara Burch and seconded by Regent Laurence Zielke.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

ACADEMIC AFFAIRS COMMITTEE – INFORMATION ITEM

- Dr. Audra Jennings presented information to the Board regarding the WKU Scholar Development program.
-

EXECUTIVE COMMITTEE – ACTION ITEMS

Chair Higdon stated that action items EX-1 through EX-3 were discussed at the June 26 committee meeting and requested that these items be a combined vote as consent items. There were no objections.

Items EX-4 and EX-5 were not presented at the June 26 committee meeting and were discussed and voted on separately.

EX-1 Approval of Revisions to the Faculty Transitional Retirement Program Policy [pp 1-2]

EX-2 Approval of Athletic Employment Contract – Mr. John Pawlowski [p 3 & attached contract]

EX-3 Approval of Addendum to Athletic Employment Contract – Mr. Erik Jenkins
[p 4 & attached contract]

MOTION

Motion to approve items EX-1 through EX-3 was made by Regent Laurence Zielke and seconded by Regent Phillip Bale.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

EX-4 Resolution of Appreciation in Honor of Mr. James Kennedy [p 5 and attached Resolution]

MOTION

Motion to approve item EX-4 was made by Regent Laurence Zielke and seconded by Regent Tamela Smith.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

EX-5 Authorization to Sell Land to Five Star Properties, LLC [pp 6-7]

MOTION

Motion to approve item EX-5 was made by Regent Laurence Zielke and seconded by Regent Barbara Burch.

COMMENTS/DISCUSSION

Regent Taylor: My only concern is the loss of parking spaces and I think you need to get word out to the students as soon as possible regarding the parking changes that will be involved in that location.

Regent Zielke: Is there any reason why the lease is not included in the action item?

President Ransdell: We typically do not bring leases to the Board, but we can include that.

AMENDED MOTION

Regent Laurence Zielke requested to amend the motion to approve the sale of approximately .64 acres located between Kentucky and Adams Streets to Five Star Properties, LLC for \$600,000, including the lease agreement.

SECOND

The amended motion was seconded by Regent Phillip Bale.

VOTE / ACTION TAKEN

Approved with majority of votes / Regent Gil Johnson abstained Not Approved
Other _____

FINANCE AND BUDGET COMMITTEE – ACTION ITEMS

Regent John Ridley stated that all Finance & Budget agenda items were discussed in detail at the June 26 committee meeting. Are there any items anyone wishes to remove for further discussion? With no objections, we will proceed to vote on agenda items FB-1 through FB-4 as consent items.

FB-1 Authorization to Allow for “Buy it Now” Sales of Surplus Property (Non-Real Estate) [p 1]

FB-2 Approval of Personnel Actions [p 2 and attached reports]

- Faculty [pp F1-F14]
- Staff [pp S1-S16]

FB-3 Approval of the 2015-16 Audit Plan [pp 3-5]

FB-4 Acceptance for Filing the 2014-15 Third Quarter Statement of Revenue & Expenditures [pp 6-7]

MOTION

Motion to approve items FB-1 through FB-4 was made by Regent Laurence Zielke and seconded by Regent Gil Johnson.

VOTE / ACTION TAKEN

Approved Not Approved Other _____

PRESIDENT'S REPORT – INFORMATION ITEMS

- The Athletics Year-End Report was provided by Mr. Todd Stewart.
 - The Development and Alumni Relations Year-End Report was provided by Mr. John Paul Blair.
 - The Construction Progress Update / Summer Projects Report were provided by Mr. Bryan Russell.
 - The Media Year-End Report was provided by Ms. Robbin Taylor.
 - The Research Year-End Report was provided by Provost Gordon Emslie.
-

OTHER BUSINESS

Chair Higdon announced the appointment of an advisory committee through the Finance and Budget Committee to review faculty and staff compensation.

Chair Higdon distributed the 2015-16 Board committee appointments and meeting schedule.

Chair Higdon requested Regents to make note of the calendar dates listed below:

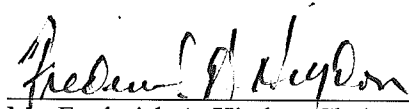
- Opening Convocation – **August 21 at 8:00 a.m. (Van Meter Auditorium)**
 - Committee Meetings – **September 25 at 9:00 a.m.**
 - Governor's Conference on Postsecondary Education Trusteeship – **September 28-29 (Lexington, KY)**
 - Fourth Quarterly Meeting – **October 23 at 9:00 a.m.**
 - Homecoming – **November 7**
 - Committee Meetings – **December 11 at 1:30 p.m.**
 - Commencement – **December 12 at 9:30 a.m. / 2:00 p.m. (Diddle Arena)**
-

ADJOURNMENT


With no further business, Chair Higdon adjourned the meeting at approximately 12:05 p.m. (CDT).

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the third quarterly meeting held July 24, 2015, in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).



Mr. Frederick A. Higdon, Chair
WKU Board of Regents
Approved on 10/23/15



Ms. Cynthia Harris, Secretary
WKU Board of Regents
Approved on 10/23/15