



Board of Regents

FIRST QUARTERLY MEETING

January 27, 2017 ~ 9:00 a.m. (CST)

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



WESTERN KENTUCKY UNIVERSITY
Board of Regents ~ First Quarterly Meeting
January 27, 2017 – 9:00 a.m. (CST)
Mass Media & Technology Hall ~ Cornelius A. Martin Regents Room

AGENDA

- Call to Order (*Mr. Frederick A. Higdon*)
 - Roll Call (*Ms. Cynthia Harris, Secretary*)
 - Approval of Minutes
 - Fourth Quarterly Meeting ~ October 28, 2016
 - Special Called Meeting ~ January 8-9, 2017
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1. ACADEMIC AFFAIRS (*Dr. Phillip W. Bale*)

Action Items:

- AA-1 Approval of Education Specialist Degree (EdS) – Gifted Education and Talent Development [pp 1-20]
 - AA-2 Approval of Advanced Behavioral Management Graduate Certificate [pp 21-26]
 - AA-3 Approval of College and Career Readiness Graduate Certificate [pp 27-33]
 - AA-4 Approval of Sabbatical Leaves [pp 34-35]
 - AA-5 Approval of Faculty Emeriti Appointments [p 36]
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2. EXECUTIVE (*Mr. Frederick A. Higdon*)

Action Item:

- EX-1 Approval of Naming Designated Rooms / Areas [pp 1-2]

Information Item:

- Capital Project Priorities / 5-years (*Mr. Bryan Russell*)
-

3. FINANCE AND BUDGET (*Mr. Gillard B. Johnson III*)

Action Items:

- FB-1 Acceptance of the Auditor's Report and Financial Statements for Fiscal Year Ended June 30, 2016 [pp 1-2 and attached reports]
- FB-2 Approval of the 2016-17 Operating Budget Revisions [pp 3-6]
- FB-3 Approval of Personnel Actions [p 7 and attached reports]
 - Faculty [pp F1-F20]
 - Staff [pp S1-S13]
- FB-4 Acceptance of the First Quarter Statement of Revenue and Expenditures [pp 8-9]

Information Items:

- Competitive Bidding Process (*Ms. Ann Mead*)
- Student Financial Assistance (*Ms. Cindy Burnette*) [p 10]

4. OTHER BUSINESS (*Mr. Frederick A. Higdon*)

- Naming of the Honors College at WKU (*President Gary A. Ransdell*) [p 1]
- Athletic Employment Contract - Michael Sanford (*Mr. Todd Stewart*) [p 2 and attached Contract]
- Proposed Bylaw Amendments - First Reading (*Mr. J. David Porter*) [p 3 and attached Bylaws]
- Consideration of Presidential Appointment and Related Contract (*Dr. Phillip W. Bale, Chair of Presidential Search Committee*)

5. ANNOUNCEMENTS (*Mr. Frederick A. Higdon*)

- March 24 ~ Committee Meetings
- April 28 ~ Second Quarterly BOR Meeting
- May 12-13 ~ Commencement

6. ADJOURN



Board of Regents

2016-2017 Committee Membership

EXECUTIVE COMMITTEE

Mr. Frederick A. Higdon, Chair
Mr. Gillard B. Johnson, III, Vice Chair
Dr. Phillip W. Bale
Mr. John W. Ridley

ACADEMIC AFFAIRS COMMITTEE

Dr. Phillip W. Bale, Chair
Dr. Barbara G. Burch
Ms. Cynthia Harris
Mr. Jay Todd Richey
Dr. Tamela W. Smith

FINANCE AND BUDGET COMMITTEE

Mr. Gillard B. Johnson III, Chair
Dr. Barbara G. Burch
Ms. Julie A. Hinson
Mr. Jason L. McKinney
Mr. J. David Porter
Mr. John W. Ridley

STUDENT AFFAIRS COMMITTEE

Mr. John W. Ridley, Chair
Ms. Cynthia Harris
Mr. J. David Porter
Mr. Jay Todd Richey
Dr. Tamela W. Smith

September 23, 2016



WKU[®]
Board of Regents

ACADEMIC AFFAIRS

January 27, 2017

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

**EDUCATION SPECIALIST DEGREE
GIFTED EDUCATION AND TALENT DEVELOPMENT**

REQUEST: Approval of a Specialist in Education (EdS) in Gifted Education and Talent Development offered through the School of Teacher Education in the College of Education and Behavioral Sciences.

FACTS: The proposed Specialist Degree in Gifted Education and Talent Development is planned for individuals who have earned a master's degree and want to specialize in gifted education as they pursue further graduate work. Those who complete this degree program may be eligible for a recommendation for Rank I and may earn eligibility for The Gifted and Talented Education Endorsement through the Kentucky Education Professional Standards Board (KE37) if the practicum is built into the program. The program will prepare candidates for teaching in elementary, middle, or high school settings; teaching in postsecondary settings; continuing graduate work toward a doctorate in gifted education and talent development; and/or other careers that involve a strong background in gifted education and talent development.

Western Kentucky University is the ideal place to offer the Specialist Degree in Gifted Education and Talent Development. The twelve-graduate-hour sequence leading to Gifted Endorsement has been offered at WKU each year since 1984 when the endorsement was first required of Kentucky educators working with gifted students. The MAE in Gifted Education and Talent Development was approved in May 2015. Since the graduate courses are currently offered, more faculty resources are not needed to implement the Specialist Degree in Gifted Education and Talent Development. WKU is home to the Center for Gifted Studies, which is celebrating its 35th year in 2016. It is one of the major centers for gifted education in the United States, and it also offers international involvement in the gifted education community. The Center for Gifted Studies was instrumental in creating The Carol Martin Gatton Academy of Mathematics and Science in Kentucky and in having The Gatton Academy located on the WKU campus. Two gifted organizations are located with The Center for Gifted Studies at Western Kentucky University. The Kentucky Association for Gifted Education has been housed in The Center for Gifted Studies since 1990. In January 2011, the international headquarters of the World Council for Gifted and Talented Children relocated from the University of Winnipeg to WKU, and recently the Executive Committee of the World Council voted to extend that contract for five more years to 2021. The 20th Biennial World Conference of the World Council for Gifted and Talented Children was held in Louisville August 10-14, 2013, with The Center for Gifted Studies leading the planning and providing support. Given WKU's international impact on Gifted Education and Talent Development, extending our offerings to an advanced graduate degree will only add to the impact.

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE: Implementation date will be Fall 2017. This program requires no additional faculty, as current faculty will offer courses on a rotating basis.

RECOMMENDATION: President Gary A. Ransdell recommends approval of the Specialist in Education (EdS) in Gifted Education and Talent Development.

MOTION: Approval to establish Specialist in Education (EdS) in Gifted Education and Talent Development.

**College of Education and Behavioral Sciences
Education Specialist Degree
Gifted Education and Talent Development**

Contact Person: Dr. Julia Roberts

A. Identification of program:

- 1.1 Program title: Gifted Education and Talent Development
- 1.2 Degree Type: Education Specialist Degree
- 1.3 Classification of Instructional Program Code (CIP): 13.1004

B. Centrality to the Institution's Mission and Consistency with State's Goals

A program will adhere to the role and scope of the institution as set forth in its mission statement and as complemented by the institution's academic plan.

1. List the objectives of the proposed program.

The global objective of the Specialist Degree in Gifted Education and Talent Development is to prepare leaders who understand and implement strategies, procedures, and policies that allow children and youth with gifts and talents to achieve their potentials and to provide in-depth learning experiences to develop expertise in gifted education and talent development.

Individuals who earn the Specialist Degree in Gifted Education and Talent Development will provide evidence of achieving the following National Association for Gifted Children (NAGC) K-12 Programming Standards:

- 1) Learning and Development: Educators, recognizing the learning and developmental differences of students with gifts and talents, promote ongoing self-understanding, awareness of their needs, and cognitive and affective growth of these students in school, home, and community settings to ensure specific student outcomes.
- 2) Assessment: Educators provide information about identification, learning progress and outcomes, and evaluation of programming for students with gifts and talents in academic areas, creativity, leadership, the visual and performing arts as well as intellectual giftedness.
- 3) Curriculum Planning and Instruction: Educators apply the theory and research-based models of curriculum and instruction related to students with gifts and talents and respond to their needs by planning, selecting, adapting, and creating culturally relevant curriculum and by using a repertoire of evidence-based instructional strategies to ensure specific student outcomes.
- 4) Learning Environments: Educators design learning environments that foster personal and social responsibility, multicultural competence, and interpersonal and technical communication skills for leadership in the 21st century to ensure specific student outcomes.
- 5) Programming: Educators are aware of empirical evidence regarding (a) the cognitive, creative, and affective development of learners with gifts and talents, and (b) programming that meets their concomitant needs. Educators use this expertise systematically and collaboratively to develop, implement, and effectively manage comprehensive services for students with a variety of gifts and talents to ensure specific student outcomes.

6) Professional Development: All educators (administrators, teachers, counselors, and other instructional support staff) build their knowledge and skills using the NAGC-CEC Teacher Standards for Gifted and Talented Education and the National Staff Development Standards. They formally assess professional development needs related to the standards, develop and monitor plans, systematically engage in training to meet the identified needs, and demonstrate mastery of standards. They access resources to provide for release time, funding for continuing education, and substitute support. These practices are judged through the assessment of relevant student outcomes..

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

The following is WKU's mission statement:

WKU prepares students of all backgrounds to be productive, engaged, and socially responsible citizen leaders of a global society. The University provides research, service and lifelong learning opportunities for its students, faculty, and other constituents. WKU enriches the quality of life for those within its reach.

The proposed programs will address WKU's strategic goal 1: Foster Academic Excellence. Educators pursuing the Specialist Degree in Gifted Education and Talented Development will study and implement strategies that prepare educators to address the needs of children and young people to learn at the highest levels. It will address Objective 1.4: Promote research, creative and scholarly activity by faculty and students since this objective will be central to the Ed.S. All graduates with the Specialist Degree in Gifted Education and Talent Development will complete a thesis. Objective 1.5: Prepare students for lifelong learning and success. This objective relates to this program as the graduates will be increasing the expertise of teachers at all levels as they specialize in content and strategies to address the needs and promote the learning of children and young people with gifts and talents. Strategic Goal 2.1: Enhance the diversity and international profile of faculty, staff, and student populations relates to international students and international experiences of faculty and students. Expertise in gifted education is highly valued by governments in other countries. Since the international headquarters of the World Council for Gifted and Talented Children is located at WKU, the new program will attract international students interested in pursuing graduate study in gifted education. The presence of the headquarters also adds opportunities for educators enrolled in the Ed.S. to interact with and learn about gifted education in various countries around the world. Faculty teaching in the Ed.S. program engage in international exchanges and travel experiences as well as participate in conferences around the world.

3. Explain how the proposed program addresses the state's postsecondary education strategic agenda.

The 2016-2021 statewide agenda for the Council for Postsecondary Education has the vision that "Kentucky will experience greater prosperity and a higher quality of life through increased educational attainment, workforce readiness, research and innovation." The agenda projects the impact that "Kentucky will be stronger by training a globally competitive, entrepreneurial workforce; educating an engaged, informed citizenry; improving the health and well-being of families; and producing new research and discoveries that fuel job creation and economic growth."

Students who matriculate through this program will improve teacher excellence by increasing their skills and knowledge to address the needs of children with gifts and talents. The required research component will require graduate students to design and implement research that may impact the Commonwealth by increasing the knowledge base for Gifted Education and Talent Development in Kentucky and beyond. The convenient online learning environment of courses in the program will allow students across the state and outside state borders to access the program.

The Specialist Degree in Gifted Education and Talent Development will impact all of the students in grades K-12 that the graduates with the Specialist Degree in Gifted Education and Talent Development teach, counsel, and lead. The overall difference this Specialist Degree program will have on children and young people in Kentucky and beyond is that it will increase the success these students experience in their work, life, and communities. The end- result will be beneficial for Kentucky and in line with the *Stronger by Degree: A Plan to Create a More Educated & Prosperous Kentucky*.

Kentucky's Unbridled Future Strategic Economic Development Plan, January 2012 states, "Kentucky should begin the process of creating intellectual capacity in the industries that will provide the jobs moving forward in the 21st Century" (p. 51). Developing intellectual capacity begins early with children, and Kentucky needs educators who understand children and young people with gifts and talents and who have strategies and conceptual understanding to develop the innovative capabilities and creative potential of these children and young people. A priority of the report is to "create an entrepreneurial culture" (p. 52).

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

The proposed EdS in Gifted Education and Talent Development reflects the statewide postsecondary education 2011-2015 strategic agenda, *Stronger by Degrees*, in a number of ways. The proposed Specialist degree program contributes toward the vision that all Kentuckians will be prepared to succeed in a global economy by addressing multiple policy objectives from the *Stronger by Degrees* document. In general, the program will improve teacher preparation, with a focus on teachers of advanced learners, which may improve college and career readiness; student success; research, economic, and community development; and enhance efficiency and innovation of the existing

university programs. The manner in which the proposed program addresses these policy objectives is described in more detail as follows:

This proposed Specialist Degree in Gifted Education and Talent Development will align with the following performance metrics: New Teacher Excellence, Degrees and Credentials conferred, Research and development funding, and Online learning. Students who matriculate through this program will improve teacher excellence by increasing their skills and knowledge to address the needs of children with gifts and talents. The required research component will require graduate students to design and implement research that may impact the Commonwealth by increasing the knowledge base for Gifted Education and Talent Development in Kentucky and beyond. The convenient online learning environment of courses in the program will allow students across the state and outside state borders to access the program.

C. Program Quality and Student Success

The curriculum should be structured to meet the stated objectives and student learning outcomes of the program.

1. The learning outcomes of the Gifted Education and Talent Development program are as follows:
 - Demonstrate understanding of the foundations of the field of gifted education, including theories, models, research, laws and policies, and diverse points of view on issues.
 - Demonstrate respect for children as unique individuals, including the characteristics of children with gifts and talents and concomitant needs.
 - Demonstrate understanding of the effects that gifts and talents can have on learning in school as well as throughout a lifetime.
 - Demonstrate a repertoire of evidence-based curriculum and instructional strategies to differentiate instruction for children and young people with gifts and talents.
 - Actively create learning environments that foster cultural understanding, active engagement in learning, and positive social interactions for individuals with gifts and talents.
 - Demonstrate understanding of the role of language and communication in talent development and conditions that facilitate and hinder such development.
 - Plan and implement curriculum and instruction that addresses the needs (often created by the strengths) of learners with gifts and talents.
 - Plan and use assessment to identify and place children with gifts and talents, tailor instruction to address their needs, and assess learning progress.
 - Demonstrate professional and ethical standards as they guide growth in individuals with gifts and talents and encourage lifelong learning.
 - Demonstrate ability to collaborate with families, other educators, and related service providers to ensure learning and well-being of children and young people with gifts and talents.

2. Explain how the curriculum achieves the program-level student learning outcomes by describing the relationship between the overall curriculum or the major curricular components and the program objectives.

In order to show progression in mastery level, the following table includes the relationship between student mastery of learning outcomes and the courses. Three levels of preparation are Introductory (I), Developing (D), and Mastery (M).

The objectives of the Specialist Degree in Gifted Education and Talent Development are to prepare leaders who understand and implement strategies, policies, and procedures that allow children to:

- Demonstrate understanding of the foundations of the field of gifted education, including theories, models, research, laws and policies, and diverse points of view on issues. Courses include GTE 536 (I/D), PSY 432G (I/D), GTE 539 (D/M), GTE 540 (D/M), GTE636 (M), and GTE 637 (M).
- Demonstrate respect for children as unique individuals, including the characteristics of children with gifts and talents and concomitant needs. Courses include GTE 536 (I/D), PSY 432G (I/D), GTE 636 (D/M), and GTE 637 (D/M).
- Demonstrate understanding of the effects that gifts and talents can have on learning in school as well as throughout a lifetime. Courses include GTE 536 (I), PSY 432G (D/M), GTE 636 (D/M), and GTE 637 (D/M).
- Demonstrate a repertoire of evidence-based curriculum and instructional strategies to differentiate instruction for children and young people with gifts and talents. Courses include GTE 537 (I, D, M) and GTE 636 (D, M).
- Actively create learning environments that foster cultural understanding, active engagement in learning, and positive social interactions for individuals with gifts and talents. Courses include GTE 537 (I, D), PSY 432G (I, D, M), GTE 539 (D, M), and GTE 540 (D, M).
- Demonstrate understanding of the role of language and communication in talent development and conditions that facilitate and hinder such development. Courses include GTE 536 (I) and GTE 537 (D, M).
- Plan and implement curriculum and instruction that addresses the needs (often created by the strengths) of learners with gifts and talents. Courses include GTE 537 (I, D), GTE 539 (D, M), and GTE 540 (D, M).
- Plan and use assessment to identify and place children with gifts and talents, tailor instruction to address their needs, and assess learning progress. Courses include GTE 537 (I/D), GTE 539 (D/M), and GTE 540 (D/M).
- Demonstrate professional and ethical standards as they guide growth in individuals with gifts and talents and encourage lifelong learning. Courses include GTE 536 (I), PSY 432G (I), GTE 539 (D), GTE 540 (D), GTE 636 (M), and GTE 637 (M).and youth with gifts and talents to

achieve their potentials and to provide in-depth learning experiences to develop expertise in gifted education and talent development.

3. Highlight any distinctive qualities of this proposed program.

One distinctive quality of the Specialist Degree in Gifted Education and Talent Development is that it offers an additional degree to prepare professionals with advanced coursework in gifted education. In lieu of working solely toward a change in rank or a Rank I, educators who have earned a master's degree can earn an advanced degree in their area of specialization and also reach Rank I status.

Another distinctive quality is that the Specialist Degree in Gifted Education and Talent Development builds on a 35-year history at WKU, offering coursework in gifted education and programming for children and young people who are gifted and talented. The degree highlights the extensive programming for gifted students and educators available on WKU's campus through The Center for Gifted Studies, The Gatton Academy for Mathematics and Science in Kentucky, the World Council for Gifted and Talented Children, and the Kentucky Association for Gifted Education.

Dr. Julia Link Roberts is the founding director of The Center for Gifted Studies as well as the current Executive Director of The Center. Dr. Roberts was named the Mahurin Professor of Gifted Studies at WKU in 2003 and the Executive Director of The Carol Martin Gatton Academy of Mathematics and Science in Kentucky in 2007. In 2004, Dr. Roberts was included in Profiles of Influence in Gifted Education as one of the 55 most influential people in gifted education. She is the current president of The Association for the Gifted, a division of the Council for Exceptional Children, and one of seven elected members of the Executive Committee and treasurer of the World Council for Gifted and Talented Children. In 2015, Dr. Roberts received the Palmarium Award at the University of Denver, the Honorary Alumni Award from the College of Education at the University of Missouri, the Distinguished Educator Award from the Kentucky Association of Teacher Educators, and the Woman of Achievement recognition by the Warren County Human Rights Commission. In 2012, Dr. Roberts was recognized with the Acorn Award as the outstanding professor at a four-year college or university in Kentucky.

4. Will this program replace or enhance any existing program (s) or concentration (s) within an existing program?

No, the EdS will not replace a program but rather it will enhance the exiting graduate offerings in the School of Teacher Education at WKU and in the Commonwealth of Kentucky. Students may earn an endorsement in Gifted Education and Talent Development in the Master of Arts in Education GTE program, however, this program is for those who desire advanced study and may not necessarily be seeking Kentucky Endorsement for GTE such as those in non-formal educator roles.

5. Include the projected faculty/student in major ratio.

One to ten or twelve

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

Yes, the entire professional unit (e.g., all education-related programs) is currently accredited under the CAEP umbrella and will go through the review process in Spring

2018. The specialized accrediting agency for gifted education is CAEP, using the 2013 NAGC/CEC Teacher Preparation Standards in Gifted Education.

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

See Appendix 1 for Faculty Roster.

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

The library maintains a collection to support the School of Teacher, which includes materials for the Ed.S. in Gifted Education and Talent Development program. Additionally, the Educational Resources Center (also known as the ERC or Ed Center) is a campus branch library that supports the faculty, staff, and students of the College of Education and Behavioral Sciences, with significant resources for the School of Teacher Education. The collection contains educational methodology books, K-12th grade textbooks, curriculum guides, audio-visual curriculum materials, and an extensive collection of children's and young adult books. Acquisitions for the programs in Gifted Education and Talent Development program will amount to \$1,000 per year, and this amount will support the program sufficiently. Current monograph holdings are adequate, and reference collections are current. Sample searches on pertinent topics revealed an adequate collection of monographs. The Libraries has a substantial DVD collection and offers a Writing Center.

- b. Describe the physical facilities and instructional equipment available to support this program.

The School of Teacher Education is located in a new building, Gary A. Ransdell Hall, with classrooms equipped with computers, Internet access, projectors, and document cameras. There are rooms for graduate student offices and for lab space. Additional resources include two computer classrooms and full-time support personnel to assist with all technology.

Florence Schneider Hall is the home of The Carol Martin Gatton Academy of Mathematics and Science in Kentucky and The Center for Gifted Studies. This building was renovated prior to the opening of The Gatton Academy in 2007. Florence Schneider Hall had a \$11 million expansion and reopened in the fall of

2016. With the expansion, the capacity increased to accommodate 200 Gatton Academy students and add the Great Room to allow the students and staff to gather in one setting for seminars, speakers, and special occasions.

9. Clearly state the admission, retention, and completion standards designed to encourage high quality.

Admission requirements are having a master's degree from an accredited institution of higher education or an equivalent international institution of higher education. The applicant must have a 3.0 grade-point-average in the Master's program.

Retention: Advising sessions, making connections, conferences, and campus events will be used to keep graduate students interested in continuing in the graduate program. Throughout the calendar year, faculty will be available to advise students. Connections will be made through phone calls, emails, and face-to-face time together at conferences, professional development opportunities, and other events with a focus on gifted education.

Completion: The graduate student must successfully defend a thesis or specialist project and maintain a 3.0 grade-point-average.

10. Clearly state the degree completion requirements for the program.

Consistent with university policy, graduate students must evidence a cumulative GPA of 3.0 and finish their degree within six years of initial enrollment after taking the first course. In addition, there are program requirements that serve to ensure that students are successfully attaining program knowledge and outcomes. Graduate students must complete a specialist project and have a successful oral defense of the project in order to earn the Ed. S. degree in Gifted Education and Talent Development.

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

- a. Total number of hours required for degree: 30
- b. Number of hours in degree program core: 30
- c. Number of hours in in concentration: 0
- d. Number of hours in guided electives: 0
- e. Number of hours in free electives: 0

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

A graduate student could transfer in the 12 graduate hours earned on the endorsement in gifted education unless they have previously been incorporated into a master's degree program or another degree program. If that is the case, the graduate student could add electives in lieu of those hours.

13. List courses under the appropriate curricular headings.

See Appendix 2 for list of courses with descriptions and required information.

14. Describe planned alternative methods of program delivery involving greater use of technology, distance education, and/or accelerated degree designs, to increase efficiency, better address student educational and workforce needs, and maximize student success, for both traditional and non-traditional students.

The program will utilize alternative learning formats along with distance learning options. The alternative mode of delivery will primarily be online; however, the practicum (if taken) is an on-campus experience. The option remains to have classes that are offered in a face-to-face format, and that arrangement would be available for a cohort.

D. Program Demand/Unnecessary Duplication:

1. Student demand: Clearly describe all evidence of student demand, typically in the form of surveys of potential students and/or enrollments in related programs at the institution.
 - a. Provide evidence of student demand at the regional, state, and national levels.

There are needs for educators to develop expertise in gifted education and talent development and for improved services for children with gifts and talents. Gifted children have constituted a category of exceptional children in Kentucky since 1990 and the passage of the Kentucky Education Reform Act (KRS 157.200). National reports call for the development of gifts and talents among children and youth in the U.S. *Mind the (Other) Gap* (2010) and *Talent on the Sidelines: Excellence Gaps and America's Persistent Talent Underclass* (2013) described the excellence gap in the U.S. These reports cited the low percentages of children reaching advanced levels of achievement and highlighted that not enough children in any of the gap groups (using NAEP data) reach the advanced level to make two percent of the school-age population in each of the groups currently examined as gap groups. A report by the Jack Kent Cooke Foundation entitled *achievementtrap* (2007) described students from low-income families who enter school in the upper quartile, and highlighted the high numbers who drop from that quartile each year they are in school. The National Science Board released *Preparing the Next Generation of STEM Innovators: Identifying and Developing Our Nation's Human Capital* (2010). "Efforts to raise the educational achievement for all students must not only be continued in earnest, but accelerated. However, to reach true equality of opportunity, and to ensure that potential does not go unrealized, we must not overlook the educational needs of our Nation's most talented and motivated students. Too often, U.S. students with tremendous potential to become our future innovators go unrecognized and undeveloped. The dual goals of raising the floor of base-level performance and elevating the ceiling for achievement are not mutually exclusive" (p. 10). The National Science Board issued the report *Rising Above the Gathering Storm* (2007). One of the recommendations is to "Make the United States the most attractive setting in which to study and perform research so that we can develop, recruit, and retain the best and brightest students, scientists, and engineers from within the United States and throughout the world." The Teaching, Empowering, Leading and Learning (TELL) Survey has been administered in several states, including Kentucky. The 2015 TELL Survey gathered data from 39,129 Kentucky teachers, and 44 percent of them reported that they need professional development to teach gifted and talented children and youth more effectively.

The reauthorized Elementary and Secondary Education Act (2015) is entitled Every Student Succeeds, and it includes requirements for all teacher preparation programs with Title II funding to have professional development on gifted and talented children. This legislation also recognizes that gifted children come from lower income families; thus, Title I specifically includes gifted children.

Standards are in place to guide the development of the specialist degree program at WKU. The recommended standards for the Council for the Accreditation of Educator Preparation (CAEP) includes gifted students as one of the subgroups that teachers must be prepared to teach. The National Association for Gifted Children (NAGC) Pre-K–Grade 12 Gifted Education Programming Standards (2010) established standards for children and youth with gifts and talents. These standards focus on student outcomes, describing what students will be doing when the standards are reached. In addition, the standards detail the research base and best practices for teachers to achieve the student outcomes.

The NAGC/CEC (Council of Exceptional Children) (2013) enumerated standards to be used in the development of programs to prepare educators in the field of gifted education. In order to adequately prepare educators with the NAGC/CEC NCATE Standards, it is important to extend the current course offerings beyond the 12 graduate hours required in Kentucky for the endorsement in gifted education for educational leaders who want to become leaders in the field of gifted education and talent development.

According to 2012-2013 *State of the States in Gifted Education*, a report published by the National Association of Gifted Children (NAGC), 16.1% of all public school students enrolled in Kentucky during 2012-13 were identified as gifted/talented (102,695 gifted/talented out of a total enrollment of 638,000). These results are based on state-collected information, in which “gifted/talented” was defined by state statute (KRS 157:200, 704 KAR 3:285). <http://www.nagc.org/resources-publications/gifted-state/2014-2015-state-states-gifted-education>.

Currently 45 advisees are pursuing the endorsement in gifted education at WKU. Included in that number are the 24 individuals who are pursuing the MAE in Gifted Education and Talent Development. Many of those students as well as others who have obtained the endorsement in previous years would be interested in pursuing the Ed.S. in Gifted Education and Talent Development. We anticipate that a minimum of 10 students will seek admission into the Ed.S. in Gifted Education and Talent Development the first year the program is offered, 12 of those would seek admission the second year the program offered, and approximately 15 students would seek admission beginning the third year the program is offered.

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

The applicant pool will include educators who have earned a master’s degree at WKU, at institutions throughout Kentucky, and beyond. They will be reached at exhibits The Center for Gifted Studies sponsors at state, national, and international conferences. Brochures will detail the admissions requirements, curriculum, and the thesis as the culminating experiences for Ed.S. students. Websites for the

College of Education and Behavioral Sciences and The Center for Gifted Studies will highlight information about opportunities to pursue the Ed.S., the MAE, and the gifted endorsement at WKU.

c. Describe the student recruitment and selection process.

Information will be made available through exhibits at conferences, websites for The Center for Gifted Studies and the College of Education and Behavioral Sciences, and ads in conference programs for the National Association for Gifted Children and the Kentucky Association for Gifted Education. International students will learn of the graduate programs at WKU at the biennial World Conference for Gifted and Talented Children. Applicants with appropriate qualifications will be selected for matriculation into the Specialist Degree in Gifted Education and Talent Development program.

d. Identify the primary feeders for the program.

School districts across Kentucky and others interested in graduate programs in gifted education will have educators who want to pursue in graduate work in gifted education. Graduate students will also come from states across the country. The World Council for Gifted and Talented Children provides another avenue for sharing information about graduate programs and recruiting students for the Specialist Degree in Gifted Education and Talent Development.

e. Provide any evidence of a projected net increase in total student enrollments to the campus as a result of the proposed program.

Two methods were used to derive the projected enrollment. The first method included surveys. An informal survey to 40 individuals at a workshop on twice- exceptional children (children with gifts and talents and also one or more disabilities) indicated interest in advanced degree opportunities in gifted education. Participants were asked of their interest in pursuing graduate work in gifted education; 23 individuals expressed interest in pursuing further graduate work in gifted education, 3 indicated interest in the MAE with gifted endorsement, three in the MAE with Advanced Research in Gifted Education, one in a Rank I, four in a Specialist degree, and 12 in either a Rank I or Specialist degree.

At a statewide meeting of educators involved in gifted education as teachers, gifted resource teachers, and district curriculum coordinators, 14 of the 45 attendees indicated on a questionnaire that they would be interested in earning a Rank I at the same time they engaged in a program leading to a Specialist Degree in Gifted Education and Talent Development. Nineteen of the respondents already have earned the Rank I.

On a survey of school superintendents at a statewide meeting, all 21 of them said that the credential would be an asset when hiring teachers, gifted coordinators, and gifted resource teachers. They also said the credential would be valuable for central office personnel and principals but not essential.

Second, we reviewed the course enrollments and number of advisees in gifted education at WKU. Approximately 45 students are being advised at the graduate level in gifted education. These advisees are completing Gifted Education courses, however, currently majoring in another field, such as, Elementary, Middle, or Secondary education. They have indicated an interest in the Gifted Education and Talent (GET) Development Master’s and Specialist Degree programs. Student enrollments in the core GTE courses range from 25-35 per semester. Based on input from educators, we project the above-mentioned students already at WKU completing GTE courses will gravitate to these degree programs.

The need and demand for the Ed.S. as a credential are supported by surveys of educators in the state, data from the Kentucky Office of Employment and Training, data from educators on the TELL Survey, the new expectations of the Every Student Succeeds Act, and national reports and standards.

Determining the exact number of students is difficult and the above might be underestimating the number. Having ten individuals in the Specialist Degree in Gifted Education and Talent Development programs seems realistic based on the survey results, current course enrollments, and interest expressed by graduate Gifted Education advisees. Therefore, we anticipate a minimum of ten students will seek admission into the Specialist Degree in Gifted Education and Talent Development the first year the program is offered.

- f. Project estimated student demand for the first five years of the program.

Academic Year	Degrees Conferred	Majors (Headcount) Fall Semester
2017	2-3	8-12
2018	10-12	10-15
2019	10-12	12-16
2020	12-14	14-16
2021	15	16-18

- 2. Employer Demand: Clearly describe evidence of employer demand. Such evidence may include employer surveys, current labor market analyses, and future human resources projections. Where appropriate, evidence should demonstrate employers’ preferences for graduates of the proposed program over persons having alternative existing credentials and employers’ willingness to pay higher salaries to graduates of the proposed program.
 - a. Describe the types of jobs available for graduates, average wages for these jobs, and the number of anticipated openings for each type of jobs at the regional, state.

The Kentucky Occupational Outlook to 2020, a statewide analysis of wages, employment, growth and training published by the Kentucky Office of Employment and Training (OET), projects that the number of primary and secondary education school teachers (excluding special education and vocational education) in Kentucky will increase from 39,370 in 2010 to 44,740 in 2020. This projected growth of 13.6% is higher than the total projected growth for all occupations in the state (12.4%). Additionally, it is estimated that there will be approximately 1,480 annual average job openings for primary and secondary education teachers in the state during the 2010- 2020 period (530 annual openings due to growth and 950 annual openings due to separations, which include openings created when workers leave an occupation for reasons such as retirement, promotion, or simply transferring to another occupation). Average 2011 wages for these primary and secondary teachers in Kentucky were close to \$30 per hour for all categories, which is significantly higher than the average wage of \$18.64 earned across all Kentucky occupations. The result is that primary and secondary teachers can be classified as high wage and high demand occupations. <https://kylmi.ky.gov/admin/gsipub/htmlarea/uploads/Outlook.pdf>

Assuming that the percentage of all public school students in Kentucky that are gifted/talented remains constant at 16.1% -- and extrapolating that the percentage of primary and secondary education teachers required to teach these gifted/talented students would also be 16.1% of the total number of primary and secondary education teachers – a reasonable estimate for projected number of total annual openings for gifted/talented teachers at the primary and secondary level would be approximately 240 per year ($1,480 \times 16.1\% = 238$).

Educators in various roles will pursue the Ed.S. in Gifted Education and Talent Development. Educators include classroom teachers, gifted resource teachers, counselors, and principals and other educational leaders.

- b. Superintendents surveyed at a statewide meeting indicated they would give preference to interviewees for principal, classroom teacher, and counselor who had earned a degree in gifted education and talent development. Such a degree would be a requirement for a gifted resource teacher and gifted coordinator.
3. Academic Disciplinary Needs: Clearly describe all evidence justifying a new program based on changes in the academic discipline or other academic reasons.

Numerous academic needs support the approval of the Ed.S. degree program. Educators need to develop expertise in gifted education and talent development in order to improve services for children with gifts and talents in kindergarten through grade 12. Gifted children have constituted a category of exceptional children in Kentucky since 1990 and the passage of the Kentucky Education Reform Act (KRS 157.200).

National reports call for the development of gifts and talents among children and youth in the U.S. Mind the (Other) Gap (2010) and Talent on the Sidelines: Excellence Gaps and America's Persistent Talent Underclass (2013) described the excellence gap in the U.S. These reports

cited the low percentages of children in the U.S. reaching advanced levels of achievement and highlighted the low percentage of children from low-income families and minority children (using NAEP data) reaching the advanced level.

The Teaching, Empowering, Leading and Learning (TELL) Survey has been administered in several states, including Kentucky. The 2015 TELL Survey gathered data from 39,129 Kentucky teachers, and 44 percent of them reported that they need professional development to teach gifted and talented children and youth more effectively.

The reauthorized Elementary and Secondary Education Act (2015), entitled Every Student Succeeds, includes requirements for all teacher preparation programs and school districts with Title II funding to have professional development on gifted and talented children. This legislation also recognizes that gifted children come from lower income families; thus, Title I specifically includes gifted children for the first time.

4. Similar programs: A new program may serve the same potential student population; the proposed program must be sufficiently different from existing programs in the state or access to existing programs must be sufficiently limited to warrant initiation of a new program.
 - a. Are there similar programs in other Southern Regional Education Board (SREB) states in the nation? No
 - b. Our records indicate the following similar program exist a public institutions in KY.
No other university in Kentucky offers a Specialist Degree in Gifted Education and Talent Development.

D. Cost and Funding of the Proposed Program

1. Will this program require additional resources?
No the faculty are in place, and the classes are currently offered. In 2013, a faculty line was added in gifted education.
2. Will this program impact existing programs and/or organizational units within your institution?
No.
3. Provide an adequate documentation to demonstrate sufficient return on investment to the state to offset new costs and justify approval for the proposed program.
There are no new costs to offering the Specialist Degree in Gifted Education and Talent Development.

E. Program Review and Assessment

1. For each assessment method, please provide direct indicators of achievement of program level student learning outcomes and frequency of data collection:
 - a. Which components will be evaluated?

The Program outcomes will be assessed in a number of ways - direct and indirect.

Indirect Indicators of achievement of Program-level Outcomes will be:

- External awards or other recognition of the students, faculty, and/or program
- Average actual time and credit to degree
- Job placement or advancement post degree

Direct assessment measures will include assessments in classes to measure attainment of the student learner outcomes for courses. Assessment will address the stated objectives, requiring a portfolio and a specialist project that must be accepted by a committee. Rubrics will guide the graduate student in the completion of the portfolio. A mentor will chair the specialist project committee and guide the development of the project.

b. When will the components be evaluated?

Components will be evaluated on an annual basis for the overall program. The assessment of student learner outcomes will be made each semester that a course in the program is taught.

c. When will the data be collected?

External awards or other recognition of the students, faculty, and/or program will be collected annually. Data on the average actual time and credit to degree will also be collected annually. Job placement or advancement post degree will be evaluation every three years in the fall semester.

Data on direct assessment measures will be collected in class as they will measure attainment of the student learner outcomes for courses.

d. How will the data be collected?

- Data on external awards or other recognition of the students, faculty, and/or program will come from WKU Digital Measures as self-reported by faculty in the program.
- Data reporting average actual time and credit to degree is collected will be collected through the Institutional Research data bases within the University.
- Surveys will be administered through electronic means using available survey software from WU IT division to ascertain job placement or advancement post degree. Graduate who do not respond will be assessed through online media such as LinkedIn and other available career sites as well as school district websites.

Syllabi will be electronically archived to assure compliance with intended program and learning objectives. Program faculty will periodically review syllabi to assure quality and adherence to learning objectives.

e. What will be the benchmarks and/or targets to be achieved?

The National Association for Gifted Children (NAGC)/Council for Exceptional Children (CEC) Teacher Preparation Standards in Gifted and Talented Education (2013) were used in the development of the student learning outcomes. Performance-based outcomes will be developed for each learning objective. Course completion will include assessments aligned with the NAGC/CEC Standards. Student attainment of learning outcomes will be evaluated in

coursework. Assessments in all courses are mapped to particular outcomes, and student performance on those assessments will be evaluated using rubrics aligned with the NAGC/CEC Standards. Rubrics will be used to evaluate the progress toward student attainment of the standards. Feedback from current students and graduates will be collected annually to solicit suggestions for program improvements.

- f. What individuals or groups will be responsible for data collection?

The program faculty will be responsible for collection of program evaluation data.

- g. How will the data and findings be shared with faculty?

Following the completion of the spring semester, a yearly report of the progress on meeting programmatic goals will be compiled. All faculty associated with the EdS in the Gifted Education and Talent Development program will be involved in the creation of this report. Therefore, they will have detailed knowledge of its contents.

- h. How will the data be used for making programmatic improvements?

Data will be collected relevant to the NAGC-CEC Standards, and those data will be used to make decisions for continuous improvement.

2. What are the measures of teaching effectiveness?

WKU routinely collects student ratings of teaching effectiveness at the end of the fall semester. In addition, our departmental guidelines for performance evaluation examine three areas of teaching performance: Planning, Delivery, and Assessment of Students Performance. Specific data relevant to each category are collected annually using our Digital Measures collection system and appear in our annual evaluation. Examples of data submitted for each category include:

Planning: has specific learning objectives for each section/unit/chapter and plans course content on said learning objectives; seeks out formative feedback about teaching and subsequently uses acquired knowledge to improve course(s), considers a variety of texts and ancillary materials during text adoption process and upon request can document rationale for adopted texts and materials. Delivery: uses real-world examples in conveying course material, integrates a new technology that facilitates learning, uses active learning techniques, stimulates effective student participation. Assessment of Student Performance: routinely evaluates tests/assessments (i.e., essay tests, papers, etc.); uses multiple methods of assessment appropriate to course content and purpose.

3. What efforts to improve teaching effectiveness will be pursued based on these measures?

The specific efforts will be dependent on the individual results and situation. The program faculty meet annually to review progress and make plans for the coming year and to develop specific reflective improvement plans. All tenure-track junior faculty receive mentoring and guidance for a three-year review, and tenured faculty are required to submit to a post-tenure review/evaluation process.

4. What are the plans to evaluate students' post-graduate success?

The overall goal is for educators to have the knowledge and skills acquired in an advanced study in gifted education and talent development. We will maintain data on success rates for graduates of this program in their employment. We also

intend to track completion of specialist projects to monitor their timeliness. This information will contribute to “closing the loop” and revising the program to meet graduates’ needs.

Dates of prior committee approvals:

Committee	Date of Approval
Professional Education Council	February 10, 2016
CEBS Graduate Curriculum Committee	October 3, 2016
Graduate Council	October 13, 2016
University Senate	November 17, 2016
BOR Recommendation	

Appendix 1 – Faculty Roster
 Qualifications of Full-time faculty
 Gifted and Talent Development

Faculty Name	Highest Degree, Field, & University	Assignment: Indicate the role(s) of the faculty member	Faculty Rank ²	Scholarship, Leadership in Professional Organizations, and Service: List up to 3 major contributions	Teaching or other professional experience in P-12 schools	Courses Assignment
Julia Link Roberts	Ed.D. (Social Studies and Education), Oklahoma State University, 1970	Executive Director of The Center for Gifted Studies and The Gatton Academy of Mathematics and Science in Kentucky	Mahurin Professor of Gifted Studies	<ul style="list-style-type: none"> Published 6 books in gifted education. One of 7 elective members of the Executive Committee of the World Council for Gifted and Talented Children. President of The Association for the Gifted, a division of the Council for Exceptional Children. Director of National Stem Cell Foundation grant. 	3 years teaching middle school/ working with P-12 students annually in Saturday and summer programs	GTE 536 Needs of Gifted Students GTE 537 Curriculum/Gifted Students GTE 636 Issues in Gifted EDU 699 Specialist Project
Antonia Szymanski	Ph.D. (Psychological and Quantitative Foundations), University of Iowa, 2011	Teach Psychology of the Gifted, Creativity and Leadership, and Seminars on Gifted Education, and the Masters Capstone Research Project	Assistant Professor	<ul style="list-style-type: none"> Presented at the World Council for Gifted, Published several articles regarding the needs of gifted students and how teachers can meet their needs. 	<ul style="list-style-type: none"> 3 years teaching experience working with elementary teachers of gifted Taught Calculus and Personal Finance in high school, 	GTE 540 Creativity & Leadership Gifted GTE 637 Seminar Gifted & Talented PSY 432G Gifted & Creative GTE 636 Issues in Gifted EDU 699 Specialist Project
Janet Lynne Tassell	Ph.D. (Curriculum and Instruction), Indiana University, 2002	Gifted Education/ Mathematics Education/Elementary Education	Associate Professor	<ul style="list-style-type: none"> Professional development director for WKU and Warren County Public Schools Gifted Education in Math and Science (GEMS) initiative speaker at many state and national conferences regarding STEM discipline issues. 	Taught in the public schools for 10 years, Gifted Coordinator	GTE 637 Seminar Gifted & Talented PSY 432G Gifted & Creative GTE 539 Assessment & Identification of Gifted GTE 636 Issues in Gifted EDU 699 Specialist Project
Jian-Liang, Want	EdD. (Educational Administration), University at Albany, 1989	Educational Administration, Leadership and Research department	Professor	<ul style="list-style-type: none"> PI of 4 Fulbright-Hays Group Study Abroad programs Co-director of the Beijing International Conference on Educational Administration and Leadership Key role in applying for the Confucius Institute at WKU 	Taught educational research, school finance, and comparative education at WKU	EDFN 500 Research Methods

Appendix 2

Courses for the Gifted and Talent Development, EDS

Course Requirements				
Prefix & #	Course Title	Course Description	Credits	New
GTE 536	Nature and Needs of Gifted, Creative, and Talented Students	Terminology, theories, issues and general approaches in educating gifted, creative, and talented young people.	3.0	No
GTE 537	Curriculum, Strategies, and Materials for Gifted Students	The curriculum and the learning environment in meeting the unique and advanced needs of gifted students. Strategies particularly suitable for the gifted.	3.0	No
GTE 539	Assessment and Identification of Gifted and Talented Children	Methods and techniques for assessing and identifying children who are gifted and talented	3.0	No
GTE 540	Developing Creativity and Leadership in Gifted Youth	Theoretical and practical aspects of Creativity and Leadership as related to identification and programming for gifted children and youth. Best practices in helping children and youth develop creativity and leadership.	3.0	No
GTE 636	Issues in Gifted Education and Talent Development	Issues, current problems, and trends in gifted education and talent development. Emphasis on current research and literature.	3.0	No
GTE 637	Seminar in Gifted Education and Talent Development	Current issues and practices in gifted education. Topics will vary	3.0	No
EDU 699	Specialist Project	Independent research related to a topic in education	6.0	No
PSY 432G	Psychology of the Gifted and Creative	The course covers identification of gifted children and adults with an emphasis upon the development of educational programs which maximize the development of giftedness. Included will be a critical review of research and literature in the areas of giftedness and creativity	3.0	No
EDFN 500	Research Methods	Introduction to research methods in education, information retrieval systems, basic types of research, research procedures, research designs, and discussion of methods of data analysis to facilitate the understanding of research journals in the student's field of study	3.0	No

**ADVANCED BEHAVIOR MANAGEMENT
GRADUATE CERTIFICATE**

REQUEST: Approval of a Graduate Certificate in Advanced Behavior Management offered through the Special Education area of the School of Teacher Education in the College of Education and Behavioral Sciences.

FACTS: This proposed graduate certificate program offers five courses that specialize in behavior management techniques for school-aged children. Through the progression of the courses, candidates will learn how to define and assess problem behaviors, develop evidence-based interventions to decrease problem behaviors and increase prosocial behaviors, and improve academic outcomes. This certificate is appropriate for anyone working in a P-12 setting and may include classroom teachers, school counselors, speech pathologists, occupational therapists, paraprofessionals, and other school related personnel. It may also be beneficial to parents, camp counselors, and after-school personnel. The courses are written with content appropriate for varied supervision roles that school personnel working with P-12 students may encounter. There are a number of courses that have similar content in the Psychology Master’s program; however, the proposed certificate is created for professionals who are not interested in pursuing a graduate degree in psychology, but are interested in learning about targeted behavior management techniques. The learning outcomes are aligned with the Council for Exceptional Children’s Emotional and Behavior specialty standards. These standards best address overall behavior issues and are supported by evidenced-based practices appropriate for all school-aged students with behavioral issues.

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

Required Courses	Credits
SPED 501 Introduction to Applied Behavior Analysis	3
SPED 502 Classroom Positive Behavior Supports	3
SPED 503 Behavior Assessment	3
SPED 504 Instruction to Improve Behavior	3
SPED 505 Collaboration and Ethics	3
Total	15

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE: Implementation date will be Fall 2017. This program will be offered by existing faculty and not impact the department or school budget.

RECOMMENDATION: President Gary A. Ransdell recommends approval of a Graduate Certificate in Advanced Behavior Management.

MOTION: Approval to establish a Graduate Certificate in Advanced Behavior Management.

Certificate Program - Create New

Date: November 13, 2015

College: College of Education and Behavior Sciences

Department: School of Teacher Education/ Department of Special Education

Contact Person: Christina Noel, christina.noel@wku.edu, (270) 745-4255

1. **Identification of program:**

1.1 Program title: Advanced Behavior Management Certificate

1.2 Required hours: 15

1.3 Program Description: This certificate program offers five courses that specialize in behavior management techniques for school-aged children. Through the progression of the courses, candidates will learn how to define and assess problem behaviors, and develop evidence-based interventions to decrease problem behaviors and increase prosocial behaviors and improve academic outcomes. This certificate is appropriate for anyone working in a P-12 setting and may include classroom teachers, school counselors, speech pathologists, occupational therapists, paraprofessionals, and other school related personnel. It may also be beneficial to parents, camp counselors, and after-school personnel. The courses are written with content appropriate for varied supervision roles that school personnel working with P-12 students may encounter. There are a number of courses that have similar content in the Psychology Master’s program; however, the proposed certificate is created for professionals who are not interested in pursuing a graduate degree in psychology, but are interested in learning about targeted behavior management techniques. This certificate is targeted for these diverse roles.

1.4 Classification of Instructional Program Code (CIP): 42.2814

2. **Learning outcomes of the proposed certificate program:** The learning outcomes are aligned with the Council for Exceptional Children’s Emotional and Behavior specialty standards. These standards best address overall behavior issues and are supported by evidenced-based practices appropriate for all school-aged students with behavioral issues. The learning outcomes are separated by knowledge, preparation, and skills. Standards for the Learned Society can be found here (<http://www.cec.sped.org/Standards/Special-Educator-Professional-Preparation/CEC-Initial-and-Advanced-Specialty-Sets>).

B. CEC Advanced Preparation Standard 1 Assessment

Knowledge and Skills

ASCI1 K1	Evaluation process and determination of eligibility.
ASCI1 K2	Variety of methods for assessing and evaluating the performance of individuals with exceptionalities.
ASCI1 K3	Strategies for identifying individuals with exceptionalities.
ASCI1 K4	Evaluate an individual’s success in the general education curriculum.

ASCI1 S1	Design and use methods for assessing and evaluating programs.
ASCI1 S2	Design and implement research activities to examine the effectiveness of instructional practices.
ASCI1 S3	Advocate for evidence based practices in assessment.
ASCI1 S4	Report the assessment of individuals' performance and evaluation of instructional programs.

C. CEC Advanced Preparation Standard 3 Programs, Services, and Outcomes

Knowledge and Skills

ASCI3 K1	Effects of the cultural and environmental milieu of the child and the family on behavior and learning.
ASCI3 K2	Theories and methodologies of teaching and learning, including adaptation and modification of curriculum.
ASCI3 K3	Continuum of program options and services available to individuals with exceptionalities.
ASCI3 K4	Prereferral intervention processes and strategies
ASCI3 K5	Process of developing Individual Educational Programs (IEP).
ASCI3 K6	Developmentally appropriate strategies for modifying instructional methods and the learning environment.

ASCI3 S1	Develop programs, including the integration of related services, for individuals with exceptionalities based upon a thorough understanding of individual differences
ASCI3 S2	Connect educational standards to specialized instructional services.
ASCI3 S3	Improve instructional programs using principles of curriculum development and modification, and learning theory.
ASCI3 S4	Incorporate essential components into individualized education plans.

D. CEC Advanced Preparation Standard 4 Research & Inquiry

Knowledge

ASCI4 K1	Evidence-based practices validated for specific characteristics of learners and settings.
ASCI4 S1	Identify and use the research literature to resolve issues of professional practice.
ASCI4 S2	Evaluate and modify instructional practices
ASCI4 S3	Use educational research to improve instruction intervention strategies, and curricular materials.

E . CEC Advanced Preparation Standard 5 Leadership and Policy

Knowledge and Skills

ASCI5 K1	Needs of different groups in a pluralistic society.
ASCI5 K2	Evidence-based theories of organizational and educational leadership.
ASCI5 K3	Emerging issues and trends that potentially affect the school community and the mission of the school.
ASCI5 K4	Federal and State education laws and regulations.
ASCI5 K5	Current legal, regulatory, and ethical issues affecting education
ASCI5 K6	Responsibilities and functions of school committees and boards.

ASCI5 S1	Promote a free appropriate public education in the least restrictive
ASCI5 S2	Promote high expectations for self, staff, and individuals with exceptionalities
ASCI5 S3	Advocate for educational policy within the context of evidence-based practices.
ASCI5 S4	Mentor teacher candidates, newly certified teachers and other colleagues.

F. CEC Advanced Preparation Standard 6 Professional and Ethical Practice

Knowledge and Skills

ASCI6 K1	Legal rights and responsibilities of individuals, staff, and parents/guardians.
ASCI6 K2	Moral and ethical responsibilities of educators.
ASCI6 K3	Human rights of individuals with exceptionalities and their families.

ASCI6 S1	Model ethical behavior and promote professional standards
ASCI6 S2	Implement practices that promote success for individuals with exceptionalities
ASCI6 S3	Use ethical and legal discipline strategies.
ASCI6 S4	Disseminate information on effective school and classroom practices
ASCI6 S5	Create an environment which supports continuous instructional improvement.
ASCI6 S6	Develop and implement a personalized professional development plan

ASCI7 S1	Collaborate to enhance opportunities for learners with exceptionalities.
ASCI7 S2	Apply strategies to resolve conflict and build consensus.

3. Rationale:

- 3.1 Reason for developing the proposed certificate program: Problem behaviors in schools have consistently been identified as a key concern for school districts with teachers and school personnel often requesting assistance on issues related to behavior and classroom management (Rose & Gallup, 2005). The results from the TELL Kentucky: Teaching, Empowering, Leading and Learning survey on Teacher Retention (2013) show, managing student conduct was a key factor in middle grade Kentucky teachers on whether or not they would stay in the profession. Across the state and country, many programs designed to explicitly address behavior management are found in special education or psychology programs, thus inadvertently excluding general education teachers and related services professionals. The proposed fifteen-credit course sequence will provide high quality instruction in behavior management strategies for school-aged children across multiple settings. A workforce more prepared to effectively implement positive behavior strategies will likely improve personnel retention, safety in school and other settings, and lead to positive child outcomes.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: The proposed certificate program will be an expansion of the programs taught within the special education department. It will allow candidates to have a more in-depth study of positive behavior strategies and will be open to candidates with a variety of educational backgrounds. Currently, there are no existing programs of this type in the department. The courses will be taught by existing faculty members and will be offered in the summer and winter terms.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: The Psychology department in the College of Education and Behavior Sciences (CEBS) offers courses examining student behavior, but does not have a certificate similar to that which we are proposing. The Psychology Department was invited to share courses that candidates may take that would correspond with the courses in the certificate program. Three courses were accepted as a good fit with the certificate goals: PSY 511, Psychology in Learning, PSY 519, Psychological Perspectives on Classroom Behavior and PSY 561, Advanced Assessment and Education Techniques with PSY 511 and PSY 519 cross listed with SPED 501 and 502. The Psychology department does not offer a similar certificate program. We examined other programs in CEBS, College of Health and Human Services, and Ogden College to determine whether there were any similar programs existing in other departments and there are not.
- 3.4 Projected enrollment in the proposed certificate program: Based on inquiries, we anticipate enrollment of 15-20 candidates per year. The interest level in the courses, as indicated by WKU student teachers and first year teachers, indicates that this number will increase over the next several years.
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): University of Louisville has a Master's degree program to be a licensed behavior analyst, which requires eight courses and a 1500 hour practicum. The WKU program will be for individuals not wishing to become a licensed behavior analyst, but still interested in pursuing coursework in behavior management. Other colleges in Kentucky and across the United States provide behavior management coursework, but house it within a special education or psychology department, thus limiting it to people in those majors (University of Kentucky, Vanderbilt University, University of the Cumberlands). This certificate is unique within our Service Area.

3.6 Relationship of the proposed certificate program to the university mission and objectives: Western Kentucky University (WKU) prepares candidates of all backgrounds to be productive, engaged, and socially responsible citizen-leaders of a global society. The proposed certificate program is in response to an identified area of need in our state and community and will allow our candidates to be more successful and productive in their chosen fields. Additionally, WKU enriches the quality of life for those within its reach and this certificate program will result in higher quality professionals staffing schools and community programs. This is a socially responsive service to our state as well as to our children. Ultimately, the children of the Commonwealth benefit.

WKU’s Quality Enhancement Plan (QEP) states the need to help candidates develop the skills to marshal evidence in support of their point of view, and communicate their ideas clearly and persuasively. We will do this by targeting three key areas, evidence- gathering, sense-making, and argumentation. These goals correspond to the goals of the proposed certificate, because through the proposed coursework, candidates will systematically learn necessary content (evidence-gathering), apply this content to their school-aged child environments (sense-making), and share their knowledge with colleagues, parents, and school leadership (argumentation).

4. **Admission Criteria:** Please refer to the admission section of this catalogue for Graduate School admission requirements.

5. **Curriculum:**

1. SPED 501 Introduction to Applied Behavior Analysis (3 credit hours)
2. SPED 502 Classroom Positive Behavior Supports (3 credit hours)
3. SPED 503 Behavior Assessment (3 credit hours)
4. SPED 504 Instruction to Improve Behavior (3 credit hours)
5. SPED 505 Collaboration and Ethics (3 credit hours)

6. **Budget implications:**

This certificate program will not impact the budget of the Special Education program or the School of Teacher Education. Existing faculty will be utilized to teach the courses during the summer and winter terms. This certificate is to be an expansion of the courses we offer and will fit within the expertise and credentials of our current faculty. Adding this certificate will enhance class enrollment without creating staffing issues.

7. **Term of implementation:** Fall 2017

8. **Dates of committee approvals:**

Department	12-9-2015
College Curriculum Committee	5-3-2016
Office of Academic Affairs (if ≥18 hour program)	5-11-2016
Professional Education Council (if applicable)	8-28-2016
Graduate Council Curriculum Committee	8-29-2016
Graduate Council	September 8, 2016
University Senate	October 20, 2016

**COLLEGE AND CAREER READINESS
GRADUATE CERTIFICATE**

REQUEST: Approval of a Graduate Certificate in College and Career Readiness offered through the Counseling and Student Affairs department in the College of Education and Behavioral Sciences.

FACTS: This proposed certificate program is for graduate students who are interested in the college and career readiness of P-16 students; with a specific focus on interacting and intervening with this target population, as well as developing professional relationships with school-related stakeholders. The College and Career Readiness (CCR) certificate is created to support the career and college readiness needs of local, regional, and national P-16 students. It will be primarily online; courses will be taught by CNS faculty and qualified adjuncts, with the integration of experts from local businesses and schools. Students will have opportunities to participate in action research and service learning consultation activities. This certificate program will play a leading role in Kentucky’s economic and social development by preparing CCR graduates to prepare P-16 students to join a high quality educated workforce in an area of local, regional, and national need. Additionally, it will meet the needs of area schools by providing specific training to the personnel being hired or asked to work with students in the areas of college and career readiness. It will also serve to help build and maintain networks between districts and industry in Bowling Green.

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

Required Courses	Credits
CNS 500 College and Career Readiness Foundations	3
CNS 501 College and Career Consultation & Collaboration	3
CNS 502 College and Career Program Development & Evaluation	3
CNS 503 Practicum in College and Career Readiness	3
CNS 556 Developmental Career Counseling	3
Total	15

BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE: Implementation date will be Fall 2017. This program will be primarily online and should not require expensive resources.

RECOMMENDATION: President Ransdell recommends approval of a Graduate Certificate in College and Career Readiness.

MOTION: Approval to establish a Graduate Certificate in College and Career Readiness.

Certificate Program - Create New

Date: March 22, 2016
 College, Department: College of Behavioral Sciences and Education, Counseling and Student Affairs
 Contact Person: Jill Duba Sauerheber, jillduba.sauerheber@wku.edu, 5-4799
 Cheryl Wolf, cheryl.wolf@wku.edu

1. Identification of program:

- 1.1 Program title: College and Career Readiness
- 1.2 Required hours: 15 credit hours
- 1.3 Program Description: This certificate program is for graduate students who are interested in the college and career readiness of P-16 students; with a specific focus on interacting and intervening with this target population, as well as developing professional relationships with school-related stakeholders. The College and Career Readiness (CCR) certificate is created to support the career and college readiness needs of local, regional, and national P-16 students. It will be offered on WKU's Bowling Green campus; courses will be taught by CNS faculty with the integration of experts from local businesses and schools. Students will have opportunities to participate in action research and service learning consultation activities. This certificate program will play a leading role in Kentucky's economic and social development by preparing CCR graduates to prepare P-16 students to join a high quality educated workforce in an area of local, regional, and national need. Additionally, it will meet the needs of area schools by providing specific training to the personnel being hired or asked to work with students in the areas of college and career readiness. It will also serve to help build and maintain networks between districts and industry in Bowling Green.
- 1.4 Classification of Instructional Program Code (CIP): 13.1101

2. Learning outcomes of the proposed certificate program:

This program is designed to enhance one's knowledge and skills related to college and career readiness for elementary and high school students. Upon completion of this certificate, graduates will be able to:

- Understand administrative aspects of college and career readiness including program development, evaluation, budgets, and leadership.
- Learn basic college and career readiness foundations such as career theory and assessment, financial aid, academic planning, practical experience, and regional outlook.
- Effectively network and build collaborative relationships with local and regional businesses
- Explore the importance of advocacy and leadership skills, relationships, and resources for delivering CCR information and programs (such as college fair, job shadowing, apprenticeship, etc.) to their students.
- Examine consultation as it applies to CCR including basic models, relevant ethical and legal issues, organizational structure, and ways to seek and provide consultation.
- Ensure information is delivered to students, parents, teachers, and other stakeholders in an effective and useful way.
- Learn and practice helping skills to better work with students, parents, and stakeholders from all ages, ethnic, and cultural groups.
- Learn social and emotional skills, critical thinking, and problem solving skills that are necessary to be Life-Ready

3. Rationale:

- 3.1 Reason for developing the proposed certificate program:

The College and Career Readiness program is designed to:

- Make secondary school topics, training, and career awareness relevant to the current local workplace. This engages students and creates graduates who are better trained for

local industry so our highly qualified citizens will remain in the area, contribute to an expanding economy, and support work in local businesses.

- Train and empower graduates of the program (i.e., clinical mental health counselors, school counselors, teachers, college & career readiness coaches) in traditional college and career readiness but also in regionally-relevant ways by partnering with local businesses to help students, teachers, counselors, administrators, and parents gain more knowledge on career opportunities available.
- Support the needs of regional businesses through intentional collaboration, networking and planning focused on workforce development. The program will account for what is currently relevant and what is missing in the high school and college curriculums in order include curricula that prepares students to enter the workforce by aligning education and training that is relevant to their needs.
- Align with various national, state and local initiatives such as the following:
 - **National initiatives**
 - *Michelle Obama's "Reach Higher" campaign* included a "White House Convening on College and Career Readiness" at San Diego State University in Dec 2014 and she also spoke at the American School Counseling Conference in July 2014 [discussing the value of CCR](#) and voiced her concern that school counselors are not being specifically trained on CCR.
 - *Department of Education College and Career-Ready Standards and Assessments*
 - The administration has reauthorized the *Elementary and Secondary Education Act (ESEA)* which includes developing better assessments aligned with rigorous college and career-ready standards. The Every Student Succeeds Act (ESSA 2015) also passed.
 - "Schools, districts, and states that are successful in reaching performance targets, significantly increasing student performance for all students, closing achievement gaps, or turning around the lowest-performing schools (at the district and state levels) will be recognized as "Reward" schools, districts, and states. States will receive funds to design innovative programs to reward high-poverty Reward schools and districts" (p. 5). Those who are on the other end must implement a school turnaround model.
 - *American School Counseling Conference (ASCA)* provides CCR training tools for P-12 as webinars, training tools, and it is an integral part of the ASCA National Model – "[ASCA Mindsets & Behaviors for Student Success](#): K-12 College- and Career Readiness Standards for Every Student"
 - **State initiatives**
 - *Kentucky Board of Education*
 - Their [vision](#) is College/Career Readiness for All: "to ensure that all students reach proficiency and graduate from high school ready for college and careers. The board's vision is informed by a changing economy that requires P-12 schools to prepare students for a more complex and competitive workplace."
 - Kentucky's Plan for College/Career Readiness [brochure](#) describes CCR as "the expectation that ALL Kentucky children will receive an education that prepares them for a successful future." Also from their brochure:
 - *College Ready*: The level of preparation a first-time college student needs in order to succeed in a credit-bearing course at a postsecondary institution. Succeed is defined as completing entry-level courses at a level of understanding and proficiency that prepares the student for subsequent courses.
 - *Career Ready*: The level of preparation a high school graduate needs in order to proceed to the next step in a chosen career, whether that is postsecondary coursework, industry certification or entry into the workforce. According to the Association of Career and Technical Education, career readiness includes core academic skills and the ability

- to apply those skills to concrete situations in order to function in the workplace and in routine daily activities; employability skills, such as critical thinking and responsibility, that are essential in any career area; and technical, job-specific skills related to a specific career pathway.
- *Why is College/Career Readiness important?* Over the past three decades, the number of jobs in the U.S. economy that require postsecondary education or training has surged. More than 63% of jobs in 2018 will require some postsecondary education/training. For Kentucky to compete in a global economy, our workforce must be educated and have the skills employers demand. A more educated workforce means better jobs paying higher wages, lower unemployment and a higher standard of living for all Kentuckians.
 - *What are we doing to improve College/Career Readiness?* To be college/career ready, students must stay in school, graduate and acquire the pre-requisite knowledge and skills they'll need for college/career.
 - High school students participate in an [Operation Preparation](#) which is a joint effort of the KY DOE and Department of Workforce Development to provide “a powerful opportunity for schools, students, parents, and communities to collaborate in the process of effective advising and focus attention on the importance of planning for college and/or career” through volunteers.
 - *Kentucky Adult Education (KYAE.ky.gov)* – provide “College and Career Readiness (CCR) Standards, U.S. Department of Education, Office of Career, Technical and Adult Education, *College and Career Readiness Standards for Adult Education.*”
 - *Kentucky National Career Readiness Certification Center (NCRC.ky.gov)* offers an ACT WorkKeys “assessment-based credential that gives employers and job seekers a portable and uniform measure of key workplace skills.”
 - *Kentucky Office of Career and Technical Education (KYTech.ky.gov)* has an article “[Making the case for college and career coaches](#)”
 - *Kentucky College & Career Readiness Coaches* were introduced into schools in 2014 in response to Senate Bill 1 (2009) and nearly \$7.8 million of [GRREC's \\$40 million grant](#) supported the training for the CCRCs in the schools. However, their training was not in counseling or in a single program because there was no specific program designed to meet their needs at that time. The grant was written specifically to bring together a group of individuals with unique skills to problem solve how to create and sustain CCR centers and opportunities in the high schools. Through observations and discussions with the group, GRREC was informed of the challenges and needs. Several of the superintendents indicated the intent to find funding to keep their CCRC employed after the grant ends. The end in mind was to break away from the traditional duties of a guidance counselor in order to think and create new innovative best practices for students to be life-ready. This program is designed to consolidate the training and education into a single program and/or serve as potential graduate students pursuing advanced education for the teaching certification or as a precursor to continuing onto their school counseling degree. Kentucky Annual Economic Report (2015) from UK, reports:
 - “only 19 percent of Kentucky’s recent high school graduates are considered “college ready” in all four tested subjects-English, reading, mathematics, and science” (p. 76).
 - “An estimated 56 percent of Kentucky’s jobs will require some college by 2020... The unemployment rate for those without a high school degree was around 15 percent – compared to 2.3 percent for those with at least a 4-year degree” (p. 78).
 - **Local initiatives**

- *Covey contract* under development in Warren County schools to build high school curriculum that incorporates training for all students. Elementary and Middle School include *Leader in Me* and the *7 Habits of Success*. *Chamber-Government-Education-Industry partnership* will focus on ways in which to provide opportunities related to but not limited to the following:
 - Plans include “Next Generation Ford Academies” for major job sectors. *This will create engagement for up to 80 students* in each career academy but doesn’t necessarily address the needs of all students. Each school will continue to add career academies over time. Therefore, training teachers, CCR coaches, and school counselors in CCR could lead to a smoother implementation of these programs across the high school curriculum.
 - There is a planned “World of Opportunity” interactive tradeshow in Nov 2016 connecting 8th grade students with industry partners but could be expanded to others including college students.
 - School programs in Nashville, TN and Rockford, IL that currently use the career academies are improving high school attendance and scores, not by focusing on test preparation but by better preparing students for college and careers and making school relevant to them through similar efforts.
 - *An Urgent Call to Action in Support of Manufacturing* for South Central Kentucky/Barren River Region was issued in June 2013 projecting that “approximately 4,500 good manufacturing jobs will be available over the next three years, and almost 9,000 by 2020.” With currently 1,000 job openings that are unfilled now, connecting our graduates with these jobs will be essential to keeping these businesses in the region. Manufacturing is the largest employment sector in the region so their project is designed to “Develop a Collaborative Action Plan, driven by regional manufacturers, with strategies that align education and training provider outputs with employer needs” (p. 2). They discussed several major findings and recommendations (p. 2)
 - **Finding:** Education and training providers function in relative isolation. **Recommendation:** Build an articulated career pathway system designed to address manufacturers’ needs and strengthen education-education partnerships.
 - **Finding:** Business-education partnerships happen as disconnected pockets of activity. **Recommendation:** Greatly expand and coordinate business-education partnerships to link real-world experiences with classroom learning.
 - **Finding:** No aggregated “business voice” exists to drive and monitor change. **Recommendation:** Implement a “network of networks” business model to promote business-business partnerships.
 - **Finding:** No coordinated marketing/outreach campaign is in place to promote career opportunities. **Recommendation:** Launch a regional marketing/outreach plan to promote the high-wage career opportunities available in manufacturing.
- 3.2 Relationship of the proposed certificate program to other programs now offered by the department: There is a certificate in Career Services housed in this department which includes various career-related course. However, these courses are designed to provide helping professionals (i.e., Student Affairs professionals) with advanced knowledge and skills needed to better serve college students and clients. This program being proposed is specifically related to training graduate students to work with elementary, middle, and high school students in areas such as college and career readiness; career consultation and collaboration; college and career program development and evaluation.
- 3.3 Relationship of the proposed certificate program to certificate programs offered in other departments: Certificate programs offered in other departments at WKU are not similar to

this one. There are no other certificate programs related to this one. In fact, no other certificate program has a target population of children in the P-16 range. Further, the courses included in this certificate program are specific to working with children within this range, with attention paid to legal, ethical and best practices within school systems. As previously mentioned, this is a new initiative across the country, region and state. This certificate would be the first in its kind to be offered within the state of Kentucky.

- 3.4 Projected enrollment in the proposed certificate program: Students will be solicited from within the department (i.e., targeting students enrolled in the Clinical Mental Health Counseling and School Counseling programs). Additionally, students enrolled various CEBS graduate programs will be solicited. Furthermore, this certificate program is a response to a collaborative relationship established between the Department of CNS and the Bowling Green Chamber of Commerce aimed at addressing the points noted in the Rationale 3.1., above. The Chamber will assist in soliciting the program. Enrollment is expected to be to enrollment in the other counseling programs; namely, approximately 10 students per academic year.
- 3.5 Similar certificate programs offered elsewhere in Kentucky and in other states (including programs at benchmark institutions): There is currently no single program focused on CCR training in Kentucky. A review of related graduate and training programs across the country included approximately 18 programs, none of which specifically focus on Career and College Readiness or an emphasis on elementary, middle, and high school students. For example:
- Career Counseling, Florida State University. For counseling graduate students with an emphasis on career counseling across the lifespan.
 - Counseling and Career Development, Colorado State University. For counseling graduate students; and places emphasis on career development across the ages.
 - Life and Career Coaching, Rider University. Not specifically related to College and Career
 - College Counseling and Student Development, St. Cloud State University. Focus is on career counseling at the university level.
- 3.6 Relationship of the proposed certificate program to the university mission and objectives: This certificate program addresses all aspects of WKU's mission:
- Western Kentucky University (WKU) prepares students of all backgrounds to be productive, engaged, and socially responsible citizen-leaders of a global society. The University provides research, service and lifelong learning opportunities for its students, faculty, and other constituents. WKU enriches the quality of life for those within its reach.*
- It matches and supports the national, regional and state initiatives as noted above; which are all aimed at helping elementary, middle, and high school students become productive and engaged citizens through training teachers, school counselors, and school staff to better meet their college and career readiness needs. The program is a possibility for all graduate students on WKU's campus including those preparing to be teachers, counselors, human services professionals, and/or content experts. Lives will be enriched through work of graduates of this program through connecting academic pursuits to career success.
- More specifically, it meets the WKU Strategic Plan, Objective 1.5., prepare students for lifelong learning and success. This program will prepare graduates with the skills and knowledge to help P-16 students become successful in their career goals, as well as to become college ready (which will thus impact retention and placement at the baccalaureate level).
4. **Admission Criteria:** Applicants must have a bachelor's degree and must meet minimum admission requirements to the Graduate School.

5. **Curriculum:** The curriculum will include:
 - CNS 500 College and Career Readiness Foundations. 3 credit hours. Overview of college and career readiness; roles and duties of college and career readiness helpers within the school system; and legal, ethical, standards-related issues and implications.*
 - CNS 501 College and Career Consultation & Collaboration. 3 credit hours. Consultation models, professional collaborations, and application of concepts and skills with an emphasis on college and career readiness within school macro and micro systems.*
 - CNS 502 College and Career Program Development & Evaluation. 3 credit hours. Program development and evaluation, with emphasis on P-16 college and career development and readiness.*
 - CNS 503 Practicum in College and Career Readiness. 3 credit hours. Supervised experiences in college and career readiness settings. Prerequisites required.*

The above four courses are also new course proposals.

CNS 556 Developmental Career Counseling. 3 credit hours. Integrates the career counseling process into the life span from early childhood through older adulthood. Career development theories; career assessment instruments; educational resources; placement; follow up and evaluation. Interrelationships among work, marital, family, and other life roles including multicultural and gender issues.

The above course is a standing course in the Department of CNS

6. **Budget implications:** The program will primarily be online and should not require expensive resources. Additionally, a grant proposal has been submitted to help fund budgetary items for the program. The existence of this program should lead to increased enrollment in the Department of Counseling and Student Affairs. Existing faculty will teach the existing, as well as new courses.
7. **Term of implementation:** Beginning as soon as possible; on going.
8. **Dates of committee approvals:**

Department	March 23, 2016
College Curriculum Committee	April 19, 2016
Professional Education Council (if applicable)	May 11, 2016
Graduate Council	September 8, 2016
University Senate	October 20, 2016
Board of Regents	

SABBATICAL LEAVES

REQUEST:

Approval of sabbatical leaves for faculty listed below.

FACTS:

Listed below are faculty members who have been recommended for sabbatical leave by the department head, College Sabbatical Advisory Committee, college dean, the Provost and President. They have served the university for at least six continuous full academic years, hold the rank of assistant professor or above, and have submitted a compelling sabbatical application for the purpose of professional academic enrichment.

College of Education and Behavioral Sciences

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Anthony Paquin	Psychology	Spring 2018
Dr. Qin Zhao	Psychology	Fall 2017

College of Health and Human Services

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. J. Dean May	Social Work	Spring 2018
Dr. Larry Owens	Social Work	Spring 2018

Gordon Ford College of Business

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Kam (Johnny) Chan	Finance	Fall 2017
Dr. Yung Ling Lo	Finance	Spring 2018

Ogden College of Science and Engineering

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Carl Dick	Biology	Spring 2018
Dr. Steven Gibson	Physics & Astronomy	AY 2017-2018
Dr. Jarrett R. Johnson	Biology	Spring 2018
Dr. Mikhail Khenner	Mathematics	Fall 2017
Dr. Michael May	Geography & Geology	Spring 2018
Dr. Rong Yang	Computer Science	Spring 2018

Potter College of Arts and Letters

<u>Name</u>	<u>Department</u>	<u>Period of Leave</u>
Dr. Sandra Ardrey	Political Science	Fall 2017
Dr. Eric Bain-Selbo	Philosophy & Religion	Spring 2018
Dr. Mark Berry	Music	Fall 2017
Mr. Tim Broekema	Journalism & Broadcasting	Spring 2018
Dr. Paul Fischer	Philosophy & Religion	AY 2017-2018
Dr. Tom Hunley	English	Fall 2017
Dr. Kumi Ishii	Communication	Fall 2017
Dr. Loup Langton	Journalism & Broadcasting	Fall 2017
Dr. Marjorie E. (Beth) Plummer	History	Spring 2018
Dr. Juan Romero	History	AY 2017-2018
Dr. Tamara Van Dyken	History	Fall 2017

BUDGETARY IMPLICATIONS:

No additional resources are necessary to accommodate the sabbatical leaves. Courses usually taught by these faculty have been reassigned to other faculty members by each respective department head.

RECOMMENDATION:

President Gary A. Ransdell recommends awarding the above individuals sabbatical leave for the terms indicated.

MOTION: Approval of faculty sabbatical leaves for the above recommended individuals.

**EMERITUS
APPOINTMENTS**

REQUEST: Approval of University Distinguished Professor emerita/us status for Dr Vicki Stayton, Dr. Zubair Mohamed, and Dr. Kenneth Kuehn; and faculty emerita/us status recommended for Dr. Rick Aldridge and Ms. Jean Nehm.

FACTS: Listed below are faculty members who have either been previously recognized by the Board of Regents as a University Distinguished Professor or recommended by tenured faculty, department heads, and college deans to be awarded emerita/us status. All have served the university for at least ten years and have had distinguished records of achievement and service.

College of Education and Behavioral Sciences

Dr. Vicki Stayton, University Distinguished Professor of Teacher Education, Emerita

Gordon Ford College of Business

Dr. Zubair Mohamed, University Distinguished Professor of Management, Emeritus

Dr. Rick Aldridge, Professor of Accounting, Emeritus

Ogden College of Science and Engineering

Dr. Kenneth Kuehn, University Distinguished Professor of Geography and Geology, Emeritus

University College

Ms. Jean Nehm, Associate Professor of University Studies, Emerita

BUDGETARY IMPLICATIONS: No funds requested

RECOMMENDATION: President Gary A. Ransdell recommends awarding the above individuals emerita/us status.

MOTION: Approval of emerita/emeritus status awarded for the recommended individuals.



WKU[®]
Board of Regents

EXECUTIVE

January 27, 2017

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

APPROVAL OF NAMING DESIGNATED ROOMS / AREAS

REQUEST:

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

FACTS:

Contributions received for designated areas listed below:

Houchens - L.T. Smith Stadium

Room/Area: Strength and Conditioning Center
 Location: 1st floor – Room 1101
 Donor: Tim and Sarah Ford
 Room/Area Name: *Tim and Sarah Ford Strength and Conditioning Center*

Honors College – International Center

Room/Area: British phone booth
 Location: 1st floor
 Donor: John and Carolyn Ridley
 Room/Area Name: *Made possible by John and Carolyn Ridley*

Gatton Academy of Mathematics and Science in Kentucky

Room/Area: Student Foyer/Residential Entrance
 Location: 2nd floor
 Donor: Sue and Brown Badgett
 Room/Area Name: *Sue and Thomas Brown Badgett, Jr. Foyer*

Room/Area: Residential Counselor Room
 Location: 1st floor - Room 151
 Donor: E. P. Hamilton
 Room/Area Name: *Made possible by Dr. and Mrs. E.P. Hamilton, III, P.E.*

Room/Area: Staff Office
 Location: 1st floor - Room 115
 Donor: Drs. Daksha and Prabodh Mehta
 Room/Area Name: *Made possible by Drs. Daksha and Prabodh Mehta*

Room/Area: Staff Office
 Location: 1st floor - Room 112
 Donor: J. Rogers Badgett , Sr., Foundation
 Room/Area Name: *Made possible by J. Rogers Badgett , Sr., Foundation*

Gatton Academy of Mathematics and Science in Kentucky (cont.)

Room/Area: Small Student Activity Area
Location: 3rd Floor
Donor: Ben Cundiff
Room/Area Name: *Made possible by Ben Cundiff*

Room/Area: Director's Office
Location: 1st Floor - Room 108
Donor: Michael and Julia Muscarella
Room/Area Name: *Made possible by Michael and Julia Waldrop Muscarella in honor of Miriam Boyd Muscarella*

Ogden Hall

Room/Area: Study Room in Chemistry Department
Location: 2nd floor
Donor: Dr. James Foster
Room/Area Name: *Dr. James W. Foster Study Room*

RECOMMENDATION:

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

MOTION:

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



WKU[®]

Board of Regents

FINANCE AND BUDGET

January 27, 2017

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

**AUDITOR'S REPORT AND FINANCIAL STATEMENTS FOR THE
FISCAL YEAR ENDED JUNE 30, 2016**

REQUEST:

Acceptance of the Auditor's Report and Financial Statements for the fiscal year ended June 30, 2016.

FACTS:

The financial statements of the University, including Management's Discussion and Analysis, are the responsibility of Western Kentucky University management. The establishment and maintenance of an internal control structure and compliance with laws, regulations, terms, and conditions of grants and contracts also are the responsibility of University management. Western Kentucky University contracts with an independent external auditor who provides to the Board of Regents opinions that the financial statements present fairly the financial position of the University; the University has complied with applicable laws and regulations; and the design and operation of the University's internal control structure are effective.

Crowe Horwath, LLP has completed the audit for the fiscal year June 30, 2016 and has issued its report thereon dated September 30, 2016. The audit was performed in accordance with generally accepted auditing standards (GAAS). These standards are designed to obtain reasonable, rather than absolute, assurance about the financial statements. In performing GAAS procedures, Crowe Horwath, LLP established scopes of audit tests in relation to the financial statements taken as a whole. The audit does not include a detailed audit of every transaction. The Accountants' Report and Financial Statements include separate financial statements for the Western Kentucky University Foundation, WKU Student Life Foundation, and College Heights Foundation. These foundations are recognized as "discretely presented component units".

In conjunction with this audit, Crowe Horwath, LLP prepared the Independent Auditor's Report on Compliance with House Bill 622. This State requirement is for an external auditor to express an opinion on the University's compliance with State requirements pertaining to accounting, auditing and payroll procedures; investments and interest income procedures; and purchasing procedures. The Report disclosed no instances of noncompliance with the criteria set forth in the Minimum Audit Scope for Compliance with House Bill 622.

The Independent Auditor's Report includes no issues to be addressed by University management.

As required by Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), a schedule of findings and questioned costs is included with the Annual Financial Report. No findings or questioned costs were identified during the audit. Crowe Horwath, LLP

noted no material weaknesses in internal control over financial reporting nor any instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

BUDGETARY IMPLICATIONS:

N/A

RECOMMENDATION:

President Gary Ransdell recommends that the Board of Regents accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2016.

MOTION:

Accept the Auditor's Report and Financial Statements for the fiscal year ending June 30, 2016.

2016-17 OPERATING BUDGET REVISIONS

REQUEST:

Approve the revisions to the 2016-17 Operating Budget.

FACTS:

The proposed revisions to the *Western Kentucky University 2016-17 Operating Budget* total \$17,180,304. Included in the budget revisions are \$16,359,304 in net assets from FY 2016 (carry forward funds) and \$821,000 in additional revenue projected to be generated in excess of the FY 2017 approved budget. Net Assets are generated by exceeding budgeted income estimates and under spending budgets primarily for funding commitments in the next fiscal year. Carry forward allocations below are in comparison to the amounts proposed in the FY 2017 budget. Negative numbers indicate less than the budgeted amounts for the respective division and not division deficits.

\$12,804,732 in unbudgeted carry forward funds was generated by workshops and revenue dependent programs including the Division of Extended Learning and Outreach (DELO). These funds will be returned to the respective programs generating the balances. DELO carry forward funds will support the following:

- Student Outreach (DELO distribution): Incentives for faculty, academic departments and colleges to maintain and grow outreach activities that benefit students;
- Higher Education Marketplace Enhancements: Supports responsive activities that will more strategically position DELO to meet marketplace demands;
- Enhance Support of Diverse DELO Units such as Conferencing and Catering and Continuing & Professional Development;
- Academic Technology Partnerships: Assists in ensuring dramatically reduced downtime for Blackboard and priority service for classroom technology;
- Graduate Teaching Assistantships: Further enhances Graduate Programs;
- Provost's Financial Commitments Support: FY 17 Faculty Undergraduate Student Engagement (FUSE) program, Chinese Flagship cost share, and innovative academic initiatives;
- Enhance University-Community Partnerships: Supports cohort contract projects;
- High Risk Growth Initiatives: Supports program development;
- Dual Credit Scholarship Risks; and
- Collaboration Initiatives: Partner with Enrollment Management to provide position support for their Customer Relationship Management (CRM) package and potentially partner with the Libraries and IT to support students and faculty with assistive technologies.

Carry forward for Academic Affairs is crucial to its ability to:

- Fund unbudgeted faculty lines, faculty startup, advising positions, instructional space renovation, and graduate assistant / student enrichment in academic areas experiencing enrollment growth;
- Return course fee revenue to 18 departments that will provide for course specific instructional expenses that cross academic years;
- Fully fund the FY 17 budget reallocation target; and
- Strategically support any new FY 17 financial challenges that may result from an enrollment shortfall or a reduction in revenue at the state level.

Athletics will hold its carry forward for potential labor expense shortfalls due to legislation surrounding the Fair Labor Standards Act. Remaining funds will be used to offset increased scholarship costs associated with the implementation of the NCAA allowable Cost of Attendance. Any remaining funds will be used for operating expenses.

The Chief Facilities Officer division will use its carry forward for Facilities Management projects, Environmental Health and Safety vehicle replacement and roof fall protection initiative, and operational expenses for the entire division.

Development and Alumni Relations' 06/30/16 carry forward will be used for personnel costs and a campaign consulting contract. Finance & Administration's carry forward will be used for a vehicle for Postal & Passport Services, software integration, computer replacements, professional development, student wages, and an emergency reserve for the division. General Counsel will use its carryforward for general operating expenses.

Student Affairs' carry forward will be reserved to meet future budget reductions and related obligations. Central carry forward will be used to help fund the capital campaign and Semester at Sea scholarships. The Infrastructure Repair Fund will be reserved to fund projects for fixed assets such as steam, gas, energy, drainage, etc. in an effort to maintain the campus while the IT Upgrade Fund will be reserved to fund enterprise computing, storage and network upgrades replacements.

Additional requested revisions to the *Western Kentucky University 2016-17 Operating Budget* total \$821,000 and include the following:

- \$75,000 in revenue from insurance reimbursements to be used for campus repairs;
- \$13,000 in revenue dependent programs to be used for operating needs;
- \$38,000 in revenue from program and classroom fees to be used for lab materials and equipment;
- \$80,000 in revenue from Circle of Support (Kelly Autism Program) to be used for administrative personnel costs;

- \$157,000 in revenue from the Semester at Sea Program to be used for participating students' travel expenses;
- \$144,000 in revenue from the Cooperative Center for Study Abroad Program to be used for travel expenses for participating students;
- \$107,000 in revenue from International Student Office programs to be used for program expenses, recruiting, and the development of future short-term programs; and
- \$207,000 in miscellaneous revenue to be returned to the respective departments.

<u>Sources</u>	<u>Proposed Revision</u>
Educational and General	
Net Assets	16,359,304
Insurance Reimbursements	75,000
Play Production	13,000
Fees	118,000
Study Abroad Programs	301,000
International Student Office Programs	107,000
Other Sources	<u>207,000</u>
Total	\$17,180,304
 <u>Budget Increase/(Decrease)</u>	
Net Assets (Budget vs. Actual)	
DELO	9,515,004
Other Revenue Dependent Programs	2,628,340
Workshops	661,388
Provost/Academic Affairs	1,734,652
Athletics	390,889
Chief Facilities Officer	301,263
Development & Alumni Relations	143,252
Finance & Administration	177,719
General Counsel	1,414
Information Technology	(60,735)
Public Affairs	(18,087)
Student Affairs	67,399
Central	283,163
Repair/IT Fund	<u>533,643</u>
 Subtotal	 16,359,304
 Campus Repairs	 75,000
Play Production	13,000

Engineering	30,000
School of Nursing	8,000
Circle of Support	80,000
Semester at Sea	157,000
Cooperative Center for Study Abroad	144,000
International Student Office	107,000
Miscellaneous Reimbursements Campus Wide	<u>207,000</u>
Total	\$17,180,304

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents approve the revisions to the 2016-17 Operating Budget.

MOTION:

Approve the revisions to the 2016-17 Operating Budget.

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 08/25/2016 – 11/21/2016. One-time compensation payments executed through the payroll system cover the period 09/01/2016 – 10/31/2016.

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”. Faculty Promotions and Tenure are included under a separate tab of the personnel actions report. 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.

Meeting Date: January 27, 2017

Completed Faculty Personnel Actions Subject to Board Approval
 Entered August 25, 2016 through November 1, 2016



Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Honors College	Audra Renee Jennings	Director/Assoc Professor	07/01/2016	61,608.00	78,732.00	Emp Terms Chg (9 to 12 mnt)	E&G	
Ed. Admin., Leadership & Research	Louis Joseph Zabaneh	Associate Professor	09/01/2016		51,036.00	Rehire	E&G	
Chemistry	Edwin David Stevens	Scholar-In-Residence	07/01/2016	70,200.00	78,780.00	Status Change (PT to FT)	E&G	
School of Teacher Education	Janet Lee Applin	Associate Professor	11/01/2016	102,636.00	63,924.00	Transfer	E&G	
School of Teacher Education	Jeremy Ray Logsdon	Clinical Assistant Professor	09/01/2016	39,672.00	54,000.00	Salary Increase	E&G	OTHSI
School of Teacher Education	Margaret Gichuru	Assistant Professor	06/30/2017	56,064.00		Non-Coutnuance	E&G	
Diversity & Community Studies	Judy Rohrer	Assistant Professor	06/30/2017	56,124.00		Non-Coutnuance	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
- MKTREQ - Market Equity
- MSGIN - Minimum Salary Grade Increase
- REORG - Departmental Reorganization
- OTHSI - Other Salary Increase

Action Definitions:

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

Explanation for Salary Increases Greater Than \$5,000	
Jeremy Ray Logsdon	Per letter from Sam Evans dated 09/26/2016, earned doctorate and appointed to the position of temporary full-time Clinical Assistant Professor.



Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
21st Century Media - POD	Brian David Elliott	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
21st Century Media - POD	Christopher A. Houchens	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Allied Health	Jonathan B. Blicik	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Allied Health	Kenneth J Dennison	08/22/2016	12/31/2016	5,640.00	Reappointment	RD
Allied Health	James B. Williams	08/22/2016	12/31/2016	5,000.00	Reappointment	E&G
Allied Health	James B. Williams	11/01/2016	12/31/2016	5,000.00	Reappointment	E&G
Allied Health	Shawn Micheal Brown	08/22/2016	12/31/2016	2,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	David L Frazier	08/22/2016	12/31/2016	4,272.00	Initial Appointment	E&G
Architect & Manufacturing Sciences	Megan Annette Jones	08/22/2016	12/31/2016	3,680.00	Initial Appointment	E&G
Architect & Manufacturing Sciences	Steven P. Luse	08/22/2016	12/31/2016	2,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	Terry Lynn Pasley	08/22/2016	12/31/2016	2,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	Eugenios Andreas Patsalides	08/22/2016	12/31/2016	2,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	Barry D Phelps	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Cheryl Ann Purdy	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Sandra K. Carter	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Art	Samuel Clay Hunt	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Art	Jacqueline Anne Lubbers	08/22/2016	12/31/2016	7,140.00	Reappointment	E&G
Art	Leslie Erin Nichols	08/22/2016	12/31/2016	2,140.00	Reappointment	E&G
Art	Beth Reitmeyer	08/22/2016	12/31/2016	7,008.00	Reappointment	E&G
Art	Arden von Haeger	08/22/2016	12/31/2016	7,740.00	Reappointment	E&G
Biology	William Leo Lynch	08/22/2016	12/31/2016	2,492.00	Reappointment	E&G
Biology	Donald Chad Wilkerson	08/22/2016	12/31/2016	2,280.00	Initial Appointment	E&G
Center for Gerontology	Patrice Blanchard	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Center for Gerontology	Louise Marie Murray	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Commonwealth School	Tina Louise Barnt	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	11/01/2016	12/31/2016	2,136.00	Reappointment	E&G
Communication	Jessica Trent Byers	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Communication	Sabine Chai	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Communication	Gerald Dean Gifford	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
Communication	Carl L. Kell	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
Communication	Heather C. Lashley	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Communication	Cayla Shae Rios	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	08/22/2016	12/31/2016	1,840.00	Reappointment	RD
Communication	Rachel Lisabeth Walston	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Communication	Lauren Michelle Willian	08/22/2016	12/31/2016	5,076.00	Reappointment	E&G
Communication Sciences & Disorders	Holly Page Bean	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Linda S Kerr	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Communication Sciences & Disorders	Linda S Kerr	08/22/2016	12/31/2016	712.00	Initial Appointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Carolyn Denise Sotto	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
Communication Sciences & Disorders	Sherry Adcock West	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Marie Young	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
Department of Marketing	Cheryl Ann Payne	08/22/2016	12/31/2016	2,700.00	Reappointment	E&G
Diversity & Community Studies	Brandi Nichole Button	08/22/2016	12/31/2016	3,680.00	Reappointment	E&G
Diversity & Community Studies	Susan Charlotte Farmer	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Diversity & Community Studies	Anne Marie Radsplinner	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Diversity & Community Studies	Kimberly Joy Sauder	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
Dual Credit	Bridgett Lee Augustino	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
Dual Credit	David Robert Brooks	08/22/2016	12/31/2016	4,272.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Dual Credit	Sarah Elisa Freeman	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Dual Credit	Robert James Glenn	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
Dual Credit	Robert James Glenn	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
Dual Credit	Robert James Glenn	08/22/2016	12/31/2016	2,280.00	Initial Appointment	RD
Dual Credit	Martisa Suzanne Hopkins	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/22/2016	12/31/2016	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/22/2016	12/31/2016	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	08/22/2016	12/31/2016	1,840.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	08/22/2016	12/31/2016	1,692.00	Initial Appointment	RD
Dual Credit	Trina Sturgeon Rickard	08/22/2016	12/31/2016	1,840.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	08/22/2016	12/31/2016	1,692.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	08/22/2016	12/31/2016	1,692.00	Initial Appointment	RD
Dual Credit	Jennifer Lynn Smith	08/22/2016	12/31/2016	1,692.00	Initial Appointment	RD
Dual Credit	James M Sutherland	08/22/2016	12/31/2016	1,840.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	08/22/2016	12/31/2016	2,136.00	Initial Appointment	RD
Dual Credit	Christopher Andy Vaught	08/22/2016	12/31/2016	2,136.00	Initial Appointment	RD
Dual Credit	Darlah Renee Zweifel	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Economics	Matthew Thomas Bogard	08/22/2016	12/31/2016	2,700.00	Reappointment	E&G
Economics	Michael Lynn Roberson	08/22/2016	12/31/2016	6,382.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Benny Cameron Lile	08/22/2016	12/31/2016	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	08/22/2016	10/31/2016	2,280.00	Reappointment	E&G
English	Elizabeth A. Ames	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G
English	Joseph William Austin	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G
English	Deborah Proctor Banks	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
English	Travis Eugene Blankenship	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
English	Travis Eugene Blankenship	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
English	Jimmy D. Browning	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
English	Roy L. Burkhead	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
English	Terry Ryan Hall	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
English	Logan Matthew Hudspeth	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
English	Logan Matthew Hudspeth	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
English	Shanon D Huston-Willis	08/22/2016	12/31/2016	8,560.00	Reappointment	E&G
English	Justin Lee Mathews	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
English	Justin Lee Mathews	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
English	Mary Lou Mathews	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
English	Amy E. Pope	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
English	John H. Reiss	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
English	Velda Ruth Rogers	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G
English	James D. Skaggs	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
English	Mari Beth Stanley	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
English	Cortney Meshel Stewart	08/22/2016	12/31/2016	5,076.00	Reappointment	E&G
English	Felicia Ann Stinson	08/22/2016	12/31/2016	5,076.00	Reappointment	E&G
English	Felicia Ann Stinson	10/01/2016	12/31/2016	5,139.00	Reappointment	E&G
English	Catherine P. Ware	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
English	Elizabeth M. Weixel	08/22/2016	12/31/2016	6,840.00	Reappointment	E&G
English	Eva Lynn Whittle	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
English	Andrew Eli M. Yeater	08/22/2016	12/31/2016	5,076.00	Reappointment	E&G
English	Sherry Wilson Youngquist	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
ESLI	Dawn Marie Winters	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
ESLI	Dawn Marie Winters	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
ESLI	SueAnn Strom	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Extended Learning & Outreach (DELO)	Gloria Ann Carrico	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
Family and Consumer Sciences	Patrice Francisco Chapman	08/22/2016	9/30/2016	1,692.00	Initial Appointment	E&G
Family and Consumer Sciences	Jan Ruth Claussen	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Family and Consumer Sciences	Jonell H Henderson	08/22/2016	12/31/2016	2,307.00	Reappointment	E&G
Family and Consumer Sciences	Wendy Marie Kublin	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Family and Consumer Sciences	Richard Frederick Patterson	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Diane J. Sprowl	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Folk Studies & Anthropology	Theresa May Osborne	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Geography & Geology	Nicholas C. Crawford	08/22/2016	12/31/2016	9,000.00	Reappointment	E&G
Gordon Ford College of Business	Alice Young Simpson	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Graduate School	Kenyetta Valada Martin	11/01/2016	12/31/2016	2,280.00	Reappointment	E&G
History	James Thomas Baker	08/22/2016	12/31/2016	13,500.00	Reappointment	E&G
History	Gary L. Ferguson	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
History	Samuel Earl Ford	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
History	Stephen M. Kershner	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
History	Jeffery L. Stanley	08/22/2016	12/31/2016	3,070.00	Initial Appointment	E&G
History	Jeffery L. Stanley	08/22/2016	12/31/2016	3,680.00	Initial Appointment	E&G

Entered August 25, 2016 through November 1, 2016

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Information Systems	Carmen Christina Gaskins	08/22/2016	12/31/2016	2,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	08/22/2016	12/31/2016	5,200.00	Initial Appointment	E&G
Information Systems	Ryan Thomas Pigford	08/22/2016	12/31/2016	2,600.00	Reappointment	E&G
Information Systems	Phillip Wayne Stagner	08/22/2016	12/31/2016	2,600.00	Initial Appointment	E&G
Information Systems	Elizabeth P. Unseid	08/22/2016	12/31/2016	5,200.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Interdisciplinary Studies	Ronald T. Spears	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Journalism & Broadcasting	Travis Parman	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Journalism & Broadcasting	Christopher Robert Terry	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Kentucky Museum	John Bryan LeSieur	08/22/2016	12/31/2016	3,948.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Liberal Arts & Science	Crystal Hodges Rowland	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Liberal Arts & Science	Thomas R. Wells	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Liberal Arts & Science	Jonathan David Word	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Management	Edwin Buchanan	08/22/2016	12/31/2016	4,560.00	Initial Appointment	E&G
Management	Edwin Buchanan	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Management	Terry Lynn Goodin	08/22/2016	12/31/2016	2,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	08/22/2016	12/31/2016	2,600.00	Reappointment	E&G
Management	David Thomas Sparks	08/22/2016	12/31/2016	5,200.00	Reappointment	E&G
Management	David Thomas Sparks	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Management	David Thomas Sparks	08/22/2016	12/31/2016	5,200.00	Reappointment	E&G
Mathematics	Jean Hunt Thornton	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	11/01/2016	12/31/2016	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Music	Debra Jane Belcher	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	08/22/2016	12/31/2016	4,030.00	Reappointment	E&G
Music	Lisa G. Hussung	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Music	Jeremy A. Kelly	08/22/2016	12/31/2016	4,742.00	Reappointment	E&G
Music	Marilyn Emma Nije	08/22/2016	12/31/2016	4,071.00	Reappointment	E&G
Music	Jeanie L. Orr	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Music	Justin David Osborne	08/22/2016	12/31/2016	5,076.00	Reappointment	E&G
Music	John Timothy Simpson	08/22/2016	12/31/2016	5,520.00	Reappointment	E&G
Music	Alesia L. Speer	08/22/2016	12/31/2016	4,984.00	Reappointment	E&G
Music	C. Kenneth Stein	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Music	Andrew L Witherington	08/22/2016	12/31/2016	805.00	Reappointment	E&G
Music	Andrew L Witherington	08/22/2016	12/31/2016	1,840.00	Initial Appointment	E&G
Office of Research & Creative Act.	Blaine Richard Ferrell	08/22/2016	12/31/2016	6,750.00	Initial Appointment	E&G
Philosophy & Religion	Ryan Korstange	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Philosophy & Religion	Markus Antonius Von Steinfort	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G

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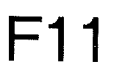
Entered August 25, 2016 through November 1, 2016

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Physics & Astronomy	Phillip C. Womble	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
Political Science	Dajana Crockett	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
Political Science	Timothy Wayne Gilliam	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	08/22/2016	12/31/2016	2,528.00	Reappointment	E&G
Political Science	Richard B. Green	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Psychological Sciences	Morgan E Brown	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
Psychological Sciences	Scott B. Shadrick	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Psychology	Joseph Charles Case	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Psychology	Colleen Marie Kirsch-Hiltz	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Psychology	Daniel S McBride	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
Psychology	Jodi Lynn McKnight	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
Psychology	Jodi Lynn McKnight	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
Psychology	William F. Pfohl	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
Psychology	Anissa S. Pugh	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
Psychology	Rachel Nicole Severs	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Psychology	Margaret Annelle White	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Psychology	Margaret Annelle White	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
Public Health	Michelle Faith Bentley	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
Public Health	Rebecca Lynn Bruce	08/22/2016	12/31/2016	6,840.00	Reappointment	E&G
Public Health	Charles McClane Cann	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Public Health	Dennis R. Chaney	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Public Health	Dennis R. Chaney	08/22/2016	12/31/2016	2,280.00	Initial Appointment	E&G
Public Health	David C. Duncan	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Public Health	Kelsey Jo Haislip	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
Public Health	Ben A. Howard	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	08/22/2016	12/31/2016	2,307.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	11/01/2016	12/31/2016	614.00	Reappointment	E&G
Public Health	Jerrold A. Nelms	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Public Health	David Stumbo	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Public Health	Stacie Marie Sutter	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
Public Health	G. Deborah Thom	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
Public Health	Derek Blaine White	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	08/22/2016	12/31/2016	760.00	Reappointment	E&G
Public Health	Carrie Lynn Barnette	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Anita Ruth Block	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Leah E Spurlin	08/22/2016	10/31/2016	1,227.00	Reappointment	E&G
School of Nursing	Leah E Spurlin	08/22/2016	12/31/2016	1,840.00	Reappointment	RD
School of Nursing	Janey Smith Atkinson	08/22/2016	10/31/2016	3,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	08/22/2016	12/31/2016	2,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	08/22/2016	12/31/2016	1,000.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Nursing	Carol B. Bradford	08/22/2016	12/31/2016	1,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	08/22/2016	12/31/2016	2,000.00	Reappointment	E&G
School of Nursing	Kelly Wright Buchanan	08/22/2016	12/31/2016	7,000.00	Reappointment	E&G
School of Nursing	Sarah K Colbert	08/22/2016	12/31/2016	6,000.00	Reappointment	E&G
School of Nursing	Laura Blackburn Deaton	08/22/2016	12/31/2016	7,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	08/22/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	11/01/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Nursing	Jodie Lynn Dunkelberger	08/22/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Nursing	Jacqueline Nichole Felts	08/22/2016	12/31/2016	9,000.00	Initial Appointment	E&G
School of Nursing	Mark Wallace Flener	08/22/2016	12/31/2016	7,000.00	Reappointment	E&G
School of Nursing	Cory Stewart Gearlds	08/22/2016	12/31/2016	6,000.00	Reappointment	E&G
School of Nursing	Lena Marie Gokey	08/22/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Nursing	Sarah Harrington Harrison	08/22/2016	12/31/2016	14,000.00	Reappointment	E&G
School of Nursing	Jessica Carrol Henry	08/22/2016	12/31/2016	9,000.00	Initial Appointment	E&G
School of Nursing	Melinda C. Joyce	08/22/2016	12/31/2016	4,000.00	Reappointment	E&G
School of Nursing	Joyce Sue Dearing Keel	08/22/2016	12/31/2016	7,500.00	Reappointment	E&G
School of Nursing	Kelly S. Kim	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
School of Nursing	Vivian Gail McClellan	08/22/2016	12/31/2016	2,000.00	Initial Appointment	E&G
School of Nursing	Krystal Brooke McKain	08/22/2016	12/31/2016	6,000.00	Initial Appointment	E&G
School of Nursing	Freda Y Meador	08/22/2016	12/31/2016	9,000.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	08/22/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	08/22/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	11/01/2016	12/31/2016	3,000.00	Reappointment	E&G
School of Nursing	April Louise Riney	08/22/2016	12/31/2016	12,000.00	Reappointment	E&G
School of Nursing	Angela R. Shehan	08/22/2016	12/31/2016	7,000.00	Initial Appointment	E&G
School of Nursing	Kimberly Lynne Skipworth	08/22/2016	12/31/2016	14,000.00	Reappointment	E&G
School of Nursing	Tracey Wheeler Toms	08/22/2016	12/31/2016	7,000.00	Reappointment	E&G
School of Nursing	Kelly Ann Watson	08/22/2016	12/31/2016	14,000.00	Reappointment	E&G
School of Nursing	Michael A Armstead	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Professional Studies	Charles Baker	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
School of Professional Studies	Eric Keith Baker	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	08/22/2016	12/31/2016	6,840.00	Reappointment	E&G
School of Professional Studies	Gregg T Cobb	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
School of Professional Studies	Daniel Colin Tucker Curry	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
School of Professional Studies	Michelle Lee Dyer	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	11/01/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Kristin Elizabeth Line Froedje	08/22/2016	12/31/2016	1,692.00	Reappointment	RD
School of Professional Studies	Kristin Elizabeth Line Froedje	08/22/2016	12/31/2016	1,692.00	Reappointment	RD
School of Professional Studies	David M Kerr	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Professional Studies	Andrew Stephen Kester	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	11/01/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Professional Studies	Julie Lents-Sutton	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Julie Lents-Sutton	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Julie Lents-Sutton	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Professional Studies	Walter Malone	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Professional Studies	Walter Malone	08/22/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Professional Studies	Dorell Marie Quinn Neal	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Professional Studies	Meredith L. Skaggs	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Professional Studies	Maria Stewart	08/22/2016	12/31/2016	4,560.00	Reappointment	Grant
School of Professional Studies	Michael W Sweeney	11/01/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Professional Studies	Michael W Sweeney	11/01/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Professional Studies	Wouter Van Alebeek	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	08/22/2016	12/31/2016	1,692.00	Initial Appointment	RD
School of Professional Studies	Robert E Wilson	11/01/2016	12/31/2016	1,692.00	Initial Appointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
School of Professional Studies	Brandi Michelle Wyatt-Hughes	08/22/2016	12/31/2016	2,136.00	Reappointment	RD
School of Professional Studies	Steven M Brownson	11/01/2016	12/31/2016	2,136.00	Reappointment	RD
School of Teacher Education	Matthew Darin Constant	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Teacher Education	Matthew Darin Constant	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Teacher Education	Laura S. Crafton	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
School of Teacher Education	Mark Jeffery Martin	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
School of Teacher Education	Laura J. Pillow	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Teacher Education	Keely Blair P'Pool	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
School of Teacher Education	Ashley Hannan Vincent	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Teacher Education	Ashley Hannan Vincent	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Teacher Education	Wesley Amos Waddle	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
School of Teacher Education	Terri Ann Webb	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of Teacher Education	David Allen White	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
School of University Studies	Jeanette Evans Brabham	08/22/2016	12/31/2016	3,680.00	Initial Appointment	E&G
School of University Studies	Lindsey Nicole Brown	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	08/22/2016	12/31/2016	1,692.00	Reappointment	E&G
School of University Studies	Karen Renae Hall	08/22/2016	12/31/2016	5,696.00	Reappointment	E&G
School of University Studies	Elizabeth Hicks	08/22/2016	12/31/2016	1,840.00	Reappointment	E&G
School of University Studies	Sara Lauren Jones	08/22/2016	12/31/2016	3,384.00	Reappointment	E&G
School of University Studies	Diana Lynne McQuady	08/22/2016	12/31/2016	2,454.00	Reappointment	E&G
School of University Studies	Tracy Leeann Reels	08/22/2016	12/31/2016	2,256.00	Reappointment	E&G

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Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of University Studies	Ruth M. Stewart	08/22/2016	12/31/2016	5,696.00	Reappointment	E&G
School of University Studies	Dj Urquhart	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of University Studies	Janis Ann Watt	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
School of University Studies	Janis Ann Watt	11/01/2016	12/31/2016	2,136.00	Initial Appointment	E&G
SkyTeach	Lorene Jeanette Ward	08/22/2016	12/31/2016	4,560.00	Initial Appointment	E&G
Social Work	LeAnn Elizabeth Bruce	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Social Work	Heather Hazelwood Dausman	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Social Work	Christina Robin Donahue	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Social Work	Mindy La'Nae Eaves	08/22/2016	12/31/2016	2,136.00	Initial Appointment	E&G
Social Work	Laura Simpson Gaines	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Social Work	Rudolph Garcia	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Social Work	Kevin Durrelle Haggard	08/22/2016	12/31/2016	2,280.00	Initial Appointment	E&G
Social Work	Sherry Lynn Litchfield	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Social Work	Venishia L. McGregor	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Social Work	Laura D. McMillian	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Social Work	Wanda Kay Nevins	08/22/2016	12/31/2016	2,905.00	Initial Appointment	Grant
Social Work	Misty D Roeder	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Social Work	Gwendolyn Armstrong Shelton	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
Social Work	Kelley Clay Varner	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Social Work	Erin Taylor Warfel	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Social Work	Erin Taylor Warfel	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Sociology	Edward W. Bohlender	08/22/2016	12/31/2016	4,500.00	Reappointment	E&G
Sociology	Craig H. Taylor	08/22/2016	12/31/2016	13,500.00	Reappointment	E&G
Theatre & Dance	Wesley Alan Bartlett	08/22/2016	12/31/2016	6,840.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
Theatre & Dance	Jenny Suzanne Christian	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	08/22/2016	12/31/2016	6,840.00	Reappointment	E&G
Theatre & Dance	Loren Kurtis Ruff	08/22/2016	12/31/2016	9,000.00	Reappointment	E&G
University College	Rebekah Jane Phillips	11/01/2016	12/31/2016	1,692.00	Reappointment	E&G
WKU - E-town/Fort Knox	William L. Becker	08/22/2016	12/31/2016	2,465.00	Reappointment	E&G
WKU - E-town/Fort Knox	William L. Becker	11/01/2016	12/31/2016	2,465.00	Reappointment	E&G
WKU - E-town/Fort Knox	Adrian Dale Buckles	11/01/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	08/22/2016	12/31/2016	3,680.00	Reappointment	E&G
WKU - E-town/Fort Knox	William Thomas Carroll	08/22/2016	12/31/2016	2,905.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	08/22/2016	12/31/2016	2,526.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	11/01/2016	12/31/2016	2,526.00	Reappointment	E&G
WKU - E-town/Fort Knox	Linda G. Howard	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Karl William Olive	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	11/01/2016	12/31/2016	2,280.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - E-town/Fort Knox	Michael Christopher Reed	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Sophia A Sweeney	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Sophia A Sweeney	11/01/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Suzanne Walters	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
WKU - Glasgow	Mark Vaughn Biggers	08/22/2016	12/31/2016	6,408.00	Reappointment	E&G
WKU - Glasgow	Robert F. Brock	08/22/2016	12/31/2016	2,280.00	Reappointment	RD
WKU - Glasgow	Robert F. Brock	08/22/2016	12/31/2016	4,560.00	Reappointment	E&G
WKU - Glasgow	Starla M. Buckley	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francois	08/22/2016	12/31/2016	3,553.00	Reappointment	E&G
WKU - Glasgow	Melanie Anne Fraser	08/22/2016	12/31/2016	2,905.00	Initial Appointment	E&G
WKU - Glasgow	Douglas Cleveland Jenkins	08/22/2016	12/31/2016	4,960.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	08/22/2016	12/31/2016	5,292.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/22/2016	12/31/2016	2,781.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/22/2016	12/31/2016	3,212.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
WKU - Glasgow	Sammie Dewayne Parsley	08/22/2016	12/31/2016	2,000.00	Initial Appointment	E&G
WKU - Glasgow	David Herbert Pelham	08/22/2016	12/31/2016	2,597.00	Reappointment	E&G
WKU - Glasgow	Freeman Clay Powell	08/22/2016	12/31/2016	2,781.00	Reappointment	E&G
WKU - Glasgow	Freeman Clay Powell	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	08/22/2016	12/31/2016	4,026.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Glasgow	Melissa N. Schoeck	08/22/2016	12/31/2016	4,874.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/22/2016	12/31/2016	2,436.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	08/22/2016	12/31/2016	2,459.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	08/22/2016	12/31/2016	3,748.00	Reappointment	E&G
WKU - Glasgow	Geoffrey Allen Wigner	08/22/2016	12/31/2016	4,554.00	Reappointment	E&G
WKU - Glasgow	Geoffrey Allen Wigner	08/22/2016	12/31/2016	2,700.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	08/22/2016	12/31/2016	2,741.00	Reappointment	E&G
WKU - Owensboro	Timothy T. Dick	08/22/2016	12/31/2016	3,040.00	Reappointment	E&G
WKU - Owensboro	Darryl D. Dockery	08/22/2016	12/31/2016	6,406.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	08/22/2016	12/31/2016	8,992.00	Reappointment	E&G
WKU - Owensboro	Rebecca Rae Eggers	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	08/22/2016	12/31/2016	4,272.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Owensboro	John Damian Millay	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Owensboro	Leesa K. Moman	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G

Entered August 25, 2016 through November 1, 2016

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Owensboro	Kathleen Ann Mowers	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	08/22/2016	12/31/2016	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	08/22/2016	12/31/2016	2,136.00	Reappointment	E&G
WKU - Owensboro	Allen Monroe Toy	08/22/2016	10/31/2016	2,321.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	08/22/2016	12/31/2016	2,280.00	Reappointment	E&G

Meeting Date: January 27, 2017

Completed Faculty Stipend Actions Subject to Board Approval

Entered August 25, 2016 through November 1, 2016

Department	Name	Start Date	End Date	Amount	Source
21st Century Media - POD	Travis Alan Newton	7/1/2016	6/30/2017	2,004.00	E&G
21st Century Media - POD	Bradley J. Pfranger	7/1/2016	6/30/2017	2,004.00	E&G
Honors College	Ching-Hsuan Wu	8/1/2016	8/31/2016	11,178.00	Grant
Online Learning & Research Office	Gerhard K. Daday	1/1/2017	6/30/2017	9,883.50	RD
Student Radio	Jeanine Marie Cherry	2/1/2017	4/30/2017	1,200.00	E&G

Meeting Date: January 27, 2017

Faculty One Time Payments
For the Period September 1, 2016 through October 31, 2016

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Ky Equal Opportunity	Albert J. Meier	Professor	10/31/2016	1,000.00	Awards	E&G
Center for Gifted Studies	Rico T. Tyler	Professional-In-Residence	9/30/2016	3,247.20	Consulting	FDN
Dean College of Education	Jessica Kristin Godfrey-Hurrell	Assistant Professor	10/31/2016	150.00	Consulting	Grant
Dean College of Education	Pamela M. Jukes	Professor	10/31/2016	600.00	Consulting	Grant
Dean College of Education	Lisa D. Murley	Associate Professor	10/31/2016	600.00	Consulting	Grant
Dean College of Education	Elizabeth C. Pyle	Associate Professor	10/31/2016	300.00	Consulting	Grant
Educational Enhancement Programs	Aaron Wilson Hughey	Professor	9/30/2016	1,125.00	Consulting	Grant
21st Century Media - POD	Benjamin Lapoe	Assistant Professor	10/31/2016	1,000.00	Overload	E&G
21st Century Media - POD	Kenneth David Payne	Assistant Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Shahnaz Aly	Assistant Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Shahnaz Aly	Assistant Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Douglas Edward Chelton	Assistant Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Douglas Edward Chelton	Assistant Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Hanna A. Khouryieh	Associate Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Hanna A. Khouryieh	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Bryan Reaka	Associate Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Bryan Reaka	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Mark A. Revels	Associate Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Mark A. Revels	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Don W. Schafer	Assistant Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Don W. Schafer	Assistant Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Kristina Elisabeth Arnold	Associate Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Kristina Elisabeth Arnold	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Jeffrey L. Jensen	Associate Professor	9/30/2016	1,000.00	Overload	E&G
Architect & Manufacturing Sciences	Jeffrey L. Jensen	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Art	Gayle N. Allison	Instructor II	9/30/2016	1,000.00	Overload	E&G
Art	Gayle N. Allison	Instructor II	10/31/2016	1,000.00	Overload	E&G
Communication	Jessica Marie McClanahan	Instructor I	9/30/2016	1,000.00	Overload	E&G
Communication	Jessica Marie McClanahan	Instructor I	10/31/2016	1,000.00	Overload	E&G
Communication	Donna Kay Schless	Instructor I	9/30/2016	1,000.00	Overload	E&G
Communication	Donna Kay Schless	Instructor I	10/31/2016	1,000.00	Overload	E&G
Communication	Heather Meenach Strode	Associate Professor	10/31/2016	1,500.00	Overload	E&G
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	10/31/2016	1,000.00	Overload	E&G
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	10/31/2016	1,000.00	Overload	E&G
English	Lane Olmsted	Department Head	9/30/2016	333.33	Overload	E&G
English	Lane Olmsted	Department Head	10/31/2016	333.33	Overload	E&G
Family and Consumer Sciences	Robert Hale	Department Head	10/31/2016	333.33	Overload	E&G
Family and Consumer Sciences	Robert Hale	Department Head	10/31/2016	333.33	Overload	E&G
Finance	Kathy C. Crockall	Associate Professor	10/31/2016	2,000.00	Overload	E&G
Finance	Kathy C. Crockall	Associate Professor	10/31/2016	2,000.00	Overload	E&G
Finance	Doris A. Sikora	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Finance	Doris A. Sikora	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Geography & Geology	Christopher Lloyd Brown	Associate Professor	9/30/2016	1,000.00	Overload	E&G
Geography & Geology	Christopher Lloyd Brown	Associate Professor	10/31/2016	1,000.00	Overload	E&G
Geography & Geology	Scott Alan Dobler	Instructor II	9/30/2016	1,000.00	Overload	E&G
Geography & Geology	Scott Alan Dobler	Instructor II	10/31/2016	1,000.00	Overload	E&G
Geography & Geology	Patricia N. Kambesis	Instructor I	9/30/2016	1,000.00	Overload	E&G
Geography & Geology	Patricia N. Kambesis	Instructor I	10/31/2016	1,000.00	Overload	E&G

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Faculty One Time Payments

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Geography & Geology	Amy Tracy Nemon	Instructor I	9/30/2016	1,500.00 Overload		E&G
Geography & Geology	Amy Tracy Nemon	Instructor I	10/31/2016	1,500.00 Overload		E&G
Information Systems	Phillip Duane Coleman	Associate Professor	9/30/2016	1,000.00 Overload		E&G
Information Systems	Phillip Duane Coleman	Associate Professor	10/31/2016	1,000.00 Overload		E&G
Management	Ismail Civelek	Associate Professor	9/30/2016	1,000.00 Overload		E&G
Management	Ismail Civelek	Associate Professor	10/31/2016	1,000.00 Overload		E&G
Modern Languages	Laura Green McGee	Department Head	9/30/2016	1,000.00 Overload		E&G
Modern Languages	Laura Green McGee	Department Head	10/31/2016	1,000.00 Overload		E&G
Physics & Astronomy	Vladimir Dobrokhotov	Associate Professor	9/30/2016	1,666.67 Overload		E&G
Physics & Astronomy	Vladimir Dobrokhotov	Associate Professor	10/31/2016	1,666.67 Overload		E&G
School of Professional Studies	Cortney S. Basham	Instructor I	10/31/2016	1,000.00 Overload		E&G
Arch Resource Center -Prof Services	Shahnaz Aly	Assistant Professor	9/30/2016	500.00 Supplemental Pay		RD
Arch Resource Center -Prof Services	Neal Edward Downing	Professor	9/30/2016	1,500.00 Supplemental Pay		RD
Athletic Administration (Academic)	Evelyn Montreal Oregon	Assistant Professor	9/30/2016	1,500.00 Supplemental Pay		RD
Athletic Administration (Academic)	Evelyn Montreal Oregon	Assistant Professor	10/31/2016	1,500.00 Supplemental Pay		RD
Athletic Administration (Academic)	Thomas Bradley Shinnett	Assistant Professor	9/30/2016	1,500.00 Supplemental Pay		RD
Athletic Administration (Academic)	Thomas Bradley Shinnett	Assistant Professor	10/31/2016	1,500.00 Supplemental Pay		RD
Athletic Administration (Academic)	Matthew L. Tullis	Professor	10/31/2016	1,000.00 Supplemental Pay		E&G
Campus Cultural Enhancement	Aaron Wilson Hughey	Professor	9/30/2016	300.00 Supplemental Pay		RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	10/31/2016	900.00 Supplemental Pay		RD
CEBS - DELO Distribution	Quentin Maurice Hollis	Associate Professor	9/30/2016	200.00 Supplemental Pay		E&G
CEBS - DELO Distribution	James D. May	Department Head	9/30/2016	1,500.00 Supplemental Pay		RD
CEBS - DELO Distribution	James D. May	Department Head	10/31/2016	1,500.00 Supplemental Pay		RD
CFL - Social Work	April Lynn Murphy	Assistant Professor	9/30/2016	2,750.00 Supplemental Pay		RD
CFL - Social Work	April Lynn Murphy	Assistant Professor	10/31/2016	2,750.00 Supplemental Pay		RD
CFL - Social Work	James D. May	Department Head	9/30/2016	1,034.00 Supplemental Pay		E&G
CFL - Social Work	April Lynn Murphy	Assistant Professor	9/30/2016	1,500.00 Supplemental Pay		RD
CFL - Social Work	April Lynn Murphy	Assistant Professor	10/31/2016	1,500.00 Supplemental Pay		RD
CHHS - Research Incentive	Gregory Earle Ellis-Griffith	Associate Professor	9/30/2016	2,250.00 Supplemental Pay		RD
Cohort Programs	Hunter O'Neal Galloway	Assistant Professor	9/30/2016	1,500.00 Supplemental Pay		RD
Cohort Programs	Stephen Andrew King	Associate Professor	9/30/2016	1,500.00 Supplemental Pay		RD
Cohort Programs	Stephen Andrew King	Associate Professor	10/31/2016	1,500.00 Supplemental Pay		RD
Cohort Programs	Grace K. Larrey	Associate Professor	9/30/2016	500.00 Supplemental Pay		RD
Cohort Programs	Grace K. Larrey	Associate Professor	10/31/2016	500.00 Supplemental Pay		RD
Communication Disorders - NY	Lauren E. Bland	Associate Professor	9/30/2016	1,000.00 Supplemental Pay		RD
Communication Disorders - NY	Lauren E. Bland	Associate Professor	10/31/2016	1,000.00 Supplemental Pay		RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	9/30/2016	500.00 Supplemental Pay		RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	10/31/2016	500.00 Supplemental Pay		RD
Communication Sciences & Disorders	Janice Carter Smith	Instructor I	10/31/2016	50.00 Supplemental Pay		E&G
Communication Sciences & Disorders	Janice Carter Smith	Instructor I	10/31/2016	212.50 Supplemental Pay		RD
Confucius Institute	Aaron Wilson Hughey	Professor	10/31/2016	300.00 Supplemental Pay		E&G
Continuing & Prof Development Admin	Rebecca R. Stobaugh	Associate Professor	10/31/2016	300.00 Supplemental Pay		E&G
Counseling and Student Affairs	Aaron Wilson Hughey	Professor	9/30/2016	212.50 Supplemental Pay		RD
Counseling and Student Affairs	Aaron Wilson Hughey	Professor	9/30/2016	2,500.00 Supplemental Pay		E&G
Dean Ogden College	Imelda N. Bratton	Assistant Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Imelda N. Bratton	Assistant Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Farhad Asratzadeh	Associate Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Farhad Asratzadeh	Associate Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Mustafa Ahici	Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Mustafa Ahici	Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Simran Banga	Assistant Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Simran Banga	Assistant Professor	9/30/2016	50.00 Supplemental Pay		E&G
Dean Ogden College	Amy M. Brausch	Associate Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Amy M. Brausch	Associate Professor	9/30/2016	100.00 Supplemental Pay		E&G
Dean Ogden College	Patrick T. Brown	Instructor I	9/30/2016	100.00 Supplemental Pay		E&G

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Faculty One Time Payments
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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Ogden College	Christopher Edward Byrne	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Mark Edward Cambron	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Warren Campbell	Associate Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Kevin B. Cary	Instructor II	9/30/2016	200.00	Supplemental Pay	E&G
Dean Ogden College	Robert E. Choate	Professor	9/30/2016	200.00	Supplemental Pay	E&G
Dean Ogden College	Darwin Bradley Dahl	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Neal Edward Downing	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Ronald Eric Gallagher	Associate Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Hunter O'Neal Galloway	Assistant Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Richard F. Geldeman	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Becky A. Gilfillen	Professor	9/30/2016	150.00	Supplemental Pay	E&G
Dean Ogden College	Gregory B. Goodrich	Associate Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Scott Allen Grubbs	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Jean Dominique Gumrakiza	Assistant Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Lance William Hahn	Associate Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Douglas L. Harper	Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Daniel Dow Jackson	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Brian M James	Instructor I	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Hanna A. Khouryrih	Associate Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Thomas W. Kingery	Assistant Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Henry Joel Lenoir	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Diane Marie Lickenbrock	Assistant Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Edmund Richard Martelli	Instructor I	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Michael T. May	Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Matthew J. Nee	Associate Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Hideo Norman	Instructor II	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Thomas Keith Phillips	Professor	9/30/2016	200.00	Supplemental Pay	E&G
Dean Ogden College	Mark A. Revels	Associate Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Nancy Ayers Rice	Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Amber Nicole Schroeder	Assistant Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Cris E. Scudder	Instructor I	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Matthew Clinton Shake	Associate Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Fredrick D. Stewers	Associate Professor	9/30/2016	100.00	Supplemental Pay	E&G
Dean Ogden College	Aaron L. Wichman	Associate Professor	9/30/2016	50.00	Supplemental Pay	E&G
Dean Ogden College	Kevin M. Williams	Professor	9/30/2016	200.00	Supplemental Pay	E&G
Dean Ogden College	William T. William	Professor	9/30/2016	150.00	Supplemental Pay	E&G
Dean Ogden College	Stacy Wilson	Professor	9/30/2016	200.00	Supplemental Pay	E&G
DELO - MBA	Ismail Civelek	Associate Professor	9/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Ismail Civelek	Associate Professor	10/31/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	9/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	10/31/2016	2,000.00	Supplemental Pay	RD
Distance Learning	Daniel P. Boden	Assistant Professor	9/30/2016	750.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor I	9/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor I	10/31/2016	1,000.00	Supplemental Pay	RD

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Faculty One Time Payments

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dual Credit	Gary Kent Hughes	Instructor II	9/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	10/31/2016	2,000.00	Supplemental Pay	RD
Dual Credit	Jeanine M. Huss	Associate Professor	9/30/2016	1,500.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Jones	Assistant Dean	9/30/2016	2,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Jones	Assistant Dean	10/31/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor I	9/30/2016	1,750.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor I	10/31/2016	1,750.00	Supplemental Pay	RD
Dual Credit	Megan Kathleen Miller	Associate Professor	9/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Megan Kathleen Miller	Associate Professor	10/31/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Associate Professor	9/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Carnetta Charlotte Skipworth	Associate Professor	10/31/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Lloyd Guy Davies	Professor	9/30/2016	30.00	Supplemental Pay	E&G
English	Jerod Holyfield	Assistant Professor	9/30/2016	300.00	Supplemental Pay	E&G
F&A - Psychological Sciences	Amy M. Brausch	Associate Professor	9/30/2016	50.00	Supplemental Pay	E&G
F&A - Psychological Sciences	Lance William Hahn	Associate Professor	9/30/2016	50.00	Supplemental Pay	E&G
F&A - Psychological Sciences	Diane Marie Lickentrock	Assistant Professor	9/30/2016	50.00	Supplemental Pay	E&G
F&A - Psychological Sciences	Hideko Norman	Instructor II	9/30/2016	50.00	Supplemental Pay	E&G
F&A - Psychological Sciences	Amber Nicole Schroeder	Assistant Professor	9/30/2016	50.00	Supplemental Pay	E&G
F&A - Psychological Sciences	Mathew Clinton Shake	Associate Professor	9/30/2016	50.00	Supplemental Pay	E&G
F&A - Psychological Sciences	Aaron L. Wichman	Associate Professor	9/30/2016	50.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	9/30/2016	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	10/31/2016	64.00	Supplemental Pay	E&G
Health & Fitness Lab	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	9/30/2016	32.00	Supplemental Pay	E&G
Health & Fitness Lab	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	10/31/2016	48.00	Supplemental Pay	E&G
Institute for Rural Health	Chandra Chalette Ellis-Griffith	Instructor I	9/30/2016	512.50	Supplemental Pay	E&G
Intramural - Recreational Sports	Nathan Leroy Love	Associate Professor	10/31/2016	60.00	Supplemental Pay	E&G
Lifelong Learning	Sarah Grace Berry	Professional-In-Residence	9/30/2016	387.50	Supplemental Pay	RD
Lifelong Learning	Sarah Grace Berry	Professional-In-Residence	10/31/2016	950.00	Supplemental Pay	RD
Lifelong Learning	Ching-Yi Lin	Assistant Professor	9/30/2016	440.00	Supplemental Pay	RD
Lifelong Learning	Ching-Yi Lin	Assistant Professor	10/31/2016	1,100.00	Supplemental Pay	RD
MBA - Full Time	Dana Mischelle Cosby	Pedagogical Asst Professor	9/30/2016	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Minwoo Lee	Associate Professor	9/30/2016	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Feng Helen Liang	Assistant Professor	9/30/2016	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Yung Ling Lo	Associate Professor	9/30/2016	2,450.00	Supplemental Pay	E&G
MBA - Full Time	Craig A. Martin	Professor	9/30/2016	2,450.00	Supplemental Pay	E&G
MSW Cohorts	Amy C. Cappiccie	Associate Professor	9/30/2016	2,250.00	Supplemental Pay	RD
MSW Cohorts	Wesley Jay Gabbard	Professor	9/30/2016	75.00	Supplemental Pay	RD
MSW Cohorts	Kelley Marie McIntyre	Instructor I	9/30/2016	200.00	Supplemental Pay	RD
MSW Cohorts	April Lynn Murphy	Assistant Professor	9/30/2016	175.00	Supplemental Pay	RD
Physics & Astronomy	Scott W. Bonham	Associate Professor	10/31/2016	1,000.00	Supplemental Pay	E&G
Physics & Astronomy	Jason Robert Boyles	Visiting Assistant Professor	10/31/2016	750.00	Supplemental Pay	E&G
Public Health	Gregory Earle Ellis-Griffith	Associate Professor	9/30/2016	1,794.00	Supplemental Pay	E&G
Public Health	Gary M. English	Department Head	9/30/2016	2,219.10	Supplemental Pay	E&G
Public Health	Grace K. Larrey	Associate Professor	9/30/2016	1,896.00	Supplemental Pay	E&G

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Public Health	William N. Mkamta	Associate Professor	9/30/2016	1,821.00	Supplemental Pay	E&G
RN to BSN (Cohort)	Richie Don Taylor	Associate Professor	9/30/2016	1,935.00	Supplemental Pay	E&G
RN to BSN (Cohort)	John Paul Baker	Associate Professor	9/30/2016	1,500.00	Supplemental Pay	RD
RN to BSN (Cohort)	John Paul Baker	Associate Professor	10/31/2016	1,500.00	Supplemental Pay	RD
RN to BSN (Cohort)	William Spencer Cole	Instructor I	9/30/2016	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	William Spencer Cole	Instructor I	10/31/2016	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	Mary Kimberly Green	Associate Professor	9/30/2016	1,250.00	Supplemental Pay	RD
RN to BSN (Cohort)	Mary Kimberly Green	Associate Professor	10/31/2016	2,000.00	Supplemental Pay	RD
RN to BSN (Cohort)	Kimberly W. Harris	Associate Professor	9/30/2016	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Kimberly W. Harris	Associate Professor	10/31/2016	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Instructor I	9/30/2016	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Robin Renee Madison	Instructor I	10/31/2016	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor I	9/30/2016	1,300.00	Supplemental Pay	RD
RN to BSN (Cohort)	Leanna Miller	Instructor I	10/31/2016	2,650.00	Supplemental Pay	RD
RN to BSN (Cohort)	Barbara Gayle Minix	Instructor I	9/30/2016	900.00	Supplemental Pay	RD
RN to BSN (Cohort)	Lora Wills Moore	Associate Professor	9/30/2016	800.00	Supplemental Pay	RD
RN to BSN (Cohort)	Lora Wills Moore	Associate Professor	10/31/2016	1,250.00	Supplemental Pay	RD
School of Professional Studies	James B. Fulkerson	Instructor I	10/31/2016	1,500.00	Supplemental Pay	E&G
Study Abroad	Maire M Blankenship	Assistant Professor	9/30/2016	900.00	Supplemental Pay	E&G
Study Away Program	Nicolette Isabel Bruner-Olson	Post-Doctoral Fellow	9/30/2016	937.50	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Assistant Professor	9/30/2016	674.80	Supplemental Pay	RD
Study Away Program	Kimberly Jones Green	Assistant Professor	10/31/2016	675.00	Supplemental Pay	RD
Study Away Program	Alexander I Olson	Assistant Professor	9/30/2016	4,500.00	Supplemental Pay	RD
Summer School	Jerry Walker Rutledge	Assistant Professor	9/30/2016	9,000.00	Supplemental Pay	RD
WKU Pathways - Instructional	Michelle Sharraine Jones	Assistant Dean	9/30/2016	1,500.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Michelle A. Jackson	Associate Professor	10/31/2016	1,500.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Grace K. Lartey	Associate Professor	10/31/2016	1,500.00	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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Completed Staff Personnel Actions Subject to Board Approval
 Entered August 25, 2016 through November 1, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Athletics	James Tyler Basler	Director, Student Promotions	09/12/2016		42,000.00	Initial Appointment	E&G	
Athletics	Matthew Thomas Wilhite	Assistant Coach	10/01/2016		45,000.00	Initial Appointment	E&G	
Center for R&D	Emilee Ann Buttrum	Assistant Director	09/01/2016		47,508.00	Initial Appointment	RD	
Comm Tech - Network Services	Nicholas Alexander Stigman	Network Specialist	09/07/2016		48,528.00	Initial Appointment	E&G	
Dept of Facilities Management	Wesley Dewayne Vincent	Area Technician I	10/01/2016		34,983.00	Initial Appointment	E&G	
Enterprise Applications & Prgmg	Russell Slater Miles	Application/Program Analyst II	10/24/2016		49,008.00	Initial Appointment	E&G	
Parking Services	Christian Deshawn Chambers	Parking Enforcement Officer	09/12/2016		23,112.00	Initial Appointment	E&G	
Police	Daniel L Brown	Police Officer	10/01/2016		39,492.00	Initial Appointment	E&G	
Registrar's Office	Rhonda Marie Jones	Student Records Specialist	09/19/2016		26,520.00	Initial Appointment	E&G	
University College	Desiree Nicole Blaine	Administrative Assistant	09/19/2016		36,000.00	Initial Appointment	E&G	
Child Care	Yolanda Hunton Bell	Teacher	11/01/2016	33,060.00	33,060.00	Reappointment	RD	
Child Care	Ashraf Boka	Teacher	11/01/2016	41,268.00	41,268.00	Reappointment	RD	
Child Care	Daniel L. Burch	Facilities Associate	11/01/2016	27,397.50	27,397.50	Reappointment	RD	
Child Care	Connie Faye Dye	Teacher	11/01/2016	26,736.00	26,736.00	Reappointment	RD	
Child Care	Lindsay Marie Garrison	Teacher	11/01/2016	33,180.00	33,180.00	Reappointment	RD	
Child Care	Thelma Mae Jackson	Director	11/01/2016	69,720.00	69,720.00	Reappointment	RD	
Child Care	Rebekah Ann Johnson	Component Coordinator	11/01/2016	38,388.00	38,388.00	Reappointment	RD	
Child Care	Susan Jeanette Miller	Nutrition Associate	11/01/2016	21,120.00	21,120.00	Reappointment	RD	
Small Business Development Center	Miller Bruce Slaughter	Director	10/01/2016	76,524.00	76,524.00	Reappointment	Grant	
Student Support Services	Mary Ann Brockman Bokkon	Coord, Student Support Svc	09/01/2016	35,748.00	35,748.00	Reappointment	E&G	
Student Support Services	Terrance Christopher George	Director, Student Support Svcs	09/01/2016	49,560.00	49,560.00	Reappointment	E&G	
Student Support Services	Inari Rashad Hazelwood	Counselor	09/01/2016	30,816.00	30,816.00	Reappointment	E&G	
Student Support Services	Kimberly Ann Whalen	Office Coordinator	09/01/2016	31,584.00	31,584.00	Reappointment	E&G	
Veterans Upward Bound	Bertha Jean Hunter	Office Associate	10/01/2016	26,376.00	26,376.00	Reappointment	Grant	
Academic Advising and Retention Ctr	Maegan Leigh Dorris	Transfer Academic Advisor	10/20/2016		34,008.00	Rehire	E&G	
Child Care	Susan Jeanette Miller	Nutrition Associate	10/17/2016		21,120.00	Rehire	RD	
College of Health & Human Services	Marybeth Gail Hunt	Advising Associate	10/24/2016		26,880.00	Rehire	E&G	
Dept of Facilities Management	Brad E Glodjo	Area Technician III	10/10/2016		34,983.00	Rehire	E&G	
Dept of Facilities Management	Wayne Dale Nelson	Area Technician I	09/23/2016		34,983.00	Rehire	E&G	
Honors College	Caitlin Nicole Greenwell	Coord, Constituent Relations	09/21/2016		34,680.00	Rehire	E&G	
Police	Daniel Lee McKinney	Police Officer	10/10/2016		35,496.00	Rehire of a Retiree	E&G	
Communication Sciences & Disorders	Shannon Bridges	Office Coordinator	01/01/2017	29,004.00	29,268.00	Reclassification	E&G	
Public Affairs	Corie Morell Martin	Dir, Web Svcs. & Digital Media	10/01/2016	46,380.00	60,000.00	Reclassification	E&G	
Sponsored Programs	Mary Kathleen Muchmore	Senior Grants Coordinator	07/01/2016	39,108.00	39,108.00	Reclassification	E&G	
Athletics	James R Smothermon	Assistant Athletics Trainer	10/17/2016	\$18.75/hr	35,004.00	Status Change (PT to FT)	E&G	
Communication Sciences & Disorders	Catherine Jeanette Martin	Office Associate	10/03/2016	\$15.00/hr	25,008.00	Status Change (PT to FT)	E&G	
Student Publications	William Pierce Hoagland	Manager, Advertising and Sales	01/01/2017	40,008.00	43,500.00	Status Change (Temp to Reg)	E&G	
Transit Services	Cheryle L Rallya	Transit Driver I	09/15/2016	\$11.35/hr	23,107.50	Status Change (PT to FT)	E&G	

Completed Staff Personnel Actions Subject to Board Approval
 Entered August 25, 2016 through November 1, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
WKU on Demand	Angela Marie Richardson	Office Associate	10/17/2016	\$12,88/hr	28,296.00	Status Change (PT to FT)	RD	
Distance Learning	Julie Marie Urans	Dir. Distant & Innovative Lrng	10/01/2016	87,648.00	87,648.00	Title Change	RD	
Diversity & Community Studies	Leah Beth Ashwill	Dir. Ctr Citizen Soc Justice	07/01/2016	51,408.00	51,924.00	Title Change	E&G	
Sponsored Programs	Marilyn June Anderson	Grants and Contracts Admin.	10/01/2016	64,824.00	64,824.00	Title Change	E&G	
WKU on Demand	Derek Bryan Olive	Dir. Continuing & Prof Devlpmt	10/01/2016	71,424.00	71,424.00	Title Change	RD	
Academic Advising and Retention Ctr	Christopher Roberts Jensen	Director, AARC	10/01/2016	47,484.00	67,500.00	Transfer	E&G	
Academic Outreach	Leslie Ann Powers	Office Associate	10/01/2016	30,000.00	28,296.00	Transfer	RD	
Access Control	Timothy Scott Cline	Locksmith	10/17/2016	30,771.00	34,515.00	Transfer	E&G	
Comm Tech - Network Services	Jason D Kelton	Network Engineer	11/01/2016	50,016.00	57,648.00	Transfer	E&G	
Dept of Facilities Management	Christopher Douglas Bartley	Carpenter I	10/17/2016	26,598.00	30,771.00	Transfer	E&G	
Gordon Ford College of Business	Jenna Foltz Atkins	Manager, Budgets and Resources	09/06/2016	43,944.00	43,500.00	Transfer	E&G	
Housing & Residence Life	Alicia Cohea Golston	Assistant Director	10/01/2016	40,920.00	55,008.00	Transfer	Aux	
IT Security & Identity Mgmt	Mary Elizabeth Nunn	Account Security Specialist	10/24/2016	35,076.00	40,344.00	Transfer	E&G	
Management	Andria Deloris Henry	Office Associate	10/01/2016	24,504.00	28,008.00	Transfer	E&G	
Police	Rodney Lynn McMillin	Shift Commander (Sgt)	09/05/2016	39,492.00	42,996.00	Transfer	E&G	
Police	Kathleen Woodward Omdorff	Corporal	09/05/2016	39,492.00	42,482.00	Transfer	E&G	
Police	Ryan Michael Petty	Sergeant	09/05/2016	40,020.00	43,524.00	Transfer	E&G	
WKU - Owensboro	Kevin Earl Dorth	Coord. Student Services	11/01/2016	33,348.00	39,000.00	Transfer	E&G	
Access Control	John Timothy Boyer	Locksmith	08/01/2016	32,565.00	34,515.00	Temporary Rate Increase Begin	E&G	
Access Control	John Timothy Boyer	Locksmith	01/01/2017	34,515.00	32,896.50	Temporary Rate Increase End	E&G	
Annual Fund	Jennifer Wells Pyle	Assistant Director	11/01/2016	36,864.00	47,508.00	Temporary Rate Increase Begin	E&G	
Annual Fund	Jennifer Wells Pyle	Assistant Director	01/01/2017	47,508.00	37,224.00	Temporary Rate Increase End	E&G	
Clinical Education Complex (CEC)	Shannon Marie Sales	CEC Intake Coordinator	11/01/2016	40,920.00	42,024.00	Temporary Rate Increase Begin	E&G	
Clinical Education Complex (CEC)	Shannon Marie Sales	CEC Intake Coordinator	01/01/2017	42,024.00	41,328.00	Temporary Rate Increase End	E&G	
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Academic Coordinator	10/01/2016	38,004.00	41,604.00	Temporary Rate Increase Begin	Grant	
Educational Enhancement Programs	Cameron Whitney Carr-Calvert	Academic Coordinator	07/01/2017	41,604.00	38,004.00	Temporary Rate Increase End	Grant	
Educational Opportunity Center	Kathy Delane Fraim	Counselor	10/01/2016	32,040.00	35,748.00	Temporary Rate Increase Begin	Grant	
Educational Opportunity Center	Kathy Delane Fraim	Counselor	01/01/2017	35,748.00	32,040.00	Temporary Rate Increase End	Grant	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2017	32,472.00	38,472.00	Temporary Rate Increase Begin	E&G	
Geography & Geology	Wendy Melanie DeCroix	Office Coordinator	07/01/2017	38,472.00	32,796.00	Temporary Rate Increase End	E&G	
Gordon Ford College of Business	Gladys Patricia Jordan	Coord. Student Services	11/01/2016	47,244.00	49,248.00	Temporary Rate Increase Begin	E&G	
Gordon Ford College of Business	Gladys Patricia Jordan	Coord. Student Services	01/01/2017	49,248.00	47,712.00	Temporary Rate Increase End	E&G	
Health & Fitness Lab	Sabrina Olivia Pate	Office Associate	07/01/2016	30,216.00	32,700.00	Temporary Rate Increase Begin	E&G	
Health & Fitness Lab	Sabrina Olivia Pate	Office Associate	01/01/2017	32,700.00	30,840.00	Temporary Rate Increase End	E&G	
Hoffman Institute - POD	Lee Anne Bledsoe	Environmental Research Assc	10/01/2016	44,520.00	48,024.00	Temporary Rate Increase Begin	RD	
Hoffman Institute - POD	Lee Anne Bledsoe	Environmental Research Assc	01/01/2017	48,024.00	44,964.00	Temporary Rate Increase End	RD	
International Enrollment Mgmt	Rita Joyce Samaras	Administrative Assistant	08/01/2016	38,388.00	40,020.00	Temporary Rate Increase Begin	E&G	
International Enrollment Mgmt	Rita Joyce Samaras	Administrative Assistant	01/01/2017	40,020.00	38,772.00	Temporary Rate Increase End	E&G	

Completed Staff Personnel Actions Subject to Board Approval
Entered August 25, 2016 through November 1, 2016

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
International Student Office	Toni Rae Dye	Assistant Director	10/01/2016	45,456.00	47,508.00	Temporary Rate Increase Begin	E&G	
International Student Office	Toni Rae Dye	Assistant Director	01/01/2017	47,508.00	45,912.00	Temporary Rate Increase End	E&G	
Music	Regina Faye Daugherty	Office Associate	11/01/2016	28,884.00	34,884.00	Temporary Rate Increase Begin	E&G	
Music	Regina Faye Daugherty	Office Associate	12/14/2016	34,884.00	28,884.00	Temporary Rate Increase End	E&G	
Public Health	Alyson Renee Anderson	Office Associate	08/15/2016	26,784.00	29,004.00	Temporary Rate Increase Begin	E&G	
Public Health	Alyson Renee Anderson	Office Associate	01/01/2017	29,004.00	27,060.00	Temporary Rate Increase End	E&G	
School of Nursing	Lynnita Rose Glass	Advising Associate	07/01/2016	34,896.00	38,496.00	Temporary Rate Increase Begin	E&G	
School of Nursing	Lynnita Rose Glass	Advising Associate	07/01/2017	38,496.00	35,244.00	Temporary Rate Increase End	E&G	
School of Nursing	Shirley Ann Jones	Office Coordinator	08/15/2016	36,828.00	38,580.00	Temporary Rate Increase Begin	E&G	
School of Nursing	Shirley Ann Jones	Office Coordinator	01/01/2017	38,580.00	37,200.00	Temporary Rate Increase Begin	E&G	
School of Nursing	Shirley Ann Jones	Office Coordinator	01/01/2017	37,200.00	38,952.00	Temporary Rate Increase Begin	E&G	
School of Nursing	Shirley Ann Jones	Office Coordinator	05/16/2017	38,952.00	37,200.00	Temporary Rate Increase End	E&G	
Social Work	Emily Ann Gouvas	Office Associate	09/01/2016	27,300.00	30,300.00	Temporary Rate Increase Begin	E&G	
Social Work	Emily Ann Gouvas	Office Associate	12/01/2016	30,300.00	27,300.00	Temporary Rate Increase End	E&G	
Social Work	Benita W Langley	Office Associate	09/01/2016	28,080.00	31,080.00	Temporary Rate Increase Begin	E&G	
Social Work	Benita W Langley	Office Associate	12/01/2016	31,080.00	28,080.00	Temporary Rate Increase End	E&G	
Sponsored Programs	Mary Kathleen Muchmore	Senior Grants Coordinator	09/01/2016	39,108.00	41,904.00	Temporary Rate Increase Begin	E&G	
Sponsored Programs	Mary Kathleen Muchmore	Senior Grants Coordinator	07/01/2017	41,904.00	39,468.00	Temporary Rate Increase End	E&G	
Teacher Services	Cindy R. White	Teacher Services Specialist	01/01/2017	37,332.00	37,644.00	Temporary Rate Increase Begin	E&G	
Teacher Services	Cindy R. White	Teacher Services Specialist	06/30/2017	37,644.00	31,644.00	Temporary Rate Increase End	E&G	
Tech Support Serv-Desktop Support	Robert A. Renfrow	Desktop Support Consultant	11/01/2016	45,456.00	50,472.00	Temporary Rate Increase Begin	E&G	
Tech Support Serv-Desktop Support	Robert A. Renfrow	Desktop Support Consultant	06/01/2017	50,472.00	45,888.00	Temporary Rate Increase End	E&G	
WKU - Owensboro	David Keith Powers	Coord. Workforce Development	11/01/2016	45,972.00	50,772.00	Temporary Rate Increase Begin	E&G	
WKU - Owensboro	David Keith Powers	Coord. Workforce Development	01/01/2017	50,772.00	46,428.00	Temporary Rate Increase End	E&G	
WKU Store	Joe W. Meng	Apparel Buyer	10/01/2016	35,364.00	40,008.00	Temporary Rate Increase Begin	Aux	
WKU Store	Joe W. Meng	Apparel Buyer	01/01/2017	40,008.00	35,724.00	Temporary Rate Increase End	Aux	
Police	Ryan Michael Petty	Police Officer	07/01/2016	39,120.00	40,020.00	Salary Increase	E&G	MKTEQ

Funding Source Codes:

- E&G - Education and General Grant - Grant Funded
- Aux - Auxiliary
- RD - Revenue Dependent
- Split - Split between sources
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Salary Increase Codes:

- ADDED - Added Duties
- DEGRE - Degree
- DFMCP - Dept of Facilities Mgmt Career Path Program
- MKTREQ - 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 an employee changes part time/full time status or temporary/ongoing status.
- TRANSFER** - Used when an employee moves from one position to another position regardless of department and/or salary change.
- STIPEND** - Compensation that is in addition to base pay for a finite period and typically associated with increased job responsibilities

Department	Name	Start Date	End Date	Amount	Source
Clinical Education Complex (CEC)	Erica Powell Orndorff	9/1/2016	10/31/2016	2,444.00	E&G
Dean College of Education	Janet Lee Applin	7/1/2016	10/21/2016	6,000.00	E&G
Dean College of Education	Anthony J. Kirchner	7/1/2016	6/30/2017	6,000.00	E&G
Dean College of Education	Anthony Dilworth Norman	7/1/2016	6/30/2017	6,000.00	E&G
Graduate School	Gregory Earle Ellis-Griffith	8/1/2016	6/30/2017	7,280.00	E&G
Institutional Research	Gina D. P. Huff	8/1/2016	6/30/2017	6,000.00	E&G
Public Affairs	Corie Morell Martin	8/1/2016	9/30/2016	2,200.00	E&G
WKU - Owensboro	David Keith Powers	7/1/2016	10/31/2016	4,800.00	E&G
WKU Foundation	John Paul Blair	9/1/2016	6/30/2017	13,571.00	E&G
WKU Foundation	Amanda Coates Lich	9/1/2016	6/30/2017	5,386.00	E&G
WKU Foundation	Amy Sue Miller	9/1/2016	6/30/2017	1,990.00	E&G
WKU Foundation	Krista Shartzler Steenbergen	9/1/2016	6/30/2017	5,900.00	E&G
WKU Foundation	Leslie Anne Watkins	9/1/2016	6/30/2017	6,121.00	E&G
WKU Foundation	Ronald G. Wilson	9/1/2016	6/30/2017	12,570.00	E&G
WKU Store	Trevor Crawford Nunn	10/1/2016	12/31/2016	630.00	Aux

Meeting Date: January 27, 2017

Staff One Time Payments
For the Period September 1, 2016 through October 31, 2016

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Stacey Durbin Gish	Part-Time Faculty	10/14/2016	267.00	Faculty Part Time	E&G
Communication	Stacey Durbin Gish	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	9/30/2016	460.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	10/14/2016	230.00	Faculty Part Time	E&G
Communication	Denise Murrell Hardesty	Part-Time Faculty	10/31/2016	230.00	Faculty Part Time	E&G
Communication	Ria Rose Meredith	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	E&G
Communication	Ria Rose Meredith	Part-Time Faculty	10/14/2016	267.00	Faculty Part Time	E&G
Communication	Ria Rose Meredith	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
Communication	Kristeen Ann Owens	Part-Time Faculty	9/30/2016	920.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	10/14/2016	460.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	10/31/2016	460.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	10/14/2016	460.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Phillips	Part-Time Faculty	10/31/2016	460.00	Faculty Part Time	E&G
Communication	Sarah Margaret Ward	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	10/31/2016	534.00	Faculty Part Time	RD
Communication Disorders & Disorders	Lisa Michelle Elkins	Part-Time Faculty	9/30/2016	356.00	Faculty Part Time	E&G
Communication Disorders & Disorders	Lisa Michelle Elkins	Part-Time Faculty	9/30/2016	356.00	Faculty Part Time	E&G
Communication Disorders & Disorders	Lisa Michelle Elkins	Part-Time Faculty	10/31/2016	356.00	Faculty Part Time	E&G
Communication Disorders & Disorders	Lisa Michelle Elkins	Part-Time Faculty	10/31/2016	356.00	Faculty Part Time	E&G
Communication Disorders & Disorders	Courtney Allison Hatcher	Part-Time Faculty	9/30/2016	1,602.00	Faculty Part Time	E&G
Communication Disorders & Disorders	Courtney Allison Hatcher	Part-Time Faculty	9/30/2016	1,602.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	10/31/2016	1,602.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	10/31/2016	1,602.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	10/31/2016	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Ladonna Loy Hunton	Part-Time Faculty	9/30/2016	570.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Ladonna Loy Hunton	Part-Time Faculty	10/31/2016	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Ladonna Loy Hunton	Part-Time Faculty	10/31/2016	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Adrianne Evyits Browning	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrianne Evyits Browning	Part-Time Faculty	10/31/2016	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	9/30/2016	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	10/31/2016	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schlegel	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schlegel	Part-Time Faculty	10/31/2016	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	9/30/2016	1,068.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	10/14/2016	534.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	10/31/2016	534.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	9/30/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	9/30/2016	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	10/31/2016	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	10/31/2016	570.00	Faculty Part Time	E&G
Dean Potter College	Cierra Janet Waller	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
Dean Potter College	Cierra Janet Waller	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
Dean Potter College	Cierra Janet Waller	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G

Meeting Date: January 27, 2017

Staff One Time Payments
For the Period September 1, 2016 through October 31, 2016

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Potter College	Ciera Janet Waller	Part-Time Faculty	10/31/2016	211.50 Faculty	Part Time	E&G
Department of Marketing	Corie Morrell Martin	Part-Time Faculty	9/30/2016	570.00 Faculty	Part Time	E&G
Department of Marketing	Corie Morrell Martin	Part-Time Faculty	10/31/2016	570.00 Faculty	Part Time	E&G
Diversity & Community Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	9/30/2016	460.00 Faculty	Part Time	E&G
Diversity & Community Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	10/14/2016	230.00 Faculty	Part Time	E&G
Diversity & Community Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	10/31/2016	230.00 Faculty	Part Time	E&G
Diversity & Community Studies	Christian Nicole Ryan	Part-Time Faculty	9/30/2016	534.00 Faculty	Part Time	E&G
Diversity & Community Studies	Christian Nicole Ryan	Part-Time Faculty	10/31/2016	534.00 Faculty	Part Time	E&G
Dual Credit	Ryan Dearbone	Part-Time Faculty	9/30/2016	423.00 Faculty	Part Time	RD
Dual Credit	Ryan Dearbone	Part-Time Faculty	10/14/2016	211.50 Faculty	Part Time	RD
Dual Credit	Ryan Dearbone	Part-Time Faculty	10/31/2016	211.50 Faculty	Part Time	RD
Economics	Gary A. Meszaros	Part-Time Faculty	9/30/2016	600.00 Faculty	Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	10/31/2016	600.00 Faculty	Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	9/30/2016	750.00 Faculty	Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	10/31/2016	750.00 Faculty	Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	9/30/2016	570.00 Faculty	Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	10/31/2016	570.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	9/30/2016	1,068.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	9/30/2016	1,068.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	10/14/2016	534.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	10/14/2016	534.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	10/31/2016	534.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	10/31/2016	534.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	9/30/2016	423.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	10/31/2016	423.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Roberta S. Parrigin	Part-Time Faculty	9/30/2016	534.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Roberta S. Parrigin	Part-Time Faculty	10/31/2016	534.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	9/30/2016	460.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	10/14/2016	230.00 Faculty	Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	10/31/2016	230.00 Faculty	Part Time	E&G
Information Systems	Anthony J. Kirchner	Part-Time Faculty	9/30/2016	650.00 Faculty	Part Time	E&G
Information Systems	Anthony J. Kirchner	Part-Time Faculty	10/31/2016	650.00 Faculty	Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	9/30/2016	650.00 Faculty	Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	10/14/2016	325.00 Faculty	Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	10/31/2016	325.00 Faculty	Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	9/30/2016	534.00 Faculty	Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/14/2016	534.00 Faculty	Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/14/2016	534.00 Faculty	Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/31/2016	534.00 Faculty	Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	10/31/2016	534.00 Faculty	Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	9/30/2016	570.00 Faculty	Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	10/31/2016	570.00 Faculty	Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	9/30/2016	534.00 Faculty	Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	10/14/2016	267.00 Faculty	Part Time	E&G

Meeting Date: January 27, 2017

Staff One Time Payments
For the Period September 1, 2016 through October 31, 2016

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	9/15/2016	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	9/30/2016	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	10/14/2016	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	10/31/2016	285.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/15/2016	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	9/30/2016	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/14/2016	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	10/31/2016	307.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Alissa Denise Arnold	Part-Time Faculty	9/30/2016	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Alissa Denise Arnold	Part-Time Faculty	10/31/2016	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	9/15/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	9/30/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	10/14/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	10/31/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	9/30/2016	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	10/31/2016	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	10/14/2016	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jarrett Hall Murphy	Part-Time Faculty	9/30/2016	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jarrett Hall Murphy	Part-Time Faculty	10/31/2016	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Sean Stewart Sherwood	Part-Time Faculty	9/30/2016	307.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Sean Stewart Sherwood	Part-Time Faculty	10/31/2016	307.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Rebecca Sue Collins	Part-Time Faculty	9/30/2016	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Rebecca Sue Collins	Part-Time Faculty	10/31/2016	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Ranee Fuqua Kilgore	Part-Time Faculty	9/30/2016	1,500.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Ranee Fuqua Kilgore	Part-Time Faculty	10/31/2016	1,500.00	Faculty Part Time	E&G
School of Nursing	Melanie Jan Duvall	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	E&G
School of Nursing	Melanie Jan Duvall	Part-Time Faculty	10/14/2016	267.00	Faculty Part Time	E&G
School of Nursing	Melanie Jan Duvall	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
School of Nursing	Cindy Lou Ehresman	Part-Time Faculty	9/30/2016	1,140.00	Faculty Part Time	E&G
School of Nursing	Cindy Lou Ehresman	Part-Time Faculty	10/31/2016	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	10/31/2016	534.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	9/30/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Marsha D. Hopper	Part-Time Faculty	9/15/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Marsha D. Hopper	Part-Time Faculty	9/30/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Marsha D. Hopper	Part-Time Faculty	10/14/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Marsha D. Hopper	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G

Meeting Date: January 27, 2017

Staff One Time Payments
For the Period September 1, 2016 through October 31, 2016

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Ria Rose Meredith	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	E&G
School of Professional Studies	Ria Rose Meredith	Part-Time Faculty	10/14/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Ria Rose Meredith	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	9/30/2016	570.00	Faculty Part Time	E&G
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	10/31/2016	570.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	9/30/2016	460.00	Faculty Part Time	E&G
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	10/31/2016	460.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	9/30/2016	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	9/30/2016	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	10/31/2016	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	10/31/2016	1,068.00	Faculty Part Time	E&G
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	9/15/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	9/30/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	9/30/2016	570.00	Faculty Part Time	E&G
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	10/31/2016	570.00	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/15/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	9/30/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	9/30/2016	460.00	Faculty Part Time	E&G
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	10/31/2016	460.00	Faculty Part Time	E&G
School of Professional Studies	Derrick A Veasey	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Derrick A Veasey	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Derrick A Veasey	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Chonda Michelle White	Part-Time Faculty	9/30/2016	534.00	Faculty Part Time	E&G
School of Professional Studies	Chonda Michelle White	Part-Time Faculty	10/14/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Chonda Michelle White	Part-Time Faculty	10/31/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Jennifer Davidchik Wilson	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
School of Professional Studies	Jennifer Davidchik Wilson	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Jennifer Davidchik Wilson	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Joselynn N. Brandon	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G
School of Professional Studies	Joselynn N. Brandon	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Joselynn N. Brandon	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Lynnita Rose Glass	Part-Time Faculty	9/15/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Lynnita Rose Glass	Part-Time Faculty	9/30/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Lynnita Rose Glass	Part-Time Faculty	10/14/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	Lynnita Rose Glass	Part-Time Faculty	10/31/2016	211.50	Faculty Part Time	E&G
School of Professional Studies	CressSena S. Manning	Part-Time Faculty	9/30/2016	423.00	Faculty Part Time	E&G

Meeting Date: January 27, 2017

Staff One Time Payments
For the Period September 1, 2016 through October 31, 2016

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Campus and Community Events	Jeffrey Alan Smith	Technical Dir./AV Coordinator	9/30/2016	4,400.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir./AV Coordinator	10/31/2016	775.00	Supplemental Pay	RD
CFL - Social Work	Austin Garret Griffiths	Coord. Child Welfare Support	9/30/2016	1,500.00	Supplemental Pay	RD
CFL - Social Work	Austin Garret Griffiths	Coord. Child Welfare Support	10/31/2016	1,500.00	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	9/30/2016	2,167.45	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	10/31/2016	1,768.33	Supplemental Pay	RD
Dean Ogden College	Jason C Wilson	Engineering Technician	9/30/2016	100.00	Supplemental Pay	E&G
DELO - MBA	Robert D. Hatfield	Associate Dean	9/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Robert D. Hatfield	Associate Dean	10/31/2016	2,000.00	Supplemental Pay	RD
Director of Athletics	Adam Leigh Gary	Head Athletic Coach	9/30/2016	2,500.00	Supplemental Pay	E&G
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Coord. Tech & Communications	9/30/2016	75.00	Supplemental Pay	E&G
Health & Fitness Lab	Alicia Denise Arnold	Asst Dir. Health & Fitness	10/31/2016	16.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	9/30/2016	64.00	Supplemental Pay	E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	10/31/2016	48.00	Supplemental Pay	E&G
Learning Assistance Center	Bryant Keen Blodgett	Coordinator, Events	9/30/2016	100.00	Supplemental Pay	E&G
Lifelong Learning	Melissa E. Ballinger	Office Associate	10/31/2016	187.50	Supplemental Pay	RD
Lifelong Learning	Beatrice Jean Cobb	Coordinator, Military Programs	10/31/2016	1,500.00	Supplemental Pay	RD
Lifelong Learning	Sondra Henderson Johnson	Information Tech Consultant	10/31/2016	187.50	Supplemental Pay	RD
Lifelong Learning	Charissa Anne Priddy	Coordinator, Cohort Programs	10/31/2016	350.12	Supplemental Pay	RD
Lifelong Learning	Gail Ardel Smallwood	Senior Academic Advisor	10/31/2016	125.00	Supplemental Pay	RD
Lifelong Learning	Dennis L. Cain	Transportation Analyst	9/30/2016	250.00	Supplemental Pay	E&G
Parking Services	Kevin LaVern Werner	Information Tech Consultant	9/30/2016	250.00	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	9/30/2016	2,594.48	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	10/31/2016	461.25	Supplemental Pay	FDN
School of University Studies	Carious B Yates	Dir. Student Support Programs	9/30/2016	4,272.00	Supplemental Pay	E&G
Society for Lifelong Learning	Beth Ann Dillon	Advisor/Program Coordinator	9/30/2016	37.18	Supplemental Pay	RD
Sports Information	Dereck Adam Keeling	Lead, Network Engineer	10/31/2016	360.00	Supplemental Pay	E&G
Topper Corner	John C. Grismore	Manager, Post Office	10/31/2016	90.10	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	9/30/2016	145.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	10/31/2016	150.00	Supplemental Pay	Aux
University Centers	Alexandria L Kennedy	Coord. Student Activities	9/30/2016	100.00	Supplemental Pay	Aux
University Centers	Andrew Scott Rash	Coord. Student Activities	9/30/2016	15.00	Supplemental Pay	Aux
University Centers	Andrew Scott Rash	Coord. Student Activities	10/31/2016	185.00	Supplemental Pay	Aux
University Centers	Andrew Scott Rash	Coord. Student Activities	10/31/2016	185.00	Supplemental Pay	Aux
Women's Softball	Amy Lynn Tudor	Head Athletic Coach	9/30/2016	6,200.00	Supplemental Pay	E&G

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

Funding Source Codes:

E&G - Education and General

Grant - Grant Funded

Aux - Auxillary

RD - Revenue Dependent

Split - Spilt between sources

FDN - Foundation

**2016-17 FIRST QUARTER STATEMENT OF
REVENUES & EXPENDITURES**

REQUEST:

Accept for filing the 2016-17 First Quarter Statement of Revenues & Expenditures.

FACTS:

Total realized Educational and General (E&G) revenue, as a percentage of the budget, was comparable to the first quarter revenue of 2015-16. State appropriations are distributed on a quarterly basis, but the distribution for each quarter does not represent 25 percent of the total due to the state's variable allocation schedule. Other revenue includes revenue generated by individual programs such as Athletics, University Farm, and various revenue dependent programs. The amount of revenue and the timing of receipt vary, but program administrators know they must manage expenditures so as to not exceed receipts. It is noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts, as a percentage of the budget, were comparable to first quarter revenues and expenditures of 2015-16. Revenues and expenditures for Auxiliary Enterprises are very similar to first quarter revenues and expenditures of 2015-16. 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 2016-17 First Quarter Statement of Revenues and Expenditures.

MOTION:

Accept for filing the 2016-17 First Quarter Statement of Revenues and Expenditures.

Western Kentucky University
First Quarter 2017 - Statement of Revenues and Expenditures
For the period from July 1, 2016 through September 30, 2016

	Revised Budget FY 2017 (Total)	Actual 1st Quarter	Percent of 2016-17 Actual/Revised
Revenue			
Educational and General			
Unrestricted			
Student Tuition and Fees	\$ 204,793,000	\$ 100,822,127	49.2%
State Appropriations	\$ 72,040,200	\$ 21,612,100	30.0%
Other	\$ 28,147,800	\$ 8,228,082	29.2%
Net Assets Allocation *	\$ 19,871,014		
Total Unrestricted	<u>\$ 324,852,014</u>	<u>\$ 130,662,309</u>	
Restricted			
Grants and Contracts	\$ 55,950,000	\$ 23,959,575	42.8%
Net Assets Allocation	\$ 468,378		
Total Restricted	<u>\$ 56,418,378</u>	<u>\$ 23,959,575</u>	
Auxiliary Enterprises			
Revenue Sources	\$ 22,842,000	\$ 7,544,956	33.0%
Net Assets Allocation	\$ 73,819		
Total Auxiliary Enterprise	<u>\$ 22,915,819</u>	<u>\$ 7,544,956</u>	
Total Revenue	<u><u>\$ 404,186,211</u></u>	<u><u>\$ 162,166,840</u></u>	<u>40.1%</u>
Total Revenue Excluding Net Assets Allocation	<u><u>\$ 383,773,000</u></u>	<u><u>\$ 162,166,840</u></u>	<u>42.3%</u>
Expenditures			
Educational and General **			
Unrestricted			
Unrestricted E&G	\$ 325,473,614	\$ 80,374,227	24.7%
Total Unrestricted	<u>\$ 325,473,614</u>	<u>\$ 80,374,227</u>	
Restricted			
Grants and Contracts	\$ 55,796,778	\$ 23,959,575	42.9%
Total Restricted	<u>\$ 55,796,778</u>	<u>\$ 23,959,575</u>	
Auxiliary Enterprises			
Auxiliary Enterprises	\$ 22,915,819	\$ 5,707,168	24.9%
Total Auxiliary Enterprises	<u>22,915,819</u>	<u>\$ 5,707,168</u>	
Total Expenditures	<u><u>\$ 404,186,211</u></u>	<u><u>\$ 110,040,970</u></u>	<u>27.2%</u>

* Unrestricted net assets allocation total includes \$18,479,000 Budgeted Net Asset Allocation (Carry Forward) and \$1,392,014 encumbrance commitments from prior year.

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

STUDENT FINANCIAL ASSISTANCE

Approximately 18,675 students received close to \$200 million in financial assistance during the 2015-16 academic year. This assistance included grants, loans, scholarships, student employment, veteran benefits, and other aid programs. Loans represent roughly 48% of this amount; likewise grants and scholarships represent 48%, with the remaining portion in student employment.

What does this say about the financial capacity of our student population? With costs rising, some aid programs stagnant or declining, is WKU's student population equipped to handle the increasing shortfall, year after year?

Based on income information obtained from the FAFSA (federal application students complete to apply for grants and loans), roughly 30% of Undergraduate WKU students (dependent and independent) without a prior Bachelor's degree had incomes below that considered poverty level. Additionally, more than 30% of Undergraduate students qualified for the highest need-based grant possible, the Federal Pell Grant.

Annual loan limits for federal student loans have remained constant with no increase since 2008 (at which time there was a minimal increase to the annual limit). Prior to that, it had been more than 15 years since the annual limits for federal student loans were revised. To put this in perspective, a freshman can borrow up to \$2750 per semester to go towards costs of attending. This covers just over half the current in-state tuition rate per semester (and on top of tuition, students must find ways to pay for housing, meal plans, books and other incidental expenses).

With a large percentage of WKU's student population dependent on student loans, and an equally significant percentage of WKU's student population dependent on grants, affordability becomes a real challenge. Some families are attempting to fill in the gap with parent loans, but unfortunately due to insufficient credit scores, this loan is not a feasible option for many of our students.

In order for the University to make decisions in the best interest of our student population, it is imperative that we truly understand who our student population is (not just geographically or academically, but who our students are financially).



WKU[®]

Board of Regents

OTHER BUSINESS

January 27, 2017

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

**NAMING OF THE HONORS COLLEGE AT WKU AS
THE DIXIE AND PETER MAHURIN HONORS COLLEGE**

REQUEST:

Approval of the naming of the Honors College at WKU as *The Dixie and Peter Mahurin Honors College* to honor their extraordinary legacy of support to gifted education.

BACKGROUND:

Dixie ('62, '67) and Pete ('61) Mahurin's philanthropic and leadership support to WKU spans more than four decades. Their gift in 2010 facilitated the World Council for Gifted and Talented Children's move to WKU. In 2002, their gift created a professorship in Gifted Studies, which is one of the few endowed chairs in gifted education in the United States.

Additionally, each has played critical leadership roles at WKU. Pete was a founding member of the WKU Foundation and served for eight years, from 1993-2001, including four years as its Chair. He also served on the Campaign Cabinet for both of WKU's successful capital campaigns, playing a crucial campaign role in recruiting fellow philanthropist Bill Gatton as a supporter of WKU's gifted education programs. Dixie, a long time WKU employee in student athlete academic advising, is a founding member of the WKU Sisterhood, a group that has contributed hundreds of thousands of dollars to WKU since its inception. Both are pillars in the Bowling Green community and support numerous causes on and off campus.

RECOMMENDATION:

President Gary A. Ransdell recommends that the Board of Regents approve the naming of the Honors College at WKU as *The Dixie and Peter Mahurin Honors College*.

MOTION:

To approve naming of the Honors College at WKU as *The Dixie and Peter Mahurin Honors College*.

ATHLETIC EMPLOYMENT CONTRACT

REQUEST:

Approval of an Athletic Employment Contract between Western Kentucky University and Michael Sanford.

FACTS:

The University and Coach Sanford have negotiated an Athletic Employment Contract which outlines terms and conditions of his employment as head football 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 Michael Sanford.

MOTION:

Approval of the Athletic Employment Agreement between Western Kentucky University and Michael Sanford.

**WESTERN KENTUCKY UNIVERSITY
ATHLETIC EMPLOYMENT CONTRACT**

This Employment Contract is made this 13th day of December, 2016, between **WESTERN KENTUCKY UNIVERSITY ("UNIVERSITY")** and Michael Sanford, ("**COACH**").

**ARTICLE I
PURPOSE**

The **UNIVERSITY** and the **COACH** have entered into this Employment Contract for the **COACH** to serve as the head coach of the **UNIVERSITY's** football program.

The **UNIVERSITY** and the **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 to the **COACH**, but less than a continuous appointment. For these reasons, the **UNIVERSITY** has agreed to employ and the **COACH** has promised to be employed by the **UNIVERSITY** upon the following terms and conditions.

**ARTICLE II
POSITION**

2.01 **DESCRIPTION OF COACH RESPONSIBILITIES**

A. **RECOGNITION OF DUTIES**

The **COACH** agrees to be a loyal employee of the **UNIVERSITY**, and to use his best efforts and good judgment not to bring disrepute or criticism upon the **UNIVERSITY**. The **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 all rules, regulations, policies, and decisions established or issued by the **UNIVERSITY**. The **COACH** also agrees that, notwithstanding the provisions of Section 4.04, during the term of this Employment Contract, he will not engage,

directly or indirectly, in any business or conduct which would detract from his ability to apply his best efforts to the performance of duties hereunder. **COACH** further acknowledges that the integrity and image of the **UNIVERSITY** are of paramount importance, and agrees that he shall act and speak positively about the **UNIVERSITY** and the **UNIVERSITY's** athletic program in private and public forums; and that he will support the **UNIVERSITY's** mission, policies, and decisions in all interactions with the public.

B. GENERAL DUTIES AND RESPONSIBILITIES OF COACH

During the period in which the **UNIVERSITY** employs the **COACH** as Head Football Coach, the **COACH** agrees to undertake and perform all duties and responsibilities attendant to the position of Head Football Coach as set forth in Section 2.01C. The **COACH** further agrees to abide by and comply with the constitution, bylaws, and interpretations of the National Collegiate Athletic Association (NCAA) and Conference USA, or any other football conference the **UNIVERSITY** may choose to enter, as well as all **UNIVERSITY** rules and regulations relating to the conduct and administration of the football program. In the event that the **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 Athletics Director of the **UNIVERSITY**. All academic standards, requirements, and policies of the **UNIVERSITY** shall also be observed by the **COACH** and members of his staff at all times and shall not be compromised or violated at any time.

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 Football Coach are as set forth below.

This list of specific duties and responsibilities supplement, and is not exclusive of, the other general duties and responsibilities provided for elsewhere in this Employment Contract.

1. General Description: The position of Head Coach for the Football program is a specialized professional position. The **COACH** is responsible for evaluating, recruiting, training, and coaching student athletes to compete successfully against college competition and to successfully progress toward obtaining a college degree.
2. Responsibilities: In his position as Head Football Coach, the **COACH** shall be responsible for all aspects of the football program including budget, recruiting, training, supervision, evaluation, and performance of student athletes and coaching staff, subject to the terms of 2.03 below. The **UNIVERSITY** Athletics Director shall have sole responsibility and discretion for scheduling for the program, and will make reasonable efforts to consult with **COACH** regarding same.

2.02 **COACH MAY BE DISCIPLINED FOR VIOLATIONS OF UNIVERSITY RULES, REGULATIONS, OR POLICIES; NCAA OR CONFERENCE RULES AND REGULATIONS**

If the **COACH** is found to be in violation of a **UNIVERSITY** rule, regulation or policy, or an NCAA or Conference rule or regulation, the **COACH** shall be subject to disciplinary and/or corrective actions.

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** football program.

- A. The **COACH's** immediate supervisor for purposes of implementing the Contract shall be the Athletics Director of the **UNIVERSITY**; notwithstanding anything to the contrary herein, all matters pertaining to the operation of the **UNIVERSITY's** football program shall be subject to the direction and control of the Athletics Director.
- B. The overall policy of the entire athletics program, including the football program, shall remain the exclusive prerogative of the **UNIVERSITY**. The Head **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 and under the direction of the Athletics Director.
- C. The **UNIVERSITY**, through the Athletics Director, shall permit the **COACH** to participate in decisions relating to choice and scheduling of football 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 football program, but final decisions in such matters shall be with the Athletics Director. It is specifically agreed and understood that travel arrangements shall be made in conformance with any contractual agreements between the **UNIVERSITY** and any travel agency.
- D. The **COACH** shall have the right to release, hire, and retain assistant football coaches subject to the **UNIVERSITY's** recruitment and hiring procedures and policies, and subject to the approval of the Athletics Director, and Kentucky law. In accordance with Kentucky law, the **UNIVERSITY's** Board of Regents must approve any recommended hire or appointment.

ARTICLE III
TERMS OF EMPLOYMENT

The term of this Employment Contract shall begin on the 13th day of December, 2016, and shall continue for a term of four (4) years through December 31, 2020. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.01 herein, the term of this Contract shall

be extended by one additional year on December 31, 2017, 2018, and 2019 (i.e. to provide for a continuing four-year term, through December 31, 2023.) Provided, however, that this extension provision shall not be construed to create an employment term that exceeds four (4) years at any given time, in accordance with the provisions of KRS 164.360(2).

ARTICLE IV COMPENSATION

In consideration for the promises he has made in entering into this Employment Contract, the **COACH** shall be entitled to the following forms of compensation: base salary payments, season tickets, and outside income.

4.01 BASE SALARY

The base salary paid by the **UNIVERSITY** to the **COACH** for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$800,000.00 effective December 13, 2016, which shall be payable in equal monthly installments during the period of this Contract and made in conformity with the payroll procedure of the **UNIVERSITY**.

The **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.

The **COACH** will be reviewed for his performance on an annual basis. The parties agree that the **COACH**'s base salary shall be adjusted in accordance with the **UNIVERSITY** performance evaluation policies and salary adjustment pools in effect at the time.

4.02 SEASON TICKETS

The **UNIVERSITY** will provide the **COACH** without charge ten (10) chair-seat football tickets and four (4) chair-seat reserved men's and women's basketball tickets. The **COACH** shall have the option to buy twelve (12) additional football tickets if available. The **COACH** shall be provided ten (10) football tickets for bowl/playoff games. It is agreed and understood that all tickets are provided to aid the

COACH in the performance of his job (recruiting, etc.). It is intended that the value of the tickets be excluded from compensation under the Internal Revenue Code Section 132(a)(3) as a working fringe benefit.

4.03 **COACH'S BONUS / VEHICLE**

A. Beginning with the 2017 football season and continuing thereafter for the term of the Contract, the **COACH** shall be entitled to the following bonuses:

- | | |
|--|-----------|
| 1. Winning percentage greater than .500 | \$50,000 |
| 2. Victory in Bowl Game | \$50,000 |
| 3. Conference USA Championship | \$50,000 |
| 4. Academic Progress Rate of 950 | \$50,000 |
| 5. Academic Progress Rate of 975 | \$50,000 |
| 6. Public season ticket sales in excess of 12,000 per year | \$25,000 |
| 7. CUSA Coach of the year | \$25,000 |
| 8. Group of 5 Representative in Playoff Bowl/New Year's 6 | \$100,000 |

All payments referenced above, including any payments to assistant coaches and/or staff, shall be paid in the form of salary and in accordance with the **UNIVERSITY's** payroll procedures. The **UNIVERSITY** shall furnish to the **COACH**, for his use on a loan basis during the term of his Employment contract, one (1) automobile and shall pay for automobile liability and comprehensive insurance and taxes, if applicable, upon the vehicle. **COACH** shall be solely responsible for all upkeep, maintenance, and/or repair of vehicle.

4.04 **OPPORTUNITIES TO EARN OUTSIDE INCOME**

While the **COACH** is representing the **UNIVERSITY** as Head Football 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 the **COACH** seeks to or makes arrangements to earn outside income as a result of his being Head Football Coach:

- A. **UNIVERSITY OBLIGATIONS ARE PRIMARY.** Such outside activities shall not interfere with the full and complete performance by the **COACH** of his duties and obligations as the **UNIVERSITY COACH**, recognizing always that the **COACH's** primary obligations lie with the **UNIVERSITY** and its students;
- B. **NCAA RULES CONTROL.** In no event shall the **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 contract;
- C. **UNIVERSITY APPROVAL IS REQUIRED.** The **COACH** shall obtain the advance written approval from the President and Athletics 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 the **COACH's** **UNIVERSITY** employment and the **UNIVERSITY** shall have no responsibility nor bear any liability for any claims arising therefrom;
- E. **COACH RETAINS ALL REVENUES.** Except for the limitations on such outside compensation as established by or set forth in this contract 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, the **COACH** shall be entitled to retain all revenues generated by such outside activities (i.e., shoe contracts, speaking engagements, outside camps, etc.).

F. **SUMMER CAMPS.** **COACH** shall be entitled to at least three (3) weeks of football camps using **UNIVERSITY's** athletic facilities and equipment. **COACH** shall have priority to conduct at least two weeks of camp (i.e., fourteen days) in the month of June after the regular term of public school in Kentucky has concluded. The operation of camp(s) will be conducted under the auspices of **UNIVERSITY** Athletic 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 football camps, 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 **UNIVERSITY** for such student camps shall be the lowest rate charged for student camps generally by the **UNIVERSITY**, which may vary from year to year. **COACH** agrees and understands that the **UNIVERSITY** will place a surcharge on each camper enrolled in the camps, and **UNIVERSITY** agrees to give **COACH** notice of the amount of the surcharge on or before September 30 of the preceding year. Such surcharge commence at \$3 per camper, effective with the summer of 2017. Should there be a conflict between **UNIVERSITY's** men's football program and any other **UNIVERSITY** athletic team or **UNIVERSITY** sponsored or affiliated program or organization concerning the use of the above facilities and equipment, this conflict shall be resolved by and in the sole discretion of the Athletics Director, who shall have the final determination on all matters. The **UNIVERSITY** agrees that it will cap the per camper fee at \$5 per camper throughout the term of this contract.

G. RADIO AND TELEVISION. The **UNIVERSITY** will use its best efforts to secure a **COACH's** radio and/or television program to air weekly for thirty (30) minutes during the football season. The compensation payable to the **COACH** will be negotiated at such time as the plan(s) for the radio and/or television program are finalized, which compensation shall be paid solely to the **COACH**.

ARTICLE V TERMINATION

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 on December 31, 2020 (or December 31, 2021, 2022, or 2023 in the event of extension). The term "just cause" shall include, in addition to normally understood meaning in Employment Contracts, any of the following:

- A. Conviction of a felony or declared by a court of competent jurisdiction to be guilty of a crime involving moral turpitude;
- B. Serious violation of any law, rule, regulation, constitutional provision, bylaw, or interpretation of the **UNIVERSITY**; Conference USA, or any other football conference the **UNIVERSITY** may choose to enter, or the NCAA;
- C. Serious violation of any law, rule, regulation, constitutional provision, bylaw or interpretation of the **UNIVERSITY**, Conference USA or the NCAA by a member of the football coaching staff, student athletes in the football program, or any other person under the **COACH's** supervision and direction, but only if such violation was made with the knowledge or consent of the **COACH** that such conduct constituted a serious violation of any rule, regulation, constitutional provision, bylaw, or interpretation as noted herein;
- D. Prolonged absence from duty not in accordance with **UNIVERSITY** policy, state or federal law, or without the consent of the Athletic Director or his designee; or,

E. Engaging in conduct, as determined reasonably and in good faith by the **UNIVERSITY**, which is clearly contrary to the character and responsibilities of a person occupying the position of Head Football Coach or which negatively or adversely affects the reputation of the **UNIVERSITY's** Athletics Program in any way, as determined reasonably and in good faith by the **UNIVERSITY**.

5.02 **UNIVERSITY'S OBLIGATIONS UPON TERMINATION FOR CAUSE**

In the event this Employment Contract is terminated for cause in accordance with the provisions of Section 5.02 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. The **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 WITHOUT CAUSE BY UNIVERSITY OR COACH**

A. The **UNIVERSITY** and **COACH** shall have the right to terminate this Employment Contract prior to its normal expiration on December 31, 2020, (or December 31, 2021, 2022, or 2023 in the event of extension), without cause. Termination "without cause" shall mean termination of this Contract on any basis other than those set forth in Section 5.02. Termination by either party without cause shall be effectuated by delivering to the other party written notice of the terminating party's intent to terminate this Contract without cause.

5.04 **LIQUIDATED DAMAGES UPON TERMINATION WITHOUT CAUSE**

A. If **COACH** terminates the contract without cause and accepts employment as head football coach at any college or university competing in NCAA Division I – A, he will

pay the **UNIVERSITY**, in equal payments over a six (6) month period, according to the following schedule:

1. Termination before March 1, 2018 - \$1.5 million
2. Termination anytime from March 1, 2018 through the last day of February, 2019 – \$1.2 million
3. Termination anytime from March 1, 2019 through the last day of February, 2020 - \$900,000
4. Termination on or after March 1, 2020 - \$600,000

- B. If **UNIVERSITY** terminates the contract without cause at any time, it will pay **COACH** an amount equal to eighteen (18) months of his base salary as of date of termination, payable monthly over eighteen (18) months. In addition, **COACH** shall be entitled to be paid, in full, his base salary for the month in which termination occurs, regardless of the day of the month the termination occurs.
- C. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees.
- D. 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.

5.06 **ADDITIONAL CONSIDERATION UPON TERMINATION BY COACH WITHOUT CAUSE**

In addition to the provisions of paragraph 5.04, if **COACH** terminates this Contract without cause prior to its expiration date and within one (1) year of his termination accepts employment as Head Coach of the football program with any other college/university with a Division I-A (FBS) football program,

COACH agrees to schedule a (2) two-year home/home game series (i.e., one game to take place at Western Kentucky University, and one game to occur at hiring college/university) between the football team of the college/university which employs him and the **UNIVERSITY's** football team, with no requirement for financial remuneration on the part of that college/university or the **UNIVERSITY**. Said series will be scheduled within 12 months of termination of **COACH's** employment with **UNIVERSITY**, and said game series will in no event begin later than eight (8) years following the date of termination of **COACH's** employment with **UNIVERSITY**. If the Coach and / or hiring university fails to schedule the game series within 12 months of termination of **COACH's** employment with **UNIVERSITY**, then **COACH** shall pay the **UNIVERSITY** the sum of \$100,000.

5.07 **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** were a resignation or retirement from collegiate men's football; 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 Teachers Retirement System disability retirement program and the **UNIVERSITY's** Long Term Disability Insurance Program.

5.08 **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 contract, **COACH** must notify the **UNIVERSITY's** Athletics Director of such

opportunity or interest, and obtain permission from the Athletics Director before any discussions can be held by **COACH** with anticipated coaching position principals, which permission shall not be unreasonably withheld. In addition, **COACH** shall provide representatives for any such anticipated coaching position principals with a copy of this contract and any amendments or addendums that may hereafter be executed, and the principals, agents and or officials offering the employment opportunity shall agree, in writing, to abide by the terms and provisions of the contract, including section 5.05.

5.09 **JURISDICTION / WAIVER OF JURY TRIAL AND RESOLUTION OF DISPUTES**

COACH agrees and consents to the exclusive jurisdiction and venue of any court of competent jurisdiction in Warren County, Kentucky, for any action arising out of or related to any dispute or controversy under this contract or injunctive relief related hereto. Parties to this contract agree to waive trial by jury for any claim arising out of or relating in any way to this contract or breach of this contract.

**ARTICLE VI
MISCELLANEOUS**

6.01 **AMENDMENTS TO CONTRACT**

This contract and the exhibits attached hereto contain the entire agreement of the parties with respect to the subject matter of this contract, and supersede all prior negotiations, agreements and understandings with respect thereto. This contract can only be altered or amended by written agreement between the **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, or any other material or data furnished to the **COACH** by the **UNIVERSITY** or developed by the **COACH** on behalf of the **UNIVERSITY** or at the **UNIVERSITY's** direction of the **UNIVERSITY's** use or otherwise in connection with the **COACH's** employment hereunder are and shall remain the sole and confidential property of the **UNIVERSITY**. Within thirty (30) days of the expiration of the term of this Contract or its earlier termination as provided herein, the

COACH shall immediately cause any such materials in his possession or control to be delivered to the **UNIVERSITY**.

6.03 **TAX LIABILITIES**

The **COACH** shall be responsible for any and all income tax liabilities, interest, and/or penalties related to any benefits received pursuant to this contract.

6.04 **LAWS OF THE COMMONWEALTH OF KENTUCKY**

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

6.05 **ACKNOWLEDGMENT**

COACH acknowledges that he has read and understands the foregoing provisions of this Contract, that he has had the opportunity to consult with legal counsel, and that such provisions are reasonable and enforceable, and he agrees to abide by this Contract and the terms and conditions set forth herein.

6.06 **BOARD OF REGENTS APPROVAL**

The parties agree and understand that the terms of this contract are subject to and contingent upon approval of the University's governing Board at its next regular meeting following the date the contract is executed.

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

BY: Todd Stewart 12-13-16
TODD STEWART Date
ATHLETICS DIRECTOR

BY: Michael Sanford 12-13-16
MICHAEL SANFORD Date
HEAD FOOTBALL COACH

**FIRST READING: PROPOSED AMENDMENTS TO THE BYLAWS OF
THE BOARD OF REGENTS**

REQUEST:

Approval of the first reading of proposed amendments to the Bylaws of the Board of Regents.

BACKGROUND:

During the Board's training session with Dr. Carol Cartwright, Senior Consultant from the Association of Governing Boards, on October 27, 2016, it was recommended that the Board review its current Bylaws and Committee structures to better meet the challenges faced by higher education. In a subsequent training session on December 9, 2016, the Board discussed moving forward with Dr. Cartwright's recommendation and Chair Higdon appointed Regent David Porter to begin the Bylaw review process. Due to the proposed amendments, a first reading and approval is required.

MOTION:

Approval of the first reading of the proposed amendments to the Bylaws of the Board of Regents.

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

[Amended / Approved January 20, 2012, 2017]

PREAMBLE

WHEREAS, the Board of Regents of Western Kentucky University has been duly created pursuant to Chapter 164 of the Kentucky Revised Statutes constituting a body corporate, with the usual corporate powers, and with all immunities, rights, privileges, and franchises usually attached to the governing bodies of educational institutions; and,

WHEREAS, the Board of Regents has the principal responsibility of establishing, implementing and carrying out the policies of the University, ~~and the its~~ President, officers, faculty, and employees ~~of the University implement and carry out such policies~~; and,

WHEREAS, the Board of Regents, in order to carry out its responsibilities, adopts these bylaws for the government of its members and to implement and to carry out its responsibilities as defined herein.

**ARTICLE I
DUTIES AND RESPONSIBILITIES OF THE BOARD**

1. **Statutory Duties and Responsibilities**. Pursuant to the Kentucky Revised Statutes, the government of Western Kentucky University is vested in the Board of Regents, and, as such, the Board may:
 - A. Receive grants of money and expend the same for the use and benefit of the University;
 - B. Adopt bylaws, rules, and regulations for the government of its members, the President, officers, agents, and employees, and enforce obedience to such rules;
 - C. Require such reports from the President, officers, faculty, and employees as it deems necessary and proper from time to time;
 - D. Determine the number of divisions, departments, bureaus, offices, and agencies needed for the successful conduct of the affairs of the University;

E. Grant diplomas and confer degrees upon the recommendation of the President and faculty.

In addition to the foregoing, the Board shall:

F. Appoint and remove the President and, on the recommendation of the President, may, in its discretion, appoint all faculty members and employees and fix their compensation and tenure of service, subject to the provisions of KRS 164.360;

G. Exercise authority over and control of appointments, qualifications, salaries and compensation payable out of the State Treasury or otherwise, as well as authority and control over promotions, and official relations with all employees; and,

H. Exercise such other authority, duties, and responsibilities as from time to time may be conferred upon them in accordance and compliance with the applicable Kentucky laws and regulations and as shall be provided in these By-Laws and any Amendments thereto.

2. **Other Duties and Responsibilities:** Recognizing its authority to do so under KRS 164.350 and realizing the significance of serving on the Board of Regents of Western Kentucky University, the Board of Regents agrees that it shall assume the following duties as Regents for Western Kentucky University:

A. To devote time to learn how the University functions—its uniqueness, strengths, and needs;

B. To become familiar with, committed to, and abide by the major responsibilities of this governing board, as set out in the Bylaws of the Western Kentucky University and the Kentucky Revised Statutes, including:

- 1) To define and clarify the mission and approve long-range plans;
- 2) To assess periodically their own performance and that of the President;

C. To act as a policy-making body.

D. To accept the spirit of academic freedom and shared governance as fundamental characteristics of University governance.

E. To accept that only the Board Chairperson speaks for the Board. No individual Board member, other than the Board Chairperson, has authority to speak for

the Board, to take actions or make commitments. Only the collective Board has authority.

F. To attend and complete new member orientation and training programs required by law and the Kentucky Council on Postsecondary Education.

ARTICLE II MEETINGS

1. **Time and Place.** Meetings of the Board of Regents are to be held on the campus of Western Kentucky University or at such other place as agreed upon by the Board. The Board of Regents shall at least annually agree to a calendar of regular meetings, but in no event shall the Board of Regents meet less than once per calendar quarter.
2. **Special Meetings.** Upon written request of the President or any two members of the Board of Regents and with the concurrence of the Chairperson, the Chairperson of the Board of Regents shall call a special meeting of the Board of Regents, such meetings to be held in a timely fashion at such time and upon such date as determined by the Chairperson. The President or any two members of the Board of Regents requesting such special meeting shall set forth in their request, with specificity, the purpose of such meeting. Discussions and action at the meeting shall be limited to items listed on the agenda and the notice.
3. **Notice of Special Meetings.** The notice of the special meeting shall consist of the date, time, and place of the special meeting and the agenda. As soon as possible, written notice shall be delivered personally, transmitted by facsimile, electronic mail, or U.S. postal or private delivery service to every member of the Board of Regents as well as each media organization which has filed a written request, including a mailing address, to receive notice of special meetings. The notice shall be calculated so that it shall be received at least twenty-four (24) hours before the special meeting. As soon as possible, written notice shall be posted in a conspicuous place in the building where the special meeting will take place and then in a conspicuous place in the ~~Wetherby Administration Building~~ Craig Administrative Center. Notice shall be calculated so that it shall be posted at least twenty-four (24) hours before the special meeting.
4. **Emergency Special Meetings.** In case of an emergency which prevents compliance with the foregoing, this subsection shall govern the Board of Regents' conduct of special meetings. The special meeting shall be called pursuant to the procedures set forth above. The Board of Regents shall make a reasonable effort, under emergency circumstances, to notify the members of the Board of Regents, media organizations which have filed a written request for notification, and the

public of the emergency meeting. At the beginning of the emergency meeting, the Chairperson shall briefly describe for the record the emergency circumstances preventing compliance with the notice provision set forth above. These comments shall appear in the minutes. Discussions and action at the emergency meeting shall be limited to the emergency for which the meeting was called.

5. **Emergency Defined.** For purpose of these bylaws, an emergency shall be defined as a situation which creates a threat or impending threat to public health, welfare or safety such as may arise by reason of fires, floods, or other natural or man-caused disasters, epidemics, riots, enemy attack, sabotage, explosion, power failure, energy shortages, transportation emergencies, equipment failures, state or federal legislative mandates, or similar events.
similar events.

6. **Participation in Meetings by Non-members.** The President shall attend and participate in all meetings of the Board of Regents unless excused when the President's status is under consideration. He may attend all meetings of committees of the Board. The President, with the approval of the Board members, may invite other members of the University staff or faculty to accompany him in attendance at any meeting. They may address the Board or otherwise participate upon request of the Board, any member, or the President.

Other members of the University community and members of the public are welcome to attend open meetings of the Board but may not address the Board of Regents or otherwise participate in the meetings except pursuant to a previously approved request for appearance to be heard in accordance with this paragraph. Persons desiring to be heard by the Board of Regents will first submit to the President in writing the subject matter and the reason for desiring to be heard by the Board of Regents. The President shall then call the request to the attention of the Chairperson. The Chairperson may then determine whether or not to permit the person requesting appearance before the Board to speak, or the Board by a majority vote may grant such a request of the person requesting authority to speak. The Board shall be notified of all requests that are denied.

7. **Agenda for Meetings.** It shall be the responsibility of the President and the Chairperson to develop an agenda including items which come through Committees of the Board. Upon the concurrence of the Chairperson and the President, agenda items may be designated as consent agenda items in the agenda of a regular Board meeting. Unless a board member objects at the regular meeting to the inclusion of an item(s) on the consent agenda, all items designated as consent agenda items shall be recommended for approval by a single vote by the Board without discussion of individual items.

ARTICLE III
OFFICERS

1. **Officers.** The officers of the Board of Regents shall be a Chairperson, a Vice Chairperson, a Secretary, and a Treasurer.
2. **The Election.** The Chairperson, Vice Chairperson, and Secretary of the Board of Regents shall be elected and the Treasurer appointed at the third regular meeting (calendar year) of the Board of Regents of the year in which the term of office expires. All officers shall commence serving upon their election and appointment.
3. **Term of Office.** All officers shall hold office for a term of one year or until their successors have been duly elected/appointed and have qualified, or until removed as hereinafter provided. If the Chairperson shall vacate his/her office prior to the end of their term, the Vice Chairperson shall serve as Chairperson for the balance of that term. If the Vice Chairperson vacates his/her office prior to the end of their term, an election shall be held to fill that position for the balance of that term. If any officer shall vacate their office, for whatever reason, their successor shall hold office for the balance of the term of office of the person vacating such office.
4. **Removal of Officers.** Any officer may be removed either with or without cause by a vote of the majority of the entire Board of Regents.
5. **Successive Terms.** The Chairperson and Vice Chairperson may be elected for two successive terms. Such persons shall be ineligible for an additional term without an intervening one-year period. However, in the event of the hiring of a new President during a Chairperson's second successive term, the Board of Regents may elect that Chairperson and Vice Chairperson to a third successive term (i.e. three successive one-year terms).
6. **Duties of Officers.** The duties and powers of the officers of the Board of Regents shall be as follows:

CHAIRPERSON

The Chairperson shall preside at all meetings of the Board of Regents, call special meetings upon the request of the President or any two members of the Board of Regents.

VICE CHAIRPERSON

The Vice Chairperson shall, in the absence of the Chairperson, carry out the duties of the Chairperson. If for any reason the Chairperson vacates that position, the Vice Chairperson shall assume the position of Chairperson for the balance of that term.

SECRETARY

The Secretary to the Board of Regents shall be elected annually and shall report to the Board. In the absence of the Secretary, the ~~Chair of the Board~~Chairperson shall be responsible for appointing an individual to act as Secretary to the Board. The Board Secretary shall be responsible for certifying compliance with all open meetings and open records requirements.

TREASURER

The Treasurer to the Board of Regents shall not be a member of the Board of Regents and shall be appointed annually. The Treasurer shall receive and disburse all monies and report to the Board of Regents on the financial status and fiscal affairs of the University. The Treasurer shall periodically, but not less than annually, furnish to the Board of Regents, ~~but at least annually~~, an accounting for all monies received and disbursed during the preceding fiscal year.

7. **Other Responsibilities.** The Board of Regents, by a majority vote, may assign such other duties and responsibilities to each of the respective officers as it shall from time to time determine appropriate.

ARTICLE IV COMMITTEES

1. **Committees of the Board of Regents.** The standing committees of the Board of Regents shall be the Executive Committee, the ~~Academic Affairs~~Governance Committee, the Finance ~~and Budget~~ Committee, ~~and the~~ Student AffairsMission Committee, and the Enrollment Committee. The Board may from time to time establish such other committees as shall be necessary to carry out its duties and responsibilities. The Chairperson may appoint, as necessary, ad hoc committees to conduct the governance functions of the Board.

2. **Executive Committee:** The Executive Committee shall consist of the Chairperson, Vice Chairperson, and ~~the chairperson of the three standing committees~~Secretary of the Board ~~of Regents.~~ In addition, the immediate past Chairperson of the Board shall serve as an *ex officio*, non-voting member of the Executive Committee. The Executive Committee will provide guidance to the President on matters that arise in the interim between regular meetings, and shall have authority to review, evaluate, provide guidance and/or recommendations on issues relating to alumni relations, ~~auditing, athletics,~~ development, governmental and public affairs, legal, human resources, strategic planning, and issues related to fund-raising and other similar advancement matters. A quorum shall consist of two members of the Executive Committee.

The Executive Committee shall also serve as the President's Review and Compensation Committee, and shall present recommendations concerning same to the full Board for vote. The Executive Committee may also perform any and all other functions that may be from time to time assigned by a majority vote of the Board of Regents. The Chairperson of the Board of Regents shall serve as the chair of the Executive Committee. The President of the University shall appoint a member of the staff to serve as administrative agent to the committee.

3. **Academic Affairs Governance Committee**: The **Academic Affairs Governance** Committee shall have authority to review, evaluate, provide guidance and/or recommendations **affecting the academic on Board effectiveness, bylaws, Board self-assessment, nominating officers, and intellectual affairs of the University. Board training and new member orientation.** The **Academic Affairs Governance** Committee shall consist of **a minimum of three and a maximum of five** members of the Board. The President of the University shall appoint a member of the staff to serve as administrative agent to the committee.

4. **Finance and Budget Committee**: ~~This~~**The Finance** Committee shall have authority to review, evaluate, provide guidance and /or recommendations on financial issues, including the biennial budget requests submitted to governmental agencies, the annual operating budget of the University for each fiscal year, adjustments to the annual operating budget from time to time as required by operations of the University, allocation of unencumbered fund balances, proposals for construction of academic, administrative or service facilities, **oversight of bonding, debt and bond rating, real estate (purchases, disposition and leasing), external and internal audit, and** all other financial and budget matters, including facilities and facilities management. If necessary, the annual operating budget of the University may be adjusted between the regular meetings of this Committee, and, in that event, this Committee will provide post-review and evaluation of those adjustments. The Finance ~~and Budget~~ Committee shall consist of a minimum of three and a maximum of five members of the Board. The President of the University shall appoint a member of the staff to serve as administrative agent to the committee.

5. ~~5.~~ **Student Affairs Mission** **Committee: (Revised 4-30-04)**—The **Mission** Committee shall have authority to review, evaluate, provide guidance and /or recommendations on all matters related to **academic and intellectual affairs, to staff, to** student life issues, including facilities, renovation, or new construction related to or associated with same, **and to athletics.** In addition, this Committee shall have delegated authority from the Board of Regents to render a final decision on an appeal of any student disciplinary decision rendered by the University Disciplinary Committee. Any decisions rendered by the Committee should be reported to the full Board at the next regular meeting following the Committee's decision. The Committee will consist of a minimum of three and a

maximum of five members of the Board. Absent a unanimous vote of the ~~Student Affairs Mission~~ Committee, the matter will be referred to the full Board for final resolution. The President of the University shall appoint a member of the staff to serve as administrative agent to the committee.

~~6.~~ ~~6.~~ **Enrollment Committee: The Enrollment Committee shall have authority to review, evaluate, provide guidance and/or recommendations on all matters related to student enrollment, recruitment, retention, graduation, underserved and underprepared populations, and minority and marginalized populations. The Enrollment Committee shall consist of a minimum of three and a maximum of five members of the Board. The President of the University shall appoint a member of the staff to serve as administrative agent to the committee.**

~~6.7.~~ **Authority of Committees.** Committees shall possess no delegated authority of the Board of Regents unless approved by a majority vote of the Board of Regents. All actions of each committee, unless taken with delegated authority, shall constitute recommendations to the Board of Regents and shall be subject to approval by a majority vote of the Board of Regents. All authority delegated to a committee must be within the confines of Kentucky ~~State Revised~~ Statutes and regulations.

~~7.8.~~ ~~7.~~ **Selection of Committee Members.** ~~If a Board officer vacancy occurs, an election shall be held to fill the unexpired portion of that term and to serve on the Executive Committee.~~ Members and Chairpersons of the standing committees of the Board shall be selected by the Chairperson of the Board of Regents, and the terms of the committees can run concurrently with the Chairperson, at the discretion of the Chairperson.

~~8.9.~~ ~~8.~~ **Term of Committee Members.** All committee members shall serve for a term of one year or until their successors have been duly selected by the Chairperson. In the event of a vacancy on a committee, the successor member shall be selected by the Chairperson of the Board of Regents and shall hold office for the balance of the term of office of the person vacating their office.

~~9.10.~~ ~~9.~~ **President as Ex Officio Member/ Board Members as Advisory Members.** The President shall serve as an *ex officio*, non-voting member of all committees of the Board of Regents, including those created from time to time by the Board. All members of the Board of Regents shall serve as advisory (non-voting) members of all committees of the Board of Regents, including those created from time to time by the Board.

~~10.11.~~ ~~10.~~ **Other Committees.** Such other committees as are from time to time created by the Board of Regents shall have their membership, duties, responsibilities, and term of existence

determined by a majority vote of the Board of Regents.

~~11.12.~~ ~~11.~~ **Removal of Committee Members.** Any committee member may be removed either with or without cause by a majority vote of the entire Board of Regents.

ARTICLE V **VOTING**

1. **Quorum.** A simple majority of the members of the Board of Regents shall constitute a quorum for the transaction of its business.

2. ~~2.~~ **Voting.** Each member of the Board of Regents shall cast one vote. All votes of the Board shall be a voice vote, provided, however, any member may request a roll call vote of the membership on any question. A simple majority of the quorum present and voting is required for any action and is sufficient unless otherwise required by law. The Secretary shall note those voting in favor and those voting against any matter except on voice votes.

1. **Majority of Entire Board Required on Finances.** A majority of the Board of Regents must vote affirmatively to affect an appropriation or disbursement of money, the making of a contract that requires an appropriation or disbursement of money, or the employment or dismissal of a teacher.

2. **Indemnification.** The members of the Board of Regents (past, present and future) shall be indemnified and be held harmless from and against all civil liabilities, including judgments, decrees, fines, penalties, expenses, fees, amounts paid in settlement or any other costs, losses (including but not limited to attorney's fees and court costs) not otherwise covered by the insurance coverage maintained by the University and arising or resulting from or in connection or association with, any threatened, pending or completed action, suit or proceeding (whether civil, administrative, investigatory or otherwise) and any appeals related thereto, under which the members of the Board are parties or participants because of their actions or omissions performed in good faith and in any capacity during the course and in the scope of their service on behalf of the University, whether incurred before or after the adoption of these Bylaws, unless they are finally adjudicated to be liable for willful, wanton or malicious conduct or criminal conduct as defined by law or regulation of any state or national government. Indemnification must conform with state and federal statutes and regulations.

ARTICLE VI **THE PRESIDENT**

1. **Responsibilities of the President.** The President of the University is appointed by the Board of Regents and serves at the pleasure of the Board. The President is the

chief executive and academic officer of the University and has direct charge of and is responsible to the Board for the operation of the University. The President shall submit to the Board, in writing, an annual report on the condition of the University.

A. Responsibilities of the President include, but are not limited to:

- (1) Providing leadership to the Board and the community in the development of the University's mission and programs;
- (2) Supervising the University's faculty and all other University employees;
- (3) Balancing the University's revenues and expenditures, managing the University's funds and other resources, assuring the financial integrity of the University, and reporting the financial condition of the University to the Board, on a regular basis;
- (4) Managing and personally participating in public and private fund-raising;
- (5) Managing the University's facilities;
- (6) Implementing the Policies and Procedures of the Board;
- (7) Making recommendations to the Board concerning the initial appointment of faculty, the award of tenure to faculty, and the granting of emeritus status;
- (8) Making recommendations to the Board concerning student fees;
- (9) Recommending to the Board a management structure for the University and the organization of the University's academic programs into colleges, schools, departments, divisions, and centers of instruction;
- (10) Making other recommendations, as necessary, to the Board or to Board committees with regard to matters falling within the authority of the Board;
- (11) Speaking on behalf of the University as its official spokesman and representing the University as its designated representative;
- (12) Presiding over official meetings and functions of the University;
- (13) Informing the Board of actions taken by the President, as appropriate, and of the development of critical or controversial issues;

(14) To review, accept, modify, or reject recommendations of the campus governance bodies, or to cause such activities to be done, with respect to any matter concerning academic policy, programs, or procedures. To present to the Board all formal recommendations on such matters, ensuring that significant dissenting positions are reported. In turn, the President shall inform the faculty of the Board's position in those areas where their interests and well-being are affected; ~~and,~~

(15) Performing such other specific responsibilities as are required by the Policies and Procedures of the Board or by the laws and regulations of the state of Kentucky; and.

(16) To ensure effective management and oversight of all University related foundations consistent with Kentucky Revised Statutes, Chapter 164, 164A and 273.

B. The President is hereby designated as an official spokesman and representative of the University. As the University's designated representative, the President is delegated the general authority to act on behalf of the University and the Board of Regents.

C. The authority of the President to act on behalf of the University and the Board includes, but is not limited to, except as specifically noted, the authority:

(1) To make recommendations to the Board to appoint and to reappoint all faculty and fix their salaries;

(2) To make recommendations to the Board to approve promotions in rank of faculty;

(3) To make recommendations to the Board to take final actions on behalf of the University in all ~~other personnel matters concerning the University employees, except that new hires and terminations.~~ The President shall not have the authority to make final decisions on faculty requests for Board review of negative tenure decisions, or to make final decisions on severe sanctions including dismissal for cause and/or dismissal for financial reasons;

(4) To make recommendations to the Board on individual compensation increases exceeding \$5,000 annually to any given employee.

(5) To approve the awarding of degrees and certificates to candidates who have completed all degree requirements and are recommended by the

faculty of the appropriate college, school, or division, and the authority to confer such degrees and certificates;

- (6) To approve the use of University facilities;
- (7) To approve the use of the University's name and visual identification;
- (8) To execute contracts, leases, and other legal instruments; except the Board shall:

A. Approve all personal services contracts which require University expenditures totaling more than \$250,000, excluding contracts related to grants and previously approved construction projects.

B. Approve University real property and facilities' leases under which 1) the University is the lessee if the annual rental is in excess of \$100,000 annually, or 2) if the University is the lessor of University real property or facilities and the lease has a non-cancellable term exceeding five years. No additional approval will be required if an approved lease is renewed pursuant to existing terms and conditions. A listing of all leases will be provided to the Board annually;

C. Approve contractual obligations greater than five years in length; and

D. Approve personnel contracts greater than four years in length.

- (9) To execute documents necessary to purchase, sell, granting of permanent easements, or otherwise convey interests in real property, subsequent to Board approval;
- (10) To accept gifts on behalf of the University;
- (11) To exercise such authority as is provided by the Policies and Procedures of the Board or by the statutes and regulations of the state of Kentucky.

D. The President may designate another University officer or employee to exercise, in whole or in part, the authority provided to the President herein, provided that the President shall be responsible for the actions of his/her designee.

2. **Review and Compensation of the President.**

- A. The President shall be evaluated, in executive session, at the annual meeting of the Board, according to written objectives, specific and general, developed by the President in conjunction with the Board and presented to the Board at the outset of each academic year. The Board shall have the discretion to obtain the services of an outside evaluator to assist the Board in the evaluation of the President.
- B. The Executive Committee shall serve as the President's Compensation Committee and, based on each annual evaluation, meet in executive session to review the President's compensation package. The compensation package recommended by the Executive Committee shall be presented to the full Board for approval.

ARTICLE VII
AMENDMENTS

- 1. **Amendment to Bylaws.** Amendments to these bylaws may be proposed by any member at any duly constituted meeting of the Board but will not be acted upon until the next meeting. Adoption of amendments shall require a vote of two-thirds (2/3) of the members.
- 2. **Parliamentary Procedure.** The parliamentary procedure of the Board of Regents shall be governed by Robert's Rules of Order:
 - 3.2. **, as most recently amended.**