



# *Board of Regents*

## **SECOND QUARTERLY MEETING**

**April 28, 2017 ~ 9:00 a.m. (CDT)**

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



**WESTERN KENTUCKY UNIVERSITY**  
**Board of Regents ~ Second Quarterly Meeting**  
**April 28, 2017 – 9:00 a.m. (CDT)**  
*Mass Media & Technology Hall ~ Cornelius A. Martin Regents Room*

**AGENDA**

- Call to Order (*Mr. Frederick A. Higdon, Chair*)
  - Special Recognition (*Dr. Gary A. Ransdell, President*)
  - Roll Call (*Ms. Cynthia Harris, Secretary*)
  - Approval of Minutes
    - First Quarterly Meeting ~ January 27, 2017
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**1. ACADEMIC AFFAIRS (*Dr. Phillip W. Bale*)**

**Action Item:**

AA-1 Approval of School of Engineering and Applied Sciences [pp 1-2]

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

**Action Items:**

- FB-1 Acceptance of the NCAA Agreed-upon Procedures Report for the year ended June 30, 2016 [p 1]  
FB-2 Acceptance of the WKYU-TV and WKYU-FM Radio audits for the year ended June 30, 2016 [p 2]  
FB-3 Acceptance of the 2<sup>nd</sup> Quarter Statement of Revenue and Expenditures [pp 3-4]  
FB-4 Approval of Personnel Actions [p 5]
  - Faculty Report [pp F1-F29]
  - Staff Report [pp S1-S23]FB-5 Approval of FY 2017 Budget Reallocation Plan [pp 6-7]  
\*FB-6 Approval of the 2017-18 Tuition and Mandatory Student Fees Schedule [pp 8-10]

*\*Item was not presented at the March 24 committee meeting*

**Information Item:**

- FY 2018 Budget Development Update (*Ms. Ann Mead*)
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### 3. EXECUTIVE (*Mr. Frederick A. Higdon*)

#### Action Items:

- EX-1 Approval of Student Residency Appeal Policy [pp 1-14]
- EX-2 Approval of Staff Emeritus Appointment [p 15]
- EX-3 Approval of Addendum to Athletic Employment Contract – Mr. Travis Hudson [p 16-attachment]
- EX-4 Approval of Addendum to Athletic Employment Contract – Mr. Jason Neidell [p 17-attachment]
- \*EX-5 Approval of Addendum to Athletic Employment Contract – Ms. Michelle Clark-Heard [p 18-attachment]
- \*EX-6 Acceptance of the University 2018-2024 Six-Year Capital Plan [p 19 and attachment]
- \*EX-7 Approval of Naming Mass Media and Technology Hall [pp 20-21]

*\*Items were not presented at the March 24 committee meeting*

#### **EXECUTIVE / CLOSED SESSION – Pursuant to KRS 61.810(1)**

For the discussion of proposed or pending litigation against or on behalf of the University.

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

- Appointment of Nominating Committee (*Chair Higdon*)
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### 5. ANNOUNCEMENTS (*Mr. Frederick A. Higdon*)

- May 12-13 ~ Commencement
  - June 23 ~ Special Budget Approval Meeting / Committee Meetings
  - July 27 ~ Retreat
  - July 28 ~ Third Quarterly Meeting
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### 6. ADJOURN



**WKU**<sup>®</sup>

*Board of Regents*

## **ACADEMIC AFFAIRS**

**April 28, 2017**

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

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**CONSOLIDATION OF THREE OGDEN COLLEGE OF SCIENCE AND  
ENGINEERING ACADEMIC UNITS**

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**REQUEST:**

Approval to consolidate the Departments of Engineering, Architectural and Manufacturing Sciences, and Computer Science into the School of Engineering and Applied Sciences

**FACTS:**

- The Departments of Engineering, Architectural and Manufacturing Sciences, and Computer Science have workforce development components that serve South-Central Kentucky. These departments have significant potential to partner with regional industry and develop partnerships that support academics through work on joint projects to solve real world problems.
- Each of these departments functions best with strong advisory boards. These boards provide access to resources that can strengthen academic programs. In addition, each of these departments has programs that can be accredited by the same professional accrediting agency (ABET).
- This proposal aligns closely related programs that share the same fundamental mission of preparing students for the workforce. This is in keeping with the Kentucky Workforce Readiness initiatives.
- Departmental lines will be removed to allow the formation of programmatic and research synergies in an effort to develop new programs to serve the region (ie. computer engineering and industrial engineering). This will also allow us to provide the administrative infrastructure necessary to support growth and development.
- Sharing of resources (including faculty), space, administration, instrumentation, and computer labs will reduce redundancy, improve efficiency, and better serve student needs.
- The *School of Engineering and Applied Sciences* designation is a professional trend also used by many other high quality universities (University of Virginia, University of Buffalo, Washington University, UCLA, Columbia, Princeton, Harvard, and University of Pennsylvania). Similar program location information for WKU Benchmarks and Kentucky Universities can be found in the Appendix.
- Nearly half of the majors in Ogden College of Science and Engineering would be enrolled in the School.

Departments	Tenure/Tenure track Faculty	Number of Majors
Engineering	14	674
AMS	12	774
Computer Science	8	245
<b>Total in School EAS</b>	<b>34</b>	<b>1693</b>

**BUDGETARY IMPLICATIONS & IMPLEMENTATION DATE:**

Effective July 1, 2017. No additional funds required.

**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of the consolidation of the Departments of Engineering, Architectural and Manufacturing Sciences, and Computer Science into the School of Engineering and Applied Sciences.

**MOTION:**

Approval to consolidate the Departments of Engineering, Architectural and Manufacturing Sciences, and Computer Science into the School of Engineering and Applied Sciences.



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## **FINANCE AND BUDGET**

**April 28, 2017**

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

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

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**REQUEST:**

Acceptance of the Accountants' Report on Application of Agreed-Upon Procedures, NCAA Compliance Report for the year ended June 30, 2016.

**FACTS:**

Each year, Western Kentucky University contracts with our external auditing firm to issue a report on agreed-upon procedures to assist the University with respect to complying with the NCAA Bylaw 3.2.4.16. The agreed-upon procedures were completed by Crowe Horwath, LLP for the fiscal year ended June 30, 2016 in accordance with attestation standards established by the American Institute of Certified Public Accountants. The Schedule of Revenues and Expenses of intercollegiate athletics operations was prepared by staff in the Office of Athletics Business Affairs who are responsible for compliance with the NCAA Bylaw 3.2.4.16. Crowe Horwath, LLP reviewed revenues and expenditures for the Athletics Department, reviewed the internal control structure of, and performed other accounting tests on the financial records of the area. A listing of procedures performed, along with associated findings, is included in Attachment A of the report.

Crowe Horwath, LLP's review does not constitute an audit and, therefore, does not contain an opinion on compliance with the NCAA Bylaw 3.2.4.16. It provides information intended for use by the Board of Regents, management of Western Kentucky University, and any authorized representative of the National Collegiate Athletic Association solely for reporting with respect to procedures described within the report.

**BUDGETARY IMPLICATIONS:**

N/A

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents accept the "Report of Independent Accountants on Applying Agreed-Upon Procedures" as required by the NCAA Bylaw 3.2.4.16 for the year ended June 30, 2016.

**MOTION:**

**Accept the Report of Independent Accountants on Applying Agreed-Upon Procedures for NCAA Compliance for the year ended June 30, 2016.**

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**AUDITOR'S REPORTS AND FINANCIAL STATEMENTS FOR  
WKYU-TV AND WKYU-FM RADIO**

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**REQUEST:**

Acceptance of the separate Auditor's Reports and Financial Statements, WKYU-TV and WKYU-FM Radio for the year ended June 30, 2016.

**FACTS:**

Western Kentucky University contracts with an external auditing firm to perform audits of the financial statements of WKYU-TV and WKYU-FM Radio. The audit of WKYU-TV for the fiscal year ended June 30, 2016 was completed by Crowe Horwath, LLP and their report is dated January 13, 2017. The audit of WKYU-FM for the fiscal year ended June 30, 2016 was completed by Crowe Horwath, LLP and their report is dated January 13, 2017. These separate audits are required under the contractual funding arrangements of Western Kentucky University with the Corporation for Public Broadcasting.

The financial statements present fairly, in all material respects, the financial position as of June 30, 2016, and the changes in financial position and cash flows thereof for the year then ended, in accordance with generally accepted accounting principles. Each of the financial statements received an unqualified opinion.

**BUDGETARY IMPLICATIONS:**

N/A

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents accept the separate Auditor's Reports and Financial Statements for WKYU-TV and for WKYU-FM Radio for the year ended June 30, 2016.

**MOTION:**

**Accept the separate Auditor's Reports and Financial Statements for WKYU-TV and for WKYU-FM Radio for the year ended June 30, 2016.**

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

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**REQUEST:**

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

**FACTS:**

Total realized Educational and General (E&G) revenue (excluding net assets allocation), as a percentage of the budget, was approximately 77 percent and comparable to the second quarter revenue of 2015-16. Actual tuition and fees compared to same time last year have increased approximately 2 percent in comparison to an increase of 5 percent in comparable budgets. 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. These programs are bringing in 13 percent more revenue in comparison to same time last year. The amount of revenue and the timing of receipt may vary, but program administrators know they must manage expenditures to not exceed receipts. It is noted that several programs have significant activity in spring and summer.

Restricted revenues and expenditures for grants and contracts were matching activity in comparison to second quarter of 2015-16. Revenues and expenditures for Auxiliary Enterprises were in line with second quarter revenues and expenditures of 2015-16.

**BUDGETARY IMPLICATIONS:**

It is anticipated that fall and spring tuition revenue will fall short of the budget estimate. It will be necessary to reallocate funds to cover any shortfall in revenue.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents accept for filing the 2016-17 Second Quarter Statement of Revenues and Expenditures.

**MOTION:**

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

**Western Kentucky University**  
**Second Quarter 2017 - Statement of Revenues and Expenditures**  
**For the period from July 1, 2016 through December 31, 2016**

	Revised Budget FY 2017	Actual 2nd Quarter Year-to-date	Percent of 2016-17 Actual/Revised
<b>Revenue</b>			
<b>Educational and General</b>			
Unrestricted			
Student Tuition and Fees	\$ 204,793,000	\$ 179,252,515	87.5%
State Appropriations	\$ 72,040,200	\$ 39,622,200	55.0%
Other	\$ 28,147,800	\$ 16,977,175	60.3%
Net Assets Allocation *	\$ 32,730,746		
Total Unrestricted	\$ 337,711,746	\$ 235,851,890	
Restricted			
Grants and Contracts	\$ 55,950,000	\$ 28,442,743	50.8%
Net Assets Allocation	\$ 468,378		
Total Restricted	\$ 56,418,378	\$ 28,442,743	
<b>Auxiliary Enterprises</b>			
Revenue Sources	\$ 22,842,000	\$ 12,945,311	56.7%
Net Assets Allocation	\$ 73,819		
Total Auxiliary Enterprise	\$ 22,915,819	\$ 12,945,311	
<b>Total Revenue</b>	<b>\$ 417,045,943</b>	<b>\$ 277,239,944</b>	<b>66.5%</b>
<b>Total Revenue Excluding Net Assets Allocation</b>	<b>\$ 383,773,000</b>	<b>\$ 277,239,944</b>	<b>72.2%</b>
<b>Expenditures</b>			
<b>Educational and General **</b>			
Unrestricted			
Unrestricted E&G	\$ 338,333,346	\$ 158,160,062	46.7%
Total Unrestricted	\$ 338,333,346	\$ 158,160,062	
Restricted			
Grants and Contracts	\$ 55,796,778	\$ 28,442,743	51.0%
Total Restricted	\$ 55,796,778	\$ 28,442,743	
<b>Auxiliary Enterprises</b>			
Auxiliary Enterprises	\$ 22,915,819	\$ 10,957,288	47.8%
Total Auxiliary Enterprises	22,915,819	\$ 10,957,288	
<b>Total Expenditures</b>	<b>\$ 417,045,943</b>	<b>\$ 197,560,093</b>	<b>47.4%</b>

\* Unrestricted net assets allocation total includes \$18,479,000 Budgeted Net Asset Allocation (Carry Forward), \$1,392,014 encumbrance commitments from prior year and \$12,859,732 Revenue Dependent and Workshop Carry Forward.

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

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**PERSONNEL ACTIONS**

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**REQUEST:**

Approval of faculty and staff personnel actions which have been approved through administrative channels and executed through the human resources information system during the period 11/02/2016 – 02/22/2017. One-time compensation payments executed through the payroll system cover the period 11/01/2016 – 02/28/2017.

**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.” Stipends and one-time compensation payments associated with extra duties/special assignments are in a separate listing.

**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: April 28, 2017

Completed Faculty Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Architect & Manufacturing Sciences	Frank W. Falciani	Visiting Assistant Professor	01/03/2017		55,008.00	Initial Appointment	E&G	
Modern Languages	Samir Mohamed	Instructor I	01/23/2017		38,508.00	Initial Appointment	Grant	
School of University Studies	Karen Renae Hall	Instructor I	01/15/2017		35,004.00	Rehire	E&G	
Doctor of Physical Therapy	Sonya Celleste Dick	Asst Prof/Assoc Director Clinical Ed	01/01/2017	88,800.00	91,788.00	Rank Change/Tenure	E&G	
Honors College	Ching-Hsuan Wu	Director	07/01/2016	60,000.00	87,744.00	Employment Terms Change	E&G	
Engineering	Gordon P. Smith	Instructor II	07/01/2017	61,200.00	64,572.00	Status Change (Temp to Reg)	E&G	
Communication Sciences & Disorders	Leisa S. Hutchison	Clinical Associate Professor	01/01/2017	43,740.00	50,004.00	Transfer	E&G	
Distance Learning	Gerhard K. Daday	Exec Dir CFD, ORLO & Assoc Prof	02/01/2017	59,304.00	92,004.00	Transfer	RD	
Doctor of Physical Therapy	Karen E Furgal	Director of Clinical Education	01/01/2017	76,776.00	94,776.00	Transfer	E&G	
Doctor of Physical Therapy	Kurt Richard Neelly	Associate Professor	01/01/2017	98,400.00	81,324.00	Transfer	E&G	
Engineering	Julie Ellis	Professor	01/01/2017	125,688.00	103,860.00	Transfer	E&G	
Engineering	Stacy Wilson	Department Chair	01/03/2017	99,444.00	130,440.00	Transfer	E&G	
Folk Studies & Anthropology	Darlene Ann Applegate	Department Head	07/01/2017	66,720.00	87,000.00	Transfer	E&G	
Geography & Geology	Erin Joy Greunke	Instructor I	01/01/2017	38,388.00	40,008.00	Transfer	E&G	
History	Robert L. Dietle	Associate Professor	07/01/2017	90,336.00	74,664.00	Transfer	E&G	
History	Eric S. Reed	Professor	01/01/2017	109,452.00	69,072.00	Transfer	E&G	
History	Eric S. Reed	Department Head	07/01/2017	69,072.00	94,008.00	Transfer	E&G	
Physics & Astronomy	Michael T. Carini	Department Chair	01/01/2017	76,284.00	107,040.00	Transfer	E&G	
Political Science	Sandra C. Ardrey	Associate Professor	07/01/2017	99,720.00	82,416.00	Transfer	E&G	
Political Science	Scott J. Lasley	Department Head	07/01/2017	67,680.00	88,548.00	Transfer	E&G	
Gordon Ford College of Business	H. Randall Capps	Scholar-In-Residence	01/01/2017	33,504.00	38,400.00	Salary Increase	E&G	ADDED
Social Work	James D. May	Department Head	01/01/2017	101,316.00	107,328.00	Salary Increase	Split	ADDED
Agriculture	Martin James Stone	Associate Professor	07/01/2017	86,796.00	87,648.00	Salary Increase	FDN	MKTEQ
Biology	Carl Willard Dick	Associate Professor	07/01/2017	59,592.00	63,204.00	Salary Increase	E&G	MKTEQ
Biology	Chandrakanth Emani	Associate Professor	07/01/2017	62,004.00	63,000.00	Salary Increase	E&G	MKTEQ
Biology	Stephen H. Huskey	Associate Professor	07/01/2017	61,824.00	63,300.00	Salary Increase	E&G	MKTEQ
Biology	Jarrett Reed Johnson	Associate Professor	07/01/2017	60,732.00	63,000.00	Salary Increase	E&G	MKTEQ
Biology	Rhonda Ann Patterson	Associate Professor	07/01/2017	54,384.00	55,716.00	Salary Increase	E&G	MKTEQ
Biology	Jeremy B. Maddox	Associate Professor	07/01/2017	61,596.00	63,000.00	Salary Increase	E&G	MKTEQ
Chemistry	Matthew J. Nee	Associate Professor	07/01/2017	61,884.00	63,000.00	Salary Increase	E&G	MKTEQ
Chemistry	Carmetta Charlotte Skipworth	Associate Professor	07/01/2017	51,240.00	52,572.00	Salary Increase	E&G	MKTEQ
Chemistry	Bangbo Yan	Associate Professor	07/01/2017	62,112.00	63,000.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Joshua David Durkee	Associate Professor	07/01/2017	61,488.00	63,000.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Xingang Fan	Associate Professor	07/01/2017	59,592.00	63,000.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Amy Tracy Nemon	Instructor I	07/01/2017	38,256.00	44,388.00	Salary Increase	E&G	MKTEQ
Geography & Geology	Jason Polk	Associate Professor	07/01/2017	59,592.00	63,000.00	Salary Increase	E&G	MKTEQ
Mathematics	Tilak Bhattacharya	Associate Professor	07/01/2017	62,940.00	63,576.00	Salary Increase	E&G	MKTEQ

Meeting Date: April 28, 2017

Completed Faculty Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

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Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Mathematics	Molly Dunkum	Associate Professor	07/01/2017	61,572.00	63,000.00	Salary Increase	E&G	MKTEQ
Mathematics	Ngoc Bao Nguyen	Associate Professor	07/01/2017	62,064.00	63,000.00	Salary Increase	E&G	MKTEQ
Mathematics	Attila Por	Associate Professor	07/01/2017	61,920.00	63,000.00	Salary Increase	E&G	MKTEQ
Physics & Astronomy	Charles H. McGruder	Professor	07/01/2017	129,996.00	131,280.00	Salary Increase	FDN	MKTEQ
Psychological Sciences	Ivan Sergeyevich Novikov	Associate Professor	07/01/2017	60,372.00	63,000.00	Salary Increase	E&G	MKTEQ
Psychological Sciences	Reagan Dwayne Brown	Associate Professor	07/01/2017	62,244.00	63,000.00	Salary Increase	E&G	MKTEQ
Psychological Sciences	Andrew S. Mienaltowski	Associate Professor	07/01/2017	61,392.00	63,000.00	Salary Increase	E&G	MKTEQ
Psychological Sciences	Matthew Clinton Shake	Associate Professor	07/01/2017	60,840.00	63,000.00	Salary Increase	E&G	MKTEQ
Social Work	Aaron L. Wichman	Associate Professor	07/01/2017	61,164.00	63,000.00	Salary Increase	E&G	MKTEQ
21st Century Media	April Lynn Murphy	Assistant Professor	07/01/2017	51,012.00	53,520.00	Salary Increase	E&G	MKTEQ
Biology	Timothy A. Broekema	Professor	01/01/2018		88,416.00	Sabbatical	E&G	
Biology	Carl Willard Dick	Associate Professor	01/01/2018		63,204.00	Sabbatical	E&G	
Communication	Jarrett Reed Johnson	Associate Professor	01/01/2018		63,000.00	Sabbatical	E&G	
Computer Science	Kumi Ishii	Associate Professor	07/01/2017		57,000.00	Sabbatical	E&G	
English	Rong Yang	Associate Professor	01/01/2018		79,092.00	Sabbatical	E&G	
Finance	Thomas Christian Hunley	Professor	07/01/2017		66,288.00	Sabbatical	E&G	
Finance	Kam C. Chan	Professor	07/01/2017		135,936.00	Sabbatical	E&G	
Geography & Geology	Yung Ling Lo	Associate Professor	01/01/2018		112,560.00	Sabbatical	E&G	
History	Michael T. May	Professor	01/01/2018		78,240.00	Sabbatical	E&G	
History	Marjorie Elizabeth Plummer	Professor	01/01/2018		67,716.00	Sabbatical	E&G	
History	Juan Lennart Michel Romero	Associate Professor	07/01/2017		56,388.00	Sabbatical	E&G	
Journalism & Broadcasting	Tamara Van Dyken	Associate Professor	07/01/2017		55,260.00	Sabbatical	E&G	
Mathematics	Loup Michael Langton	Professor	07/01/2017		93,372.00	Sabbatical	E&G	
Music	Mikhail Khennner	Associate Professor	07/01/2017		63,168.00	Sabbatical	E&G	
Philosophy & Religion	Eric Walter Bain-Selbo	Department Head	01/01/2018		61,476.00	Sabbatical	E&G	
Philosophy & Religion	Paul A. Fischer	Associate Professor	07/01/2017		94,728.00	Sabbatical	E&G	
Physics & Astronomy	Steven John Gibson	Associate Professor	07/01/2017		55,776.00	Sabbatical	E&G	
Political Science	Saundra C. Ardrey	Associate Professor	07/01/2017		63,000.00	Sabbatical	E&G	
Psychology	Anthony R. Paquin	Associate Professor	01/01/2018		82,416.00	Sabbatical	E&G	
Psychology	Qin Zhao	Associate Professor	07/01/2017		64,272.00	Sabbatical	E&G	
Social Work	James D. May	Department Head	01/01/2018		61,392.00	Sabbatical	E&G	
Social Work	Larry W. Owens	Associate Professor	01/01/2018		102,324.00	Sabbatical	Split	
					60,540.00	Sabbatical	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

**MKT EQ** - 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

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
21st Century Media - POD	Christopher A. Houchens	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
21st Century Media - POD	Deborah Highland West	01/23/2017	5/31/2017	2,000.00	Initial Appointment	E&G
Allied Health	Jonathan B. Blick	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Allied Health	Kenneth J Dennison	01/23/2017	5/31/2017	1,128.00	Reappointment	RD
Allied Health	James B. Williams	01/23/2017	5/31/2017	5,000.00	Reappointment	E&G
Allied Health	James B. Williams	04/01/2017	5/31/2017	5,000.00	Reappointment	E&G
Architect & Manufacturing Sciences	Shawn Micheal Brown	01/23/2017	5/31/2017	2,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	Robert M Chirwa	01/23/2017	5/31/2017	4,272.00	Initial Appointment	E&G
Architect & Manufacturing Sciences	David L Frazier	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Architect & Manufacturing Sciences	Megan Annette Jones	01/23/2017	5/31/2017	3,680.00	Reappointment	E&G
Architect & Manufacturing Sciences	Sтивен P. Luse	01/23/2017	5/31/2017	2,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	Terry Lynn Pasley	01/23/2017	5/31/2017	2,500.00	Reappointment	E&G
Architect & Manufacturing Sciences	Barry D Phelps	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Deanna L Proctor	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Architect & Manufacturing Sciences	Cheyl Ann Purdy	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Art	Sandra K. Carter	01/23/2017	5/31/2017	2,436.00	Reappointment	E&G
Art	Matthew Ryan Kirby	01/23/2017	5/31/2017	1,692.00	Initial Appointment	E&G
Art	Matthew Ryan Kirby	01/23/2017	5/31/2017	2,277.00	Initial Appointment	E&G
Art	Jacqueline Anne Lubbers	01/23/2017	5/31/2017	7,140.00	Reappointment	E&G
Art	Harold Gregory Strange	01/23/2017	5/31/2017	7,308.00	Reappointment	E&G
Auxiliary Services	Arden von Haeger	01/23/2017	5/31/2017	7,740.00	Reappointment	E&G
Biology	Gary A. Meszaros	01/23/2017	2/28/2017	2,400.00	Reappointment	E&G
Biology	William Leo Lynch	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Center for Gerontology	Patrice Blanchard	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Center for Gerontology	Kelly Glenn Fitzgerald	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
Center for Gerontology	Louise Marie Murray	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Chemistry	Susan Ellen Morgan	03/20/2017	5/31/2017	2,484.00	Reappointment	E&G
Commonwealth School	Tina Louise Bant	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Commonwealth School	Harold Eugene Harmon	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Commonwealth School	Travis D. Meserve	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Commonwealth School	Timothy Bowman Ritter	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Commonwealth School	Jessica Trent Byers	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Communication	Sabine Chai	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Communication	Gerald Dean Gifford	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G
Communication	Carl L. Kell	01/23/2017	5/31/2017	4,500.00	Reappointment	E&G
Communication	Heather C. Lashley	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Communication	Kayla M. Riley	01/23/2017	5/31/2017	1,692.00	Reappointment	RD
Communication	Kayla M. Riley	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Communication	Cayla Shae Rios	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G
Communication	Rachel Lisabeth Walston	01/23/2017	5/31/2017	1,840.00	Reappointment	RD
Communication	Lauren Michelle Willian	01/01/2017	5/31/2017	1,692.00	Reappointment	RD
Communication	Lauren Michelle Willian	01/23/2017	5/31/2017	5,076.00	Reappointment	E&G
Communication Sciences & Disorders	Holly Page Bean	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Communication Sciences & Disorders	John Phillip Boyd	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Sylvia Rae Boyd	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G
Communication Sciences & Disorders	Rebecca Tessann Broyles	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	11/01/2016	5/31/2017	1,780.00	Reappointment	E&G
Communication Sciences & Disorders	Elizabeth A. Gilbert	01/23/2017	5/31/2017	2,848.00	Reappointment	E&G
Communication Sciences & Disorders	Linda S Kerr	01/23/2017	5/31/2017	712.00	Reappointment	RD
Communication Sciences & Disorders	Linda S Kerr	01/23/2017	5/31/2017	7,120.00	Reappointment	E&G
Communication Sciences & Disorders	Nicole D. Laffin	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
Communication Sciences & Disorders	Carolyn Denise Sotto	01/23/2017	5/31/2017	2,136.00	Reappointment	RD
Communication Sciences & Disorders	Sherry Adcock West	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Communication Sciences & Disorders	Sarah Marie Young	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G
Counseling and Student Affairs	Georgaanna Carol Gibson	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Counseling and Student Affairs	James Byron McCaslin	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Department of Marketing	Megan Micheli Ormon	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
Diversity & Community Studies	Brandi Nichole Button	01/23/2017	5/31/2017	3,680.00	Reappointment	E&G
Diversity & Community Studies	Susan Charlotte Farmer	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Diversity & Community Studies	Laura Lee Goodwin	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Diversity & Community Studies	Anne Marie Radsprinter	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Diversity & Community Studies	Kimberly Joy Sauder	01/23/2017	5/31/2017	2,280.00	Reappointment	RD
Diversity & Community Studies	Bridgett Lee Augustino	01/23/2017	5/31/2017	3,303.75	Reappointment	RD
Diversity & Community Studies	David Robert Brooks	01/23/2017	5/31/2017	2,136.00	Reappointment	RD
Dual Credit	Sarah Elsa Freeman	01/23/2017	5/31/2017	2,136.00	Reappointment	RD
Dual Credit	Sarah Elsa Freeman	01/23/2017	5/31/2017	4,272.00	Reappointment	RD
Dual Credit	Robert James Glenn	01/23/2017	5/31/2017	4,560.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/23/2017	5/31/2017	1,840.00	Reappointment	RD
Dual Credit	Scott Lester Huff	01/23/2017	5/31/2017	3,680.00	Reappointment	RD
Dual Credit	Elizabeth Dalton Markle	01/23/2017	5/31/2017	3,384.00	Reappointment	RD
Dual Credit	Daniel Webster Phillips	01/23/2017	5/31/2017	6,840.00	Reappointment	RD
Dual Credit	Jennifer Lynn Smith	01/23/2017	5/31/2017	5,076.00	Reappointment	RD
Dual Credit	Christopher Andy Vaught	01/23/2017	5/31/2017	6,408.00	Reappointment	RD
Economics	Michael Lynn Roberson	01/23/2017	5/31/2017	5,824.00	Reappointment	E&G
Ed Leadership Doctoral Program	Kenyetta Valada Martin	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Ed. Admin., Leadership & Research	Margaret Alice Crittenden	01/23/2017	5/31/2017	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Teresa Lynn Mareschal	01/23/2017	5/31/2017	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Michael David Porterfield	01/23/2017	5/31/2017	2,280.00	Initial Appointment	E&G
Ed. Admin., Leadership & Research	Amy Melton Shutt	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
Engineering	Asghar Rezasoltani	01/23/2017	5/31/2017	3,000.00	Initial Appointment	E&G
English	Elizabeth A. Ames	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
English	Joseph William Austin	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
English	Elisa Leah Berry	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
English	Elisa Leah Berry	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
English	Jimmy D. Browning	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
English	Marie Guthrie	01/23/2017	5/31/2017	6,840.00	Reappointment	E&G
English	John A. Haganan	01/23/2017	3/31/2017	4,500.00	Reappointment	E&G
English	Terry Ryan Hall	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
English	Terry Ryan Hall	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
English	Shanon D Huston-Willis	01/23/2017	5/31/2017	6,320.00	Reappointment	E&G
English	Justin Lee Mathews	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
English	Amy E. Pope	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
English	John H. Reiss	01/23/2017	5/31/2017	4,500.00	Reappointment	E&G
English	Velda Ruth Rogers	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
English	Mari Beth Stanley	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
English	Cortney Meshel Stewart	01/23/2017	5/31/2017	5,076.00	Reappointment	E&G
English	Felicia Ann Stinson	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
English	Catherine P. Ware	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
English	Elizabeth M. Weixel	01/23/2017	5/31/2017	6,840.00	Reappointment	E&G
English	Eva Lynn Whittle	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
English	Andrew Eli M. Yeater	01/23/2017	5/31/2017	5,076.00	Reappointment	E&G
English	Sherry Wilson Youngquist	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
ESLI	Dawn Marie Winters	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
ESLI	Dawn Marie Winters	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
ESLI	SueAnn Strom	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
Extended Learning & Outreach (DELO)	Kristine Sue-Costello Burton	01/23/2017	5/31/2017	5,696.00	Reappointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
Family and Consumer Sciences	Gloria Ann Carrico	01/23/2017	5/31/2017	2,580.00	Reappointment	E&G
Family and Consumer Sciences	Susannah Dickman	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Susannah Dickman	01/23/2017	5/31/2017	4,896.00	Reappointment	E&G
Family and Consumer Sciences	Lisa Marie Dix	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Family and Consumer Sciences	Wendy Marie Kublin	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Family and Consumer Sciences	Richard Frederick Patterson	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Family and Consumer Sciences	Rebekah Jane Phillips	04/01/2017	5/31/2017	1,692.00	Reappointment	E&G
Family and Consumer Sciences	Diane J. Sprowl	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Family and Consumer Sciences	Janice I Wassel	01/23/2017	5/31/2017	2,280.00	Initial Appointment	E&G
Family and Consumer Sciences	Theresa May Osborne	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Family and Consumer Sciences	Nicholas C. Crawford	01/23/2017	5/31/2017	9,000.00	Reappointment	E&G
Family and Consumer Sciences	Gary L. Ferguson	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
History	Samuel Earl Ford	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
History	Stephen M. Kershner	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
History	Jeffery L. Stanley	01/23/2017	5/31/2017	3,680.00	Reappointment	E&G
Honors College	Ami L. Carter	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	01/23/2017	5/31/2017	2,600.00	Reappointment	E&G
Information Systems	Carmen Christina Gaskins	01/23/2017	5/31/2017	2,600.00	Reappointment	E&G
Information Systems	Steven B. Parris	01/23/2017	5/31/2017	5,200.00	Reappointment	E&G
Information Systems	Ryan Thomas Pigford	01/23/2017	5/31/2017	5,200.00	Reappointment	E&G
Information Systems	Phillip Wayne Stagner	01/23/2017	5/31/2017	2,600.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Interdisciplinary Studies	Ronald T. Spears	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Kentucky Museum	John Bryan LeSieur	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Liberal Arts & Science	Christabell Dwan Graham	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Liberal Arts & Science	Crystal Hodges Rowland	01/23/2017	5/31/2017	1,840.00	Reappointment	RD
Liberal Arts & Science	Thomas R. Wells	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Liberal Arts & Science	Jonathan David Word	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Management	Edwin Buchanan	01/12/2017	5/31/2017	4,560.00	Reappointment	E&G
Management	Edwin Buchanan	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Management	Terry Lynn Goodin	01/23/2017	5/31/2017	2,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/23/2017	5/31/2017	2,600.00	Reappointment	E&G
Management	Scott D. Laufenberg	01/27/2017	5/31/2017	5,200.00	Reappointment	E&G
Management	Jeffrey Wayne Peake	01/23/2017	5/31/2017	2,136.00	Initial Appointment	E&G
Management	Kelcey Dane Rock	01/23/2017	5/31/2017	2,136.00	Initial Appointment	E&G
Management	David Thomas Sparks	01/23/2017	5/31/2017	2,600.00	Reappointment	E&G
Mathematics	Jean Hunt Thornton	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Modern Languages	Joseph Michael Ertl	04/01/2017	5/31/2017	2,136.00	Reappointment	E&G
Modern Languages	Debra Jane Belcher	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Music	Jennifer J. Brennan-Hondorp	01/23/2017	5/31/2017	4,742.00	Reappointment	E&G
Music	Lisa G. Hussung	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Music	Jeremy A. Kelly	01/23/2017	5/31/2017	4,984.00	Reappointment	E&G
Music	Marilyn Emma Nije	01/23/2017	5/31/2017	4,071.00	Reappointment	E&G
Music	Jeanie L. Or	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Music	Justin David Osborne	01/23/2017	5/31/2017	5,076.00	Reappointment	E&G
Music	John Timothy Simpson	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Music	Keith W Sorrels	01/23/2017	5/31/2017	2,439.00	Reappointment	E&G
Music	Alesia L. Speer	01/23/2017	5/31/2017	4,984.00	Reappointment	E&G
Music	Andrew L. Witherington	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Music	Andrew L. Witherington	01/23/2017	5/31/2017	805.00	Reappointment	E&G
Philosophy & Religion	Ryan Korstange	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Philosophy & Religion	Matthew Allen Sheffield	01/23/2017	5/31/2017	1,840.00	Initial Appointment	E&G
Philosophy & Religion	Terry Deweyne Shoemaker	01/23/2017	5/31/2017	1,840.00	Reappointment	RD
Philosophy & Religion	Markus Antonius Von Steinfort	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Philosophy & Religion	Tommi Karin Waters	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Political Science	Dajana Crockett	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	01/23/2017	5/31/2017	2,277.00	Reappointment	E&G
Political Science	Timothy Wayne Gilliam	04/01/2017	5/31/2017	1,692.00	Reappointment	RD
Political Science	Timothy Wayne Gilliam	04/01/2017	5/31/2017	1,692.00	Reappointment	RD
Political Science	Richard B. Green	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Political Science	Kristy Denise Vick-Stratton	10/13/2016	5/31/2017	920.00	Reappointment	E&G
Political Science	Kristy Denise Vick-Stratton	03/20/2017	5/31/2017	920.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Psychology	Sharon Ann Blevins	01/01/2017	5/31/2017	2,280.00	Reappointment	RD
Psychology	Sharon Ann Blevins	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Psychology	Sharon Ann Blevins	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Psychology	Joseph Charles Case	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Psychology	Robert B. Fane	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Psychology	Sarah Elizabeth Humphreys	01/23/2017	5/31/2017	2,721.00	Reappointment	E&G
Psychology	Chanceeton Keith Littrell	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Psychology	Brittany Morgan Marshall	01/23/2017	5/31/2017	1,692.00	Initial Appointment	E&G
Psychology	Daniel S. McBride	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Psychology	Jodi Lynn McKnight	01/23/2017	5/31/2017	4,560.00	Reappointment	RD
Psychology	Jodi Lynn McKnight	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Psychology	Anissa S. Pugh	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Psychology	Rachel Nicole Severs	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Psychology	Margaret Annette White	01/23/2017	5/31/2017	4,272.00	Reappointment	RD
Psychology	Sarah Marie Wilson	01/23/2017	5/31/2017	1,692.00	Initial Appointment	E&G
Public Health	Michelle Faith Bentley	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Public Health	Rebecca Lynn Bruce	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
Public Health	Charles McClane Cann	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Public Health	Dennis R. Chaney	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Public Health	David C. Duncan	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Public Health	Kelsey Jo Haislip	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
Public Health	Ben A. Howard	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	01/23/2017	5/31/2017	614.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	01/23/2017	5/31/2017	3,680.00	Reappointment	RD
Public Health	Lindsay Erin Levisay	01/23/2017	5/31/2017	2,277.00	Reappointment	E&G
Public Health	Lindsay Erin Levisay	04/01/2017	5/31/2017	614.00	Reappointment	E&G
Public Health	Jerrold A. Nelms	01/23/2017	5/31/2017	2,280.00	Reappointment	RD
Public Health	Juliana Christine Pace	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Public Health	David Stumbo	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Public Health	Stacie Marie Sutter	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Public Health	Amanda C. Waid	01/23/2017	5/31/2017	1,692.00	Reappointment	RD
Public Health	Derek Blaine White	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Public Health	Derek Blaine White	01/23/2017	5/31/2017	760.00	Reappointment	E&G
Public Health	Antia Ruth Block	01/23/2017	5/31/2017	1,840.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Thomas W. Compton	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Thaddeus R. Crews	01/23/2017	5/31/2017	4,500.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	01/23/2017	5/31/2017	2,280.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	Christopher L. Gaddis	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Carlet Renee Hagan	01/23/2017	5/31/2017	1,692.00	Initial Appointment	E&G
School of Kinesiology, Rec. & Sport	James R. Honaker	04/01/2017	5/31/2017	1,128.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Daron Eugene Jordan	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Daron Eugene Jordan	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Kinesiology, Rec. & Sport	William Arthur Powell	01/23/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	04/01/2017	5/31/2017	1,500.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Arthur Powell	04/01/2017	5/31/2017	1,500.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	01/23/2017	5/31/2017	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	William Keith Rigdon	04/01/2017	5/31/2017	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Leah E Spurlin	01/23/2017	5/31/2017	1,840.00	Reappointment	RD
School of Kinesiology, Rec. & Sport	James Andrew Wright	01/23/2017	5/31/2017	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	James Andrew Wright	04/01/2017	5/31/2017	614.00	Reappointment	E&G
School of Kinesiology, Rec. & Sport	Shella Annette Barrett	01/23/2017	5/31/2017	7,000.00	Reappointment	E&G
School of Nursing	Carol B. Bradford	01/23/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Nursing	Kelly Wright Buchanan	01/23/2017	5/31/2017	7,000.00	Reappointment	E&G
School of Nursing	Dan Burgess	01/23/2017	5/31/2017	4,000.00	Reappointment	E&G
School of Nursing	Sarah K Colbert	01/24/2017	5/31/2017	6,000.00	Reappointment	E&G
School of Nursing	Jennifer Marie Daniel	01/23/2017	3/31/2017	5,000.00	Initial Appointment	E&G
School of Nursing	Laura Blackburn Deaton	01/23/2017	5/31/2017	7,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	01/23/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Nursing	Sandra Wright Dismon	04/01/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Nursing	Jodie Lynn Dunkelberger	01/23/2017	5/31/2017	3,000.00	Reappointment	RD
School of Nursing	Jacqueline Nichole Felts	01/23/2017	5/31/2017	9,000.00	Reappointment	E&G
School of Nursing	Mark Wallace Flenner	01/23/2017	5/31/2017	7,000.00	Reappointment	E&G
School of Nursing	Cory Stewart Gearlds	01/23/2017	5/31/2017	6,000.00	Reappointment	E&G
School of Nursing	Lena Marie Gokey	01/23/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Nursing	Sarah Harrington Harrison	01/27/2017	5/31/2017	7,866.00	Reappointment	E&G
School of Nursing	Jessica Carol Henry	01/23/2017	5/31/2017	9,000.00	Reappointment	E&G
School of Nursing	Melinda C. Joyce	01/23/2017	5/31/2017	4,000.00	Reappointment	E&G
School of Nursing	Joyce Sue Dearing Keel	01/23/2017	5/31/2017	7,500.00	Reappointment	E&G
School of Nursing	Kelly S. Kim	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Nursing	Krystal Brooke McKain	01/23/2017	5/31/2017	6,000.00	Reappointment	E&G
School of Nursing	Freda Y Meador	01/23/2017	5/31/2017	9,000.00	Reappointment	E&G
School of Nursing	Kimberly Michelle Pharris	01/23/2017	5/31/2017	3,000.00	Initial Appointment	E&G
School of Nursing	Talitha Winquist Richards	01/23/2017	5/31/2017	7,500.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	01/23/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Nursing	Kathleen Lynne Riley	03/20/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Nursing	April Louise Riney	01/23/2017	5/31/2017	12,000.00	Reappointment	E&G
School of Nursing	Angela R. Shehan	01/23/2017	5/31/2017	7,000.00	Reappointment	E&G
School of Nursing	Kimberly Lynne Skipworth	01/23/2017	5/31/2017	14,000.00	Reappointment	E&G
School of Nursing	Carol Anne Stowe-Byrd	01/23/2017	5/31/2017	3,500.00	Initial Appointment	E&G
School of Nursing	Tracey Wheeler Toms	01/23/2017	5/31/2017	7,000.00	Reappointment	E&G
School of Nursing	Megan Nicole Tucker	02/01/2017	5/31/2017	3,000.00	Initial Appointment	E&G
School of Nursing	Megan Nicole Tucker	04/01/2017	5/31/2017	3,000.00	Reappointment	E&G
School of Nursing	Kelly Ann Watson	01/23/2017	5/31/2017	14,000.00	Reappointment	E&G
School of Nursing	Kelly Ann Watson	01/23/2017	5/31/2017	7,000.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of Professional Studies	Michael A Armstead	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Kelli Nicole Ayers	04/01/2017	5/31/2017	1,692.00	Initial Appointment	E&G
School of Professional Studies	Charles Baker	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
School of Professional Studies	Scott Butterfield	01/23/2017	5/31/2017	6,840.00	Reappointment	E&G
School of Professional Studies	Gregg T Cobb	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Michelle Lee Dyer	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Stacy Rhae Edds-Ellis	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Susan Mary Fleschner	04/01/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Kristin Elizabeth Line Froedge	01/23/2017	5/31/2017	3,384.00	Reappointment	RD
School of Professional Studies	David M Kerr	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	David M Kerr	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	David M Kerr	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Andrew Stephen Kester	01/23/2017	5/31/2017	3,384.00	Reappointment	E&G
School of Professional Studies	Julie Lents-Sutton	04/01/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Walter Malone	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Merredith L. Skaggs	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Professional Studies	Maria Stewart	01/23/2017	5/31/2017	6,840.00	Reappointment	Grant
School of Professional Studies	Michael W Sweeney	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Wouter Van Alebeek	04/01/2017	5/31/2017	1,692.00	Initial Appointment	E&G
School of Professional Studies	Thomas W. Weakley	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Robert E Wilson	01/23/2017	5/31/2017	1,692.00	Reappointment	RD
School of Professional Studies	Robert E Wilson	04/01/2017	5/31/2017	1,692.00	Reappointment	E&G
School of Professional Studies	Brandi Michelle Wyatt-Hughes	01/23/2017	5/31/2017	6,408.00	Reappointment	RD
School of Teacher Education	Ann Michelle Blick	01/23/2017	5/31/2017	2,136.00	Initial Appointment	E&G
School of Teacher Education	Steven M Brownson	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Teacher Education	Karen Bunch Bush	01/23/2017	5/31/2017	2,136.00	Initial Appointment	E&G
School of Teacher Education	Pauletha Monique Butts	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Laura S. Crafton	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Erica Celeste Cutright	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Melissa England Gardner	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Teacher Education	Julie Renee Diamond Hale	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Cheryl Potter Hughes	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Gena Pilar Jeffries	01/23/2017	5/31/2017	2,136.00	Initial Appointment	E&G
School of Teacher Education	Laura J. Pillow	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
School of Teacher Education	Rhonda Kelly Simpson	01/23/2017	5/31/2017	2,719.00	Reappointment	E&G
School of Teacher Education	Ashley Hannan Vincent	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of Teacher Education	Terri Ann Webb	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Janet Karen Alford	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
School of University Studies	Jeanette Evans Brabham	01/23/2017	5/31/2017	3,680.00	Reappointment	E&G
School of University Studies	Lindsey Nicole Brown	01/23/2017	5/31/2017	2,256.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of University Studies	Jacqueline Renee Gibbons	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of University Studies	Diana Lynne McQuady	01/23/2017	5/31/2017	2,454.00	Reappointment	E&G
School of University Studies	Tracy Leeann Reels	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of University Studies	Jason R Stewart	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
School of University Studies	Ruth M. Stewart	01/23/2017	5/31/2017	5,696.00	Reappointment	E&G
School of University Studies	DJ Urquhart	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
School of University Studies	Jans Ann Watt	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	LeAnn Elizabeth Bruce	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	Christina Robin Donahue	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	Mindy LaNae Eaves	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	Laura Elizabeth Escobar-Ratliff	01/23/2017	5/31/2017	3,011.00	Reappointment	E&G
Social Work	Laura Simpson Gaines	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	Rudolph Garcia	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	Ricky Dale Garmon	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	Sherry Lynn Litchfield	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	Sandra Sarver McClain	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Social Work	Venishia L McGregor	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	Laura D. McMillian	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	Autumn Kaye Grante Merriss	01/23/2017	5/31/2017	2,136.00	Reappointment	Grant
Social Work	Wanda Kay Nevins	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	Misty D Roeder	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
Social Work	Erin Taylor Warfel	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	Erin Taylor Warfel	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Social Work	Edward W. Bohlander	01/23/2017	5/31/2017	4,500.00	Reappointment	E&G
Sociology	Stacey Denise Hendershot	01/23/2017	5/31/2017	1,692.00	Reappointment	E&G
Sociology	Craig H. Taylor	01/23/2017	5/31/2017	4,500.00	Reappointment	E&G
Student Technology	Cody James Turner	01/23/2017	5/31/2017	5,400.00	Reappointment	E&G
Student Technology	Cody James Turner	01/23/2017	5/31/2017	2,000.00	Reappointment	E&G
Theatre & Dance	Andrea Jane Anderson	01/23/2017	5/31/2017	1,840.00	Initial Appointment	E&G
Theatre & Dance	Andrea Jane Anderson	01/23/2017	5/31/2017	3,680.00	Initial Appointment	E&G
Theatre & Dance	Wesley Alan Bartlett	01/23/2017	5/31/2017	6,840.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
Theatre & Dance	Jeffrey Arthur Beard	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
Theatre & Dance	Robert F. Brock	01/23/2017	5/31/2017	2,280.00	Reappointment	RD
Theatre & Dance	Robert F. Brock	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
Theatre & Dance	Shauna L. Dever	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
Theatre & Dance	Madonna M. Freeburn	01/23/2017	5/31/2017	6,840.00	Reappointment	E&G
Theatre & Dance	William Everett Leonard	01/23/2017	5/31/2017	4,500.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
Theatre & Dance	Loren Kurtis Ruff	01/23/2017	5/31/2017	9,000.00	Reappointment	E&G
Theatre & Dance	Victoria Ray Siegrist	01/23/2017	5/31/2017	3,680.00	Initial Appointment	E&G
Theatre & Dance	Christa Alyse St John	01/23/2017	5/31/2017	4,295.00	Initial Appointment	E&G
Theatre & Dance	Christa Alyse St John	01/23/2017	5/31/2017	1,227.00	Initial Appointment	E&G
Theatre & Dance	Rebecca Lynn Wright	01/23/2017	5/31/2017	2,893.00	Reappointment	RD
Theatre & Dance	Rebecca Lynn Wright	02/01/2017	5/31/2017	3,680.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	William L. Becker	04/01/2017	5/31/2017	2,456.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/23/2017	5/31/2017	3,680.00	Reappointment	E&G
WKU - E-town/Fort Knox	Stacey Carnes-Reyes	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
WKU - E-town/Fort Knox	William Thomas Carroll	01/23/2017	5/31/2017	2,867.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	01/23/2017	5/31/2017	2,514.00	Reappointment	E&G
WKU - E-town/Fort Knox	Deborah Ann Edds	04/01/2017	5/31/2017	2,514.00	Reappointment	E&G
WKU - E-town/Fort Knox	Linda G. Howard	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Wanda Diane Owsley	04/01/2017	5/31/2017	2,280.00	Reappointment	E&G
WKU - E-town/Fort Knox	Michael Christopher Reed	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Krista M Rumage	01/23/2017	5/31/2017	2,136.00	Initial Appointment	E&G
WKU - E-town/Fort Knox	Sophia A Sweeney	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - E-town/Fort Knox	Sophia A Sweeney	04/01/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Glasgow	Donna L. Bennett	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
WKU - Glasgow	Mark Vaughn Biggers	01/23/2017	5/31/2017	6,408.00	Reappointment	E&G
WKU - Glasgow	Starla M. Buckley	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Glasgow	Ben L. Francis	01/23/2017	5/31/2017	3,304.00	Reappointment	E&G
WKU - Glasgow	Douglas Cleveland Jenkins	01/23/2017	5/31/2017	4,857.00	Reappointment	E&G
WKU - Glasgow	Michael Emmett Johnson	01/23/2017	5/31/2017	3,306.00	Reappointment	E&G
WKU - Glasgow	Sherry Rosalie Keown	01/23/2017	5/31/2017	5,142.00	Reappointment	E&G
WKU - Glasgow	Leslie L. Lloyd	01/23/2017	5/31/2017	3,306.00	Reappointment	E&G
WKU - Glasgow	Gerald John Lundin	01/23/2017	5/31/2017	4,416.00	Reappointment	E&G
WKU - Glasgow	Freeman Clay Powell	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Glasgow	Joanne I. Powell	01/23/2017	5/31/2017	3,606.00	Reappointment	E&G
WKU - Glasgow	Van E. Roberts	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	01/01/2017	5/31/2017	320.00	Reappointment	E&G
WKU - Glasgow	John Caldwell Rogers	01/23/2017	5/31/2017	2,600.00	Reappointment	E&G
WKU - Glasgow	Melissa N. Schoeck	01/23/2017	5/31/2017	4,857.00	Reappointment	E&G
WKU - Glasgow	Jennifer Bruton Sims	01/23/2017	5/31/2017	2,429.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	01/12/2017	5/31/2017	2,700.00	Reappointment	E&G
WKU - Glasgow	Daniel L. Stone	01/23/2017	5/31/2017	3,139.00	Reappointment	E&G
WKU - Glasgow	Geoffrey Allen Wigner	01/23/2017	5/31/2017	2,700.00	Reappointment	E&G
WKU - Glasgow	Todd Woodward	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Glasgow	Mary Alice Yokley	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
WKU - Owensboro	Billy-Clyde Childress	01/23/2017	5/31/2017	1,840.00	Initial Appointment	E&G
WKU - Owensboro	Michael J. Curry	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Michael J. Curry	01/23/2017	5/31/2017	2,719.00	Reappointment	E&G

Department	Employee	Begin Date	End Date	Proposed Salary	Type Action	Funding Source
WKU - Owensboro	Darryl D. Dockery	01/23/2017	5/31/2017	6,316.00	Reappointment	E&G
WKU - Owensboro	Linda B. Domerese	01/23/2017	5/31/2017	6,608.00	Reappointment	E&G
WKU - Owensboro	Judy L. Graves	01/23/2017	5/31/2017	4,272.00	Reappointment	E&G
WKU - Owensboro	Brian Robert Howard	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
WKU - Owensboro	Harry R. Lewis	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
WKU - Owensboro	Lee Wayne Maglinger	01/23/2017	5/31/2017	2,280.00	Reappointment	E&G
WKU - Owensboro	Kathleen Ann Mowers	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Lionel R. Phelps	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G
WKU - Owensboro	Robert M. Purdy	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Enid E. Roach	01/23/2017	5/31/2017	2,436.00	Reappointment	E&G
WKU - Owensboro	William Raymond Roth	01/23/2017	5/31/2017	2,136.00	Reappointment	E&G
WKU - Owensboro	Allen Monroe Toy	01/23/2017	3/31/2017	2,312.00	Reappointment	E&G
WKU - Owensboro	Zachary Dale Ward	01/23/2017	5/31/2017	1,692.00	Initial Appointment	E&G
WKU - Owensboro	Leslie Danielle Woodward	01/23/2017	5/31/2017	1,840.00	Reappointment	E&G
WKU - Owensboro	Joseph Yazvac	01/23/2017	5/31/2017	4,560.00	Reappointment	E&G

Meeting Date: April 28, 2017

Completed Faculty Stipend Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

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Department	Name	Start Date	End Date	Amount	Source
Athletic Administration	Evelyn Monteal Oregon	1/1/2017	6/30/2017	9,000.00	RD
Athletic Administration	Thomas Bradley Stinnett	1/1/2017	6/30/2017	9,000.00	RD
Cohort Programs	Gregory Earle Ellis-Griffith	1/1/2017	6/30/2017	1,500.00	RD
Cohort Programs	Marilyn M. Gardner	1/1/2017	6/30/2017	1,500.00	RD
Communication Disorders - NY	Richard A. Dressler	1/1/2017	6/30/2017	3,000.00	RD
Dean, University College	Michelle A. Jackson	2/2/2017	5/17/2017	3,000.00	E&G
Environment, Health & Safety	Ivan Sergeyevich Novikov	1/1/2017	6/30/2017	10,008.00	E&G
Information Systems	John Kirk Atkinson	7/1/2016	6/30/2017	1,656.00	FDN
Information Systems	Phillip Duane Coleman	7/1/2016	6/30/2017	2,508.00	FDN
Information Systems	Evelyn Holmes Thrasher	1/1/2017	6/30/2017	5,004.00	FDN
MSW Cohorts	Amy C. Cappiccie	1/1/2017	6/30/2017	2,250.00	RD
School of Kinesiology, Rec. & Sport	Vijay Golla	1/1/2017	6/30/2017	4,866.00	E&G

Explanation for Salary Increases Greater Than \$5,000	
James D. May	Dr. May receives an additional \$5,004.00 per year added to his salary to assume the duties associated with Public Child Welfare Certification Program site coordinator.
Amy Tracy Nemon	This adjustment includes the July 1 1% increase. Instructor compression salary increase approved by Dean's Office 10/13/2016. From \$38,256 to \$44,388.

Department	Employee	Title	Effective Date	Current Rate/Salary	*Proposed Rate/Salary	Type Action	Funding Source
Honors Academy	Craig Cobane	***Professor	07/01/17	\$115,932	\$123,540	Promotion	E&G
Honors Academy	Audra Jennings	**Associate Professor	07/01/17	\$79,356	\$79,356	Tenure	E&G
Professional Studies	Said Ghezal	**Assistant Professor	07/01/17	\$52,764	\$52,764	Tenure	E&G
University Studies	Trish Jagers	**Assistant Professor	07/01/17	\$42,156	\$42,156	Tenure	E&G
English	K. Wes Berry	Professor	07/01/17	\$58,140	\$64,368	Promotion	E&G
Sociology	Holli Drummond	Professor	07/01/17	\$59,016	\$65,244	Promotion	E&G
English	Jane Fife	Professor	07/01/17	\$61,104	\$67,332	Promotion	E&G
Political Science	Victoria Gordon	Professor	07/01/17	\$59,832	\$66,060	Promotion	E&G
Communication	Angela Jerome	Professor	07/01/17	\$61,032	\$67,260	Promotion	E&G
History	Andrew McMichael	***Professor	07/01/17	\$108,096	\$115,704	Promotion	E&G
History	Patricia Minter	Professor	07/01/17	\$69,432	\$75,660	Promotion	E&G
Theatre & Dance	E. Shura Pollatsek	Professor	07/01/17	\$58,056	\$64,284	Promotion	E&G
English	Elizabeth Winkler	Professor	07/01/17	\$59,784	\$66,012	Promotion	E&G
Philosophy & Religion	Audrey Anton	Associate Professor	07/01/17	\$51,312	\$56,616	Promotion and Tenure	E&G
Sociology	Nicole Breazeale	Associate Professor	07/01/17	\$51,744	\$57,048	Promotion and Tenure	E&G
Political Science	Jeffrey Budziak	Associate Professor	07/01/17	\$52,164	\$57,468	Promotion and Tenure	E&G
Theatre & Dance	Michelle Dvoskin	Associate Professor	07/01/17	\$50,472	\$55,776	Promotion and Tenure	E&G
Folk Studies & Anthropology	Jean-Luc Houle	Associate Professor	07/01/17	\$52,500	\$57,804	Promotion and Tenure	E&G
Music	Ching-Yi Lin	Associate Professor	07/01/17	\$50,472	\$55,776	Promotion and Tenure	E&G
English	Peggy Otto	Associate Professor	07/01/17	\$50,472	\$55,776	Promotion and Tenure	E&G
Modern Languages	Ke Peng	Associate Professor	07/01/17	\$51,168	\$56,472	Promotion and Tenure	E&G
School of Journalism & Broadcasting	Bradley Pfranger	Associate Professor	07/01/17	\$51,696	\$57,000	Promotion and Tenure	E&G
English	Jeffrey Rice	Associate Professor	07/01/17	\$50,472	\$55,776	Promotion and Tenure	E&G
Political Science	Timothy Rich	Associate Professor	07/01/17	\$51,180	\$56,484	Promotion and Tenure	E&G
History	Selena Sanderfer	Associate Professor	07/01/17	\$50,472	\$55,776	Promotion and Tenure	E&G
Marketing	Lukas Forbes	Professor	07/01/17	\$116,076	\$122,304	Promotion	E&G
Economics	Dennis Wilson	Professor	07/01/17	\$87,192	\$93,420	Promotion	E&G
Marketing	Timothy Hawkins	Associate Professor	07/01/17	\$104,568	\$109,872	Promotion and Tenure	E&G
Information Systems	Sean Marston	Associate Professor	07/01/17	\$98,436	\$103,740	Promotion and Tenure	E&G
Management	Whitney Peake	Associate Professor	07/01/17	\$112,212	\$117,516	Promotion and Tenure	E&G
Engineering	Warren Campbell	Professor	07/01/17	\$84,780	\$91,008	Promotion	E&G
Physics & Astronomy	Vladimir Dobrokhoto	Professor	07/01/17	\$62,976	\$69,204	Promotion	E&G
Architectural & Manufacturing Sciences	A. Mark Doggett	Professor	07/01/17	\$73,128	\$79,356	Promotion	E&G
Agriculture	Paul Woosley	Professor	07/01/17	\$65,808	\$72,036	Promotion	E&G
Chemistry	Rui Zhang	Professor	07/01/17	\$62,916	\$69,144	Promotion	E&G
Geography & Geology	Jun Yan	Professor	07/01/17	\$64,920	\$71,148	Promotion	E&G

Department	Employee	Title	Effective Date	Current Rate/Salary	*Proposed Rate/Salary	Type Action	Funding Source
Architectural & Manufacturing Sciences	Shahnaz Aly	Associate Professor	07/01/17	\$67,704	\$73,008	Promotion and Tenure	E&G
Geography & Geology	Leslie North	Associate Professor	07/01/17	\$54,948	\$60,252	Promotion and Tenure	E&G
Engineering	Farhad Ashrafzadeh	**Associate Professor	07/01/17	\$82,596	\$82,596	Tenure	E&G
Architectural & Manufacturing Sciences	Mark Revels	**Associate Professor	07/01/17	\$81,816	\$81,816	Tenure	E&G
Library Public Services	Larry S. Kinder	Professor	07/01/17	\$55,200	\$61,428	Promotion	E&G
Library Special Collections	Sue Lynn McDaniel	Professor	07/01/17	\$57,348	\$63,576	Promotion	E&G
School of Teacher Education	John A. Moore	Professor	07/01/17	\$64,272	\$70,500	Promotion	E&G
Teacher Education	Nancy Hulan	Associate Professor	07/01/17	\$54,672	\$59,976	Promotion and Tenure	E&G
Psychology	Kristal Clayton	Pedagogical Assoc. Prof.	07/01/17	\$53,592	\$59,304	Promotion	E&G
Kinesiology, Recreation & Sport	T. Scott Lyons	***Professor	07/01/17	\$121,008	\$128,616	Promotion	E&G
Nursing	M. Eve Main	Professor	07/01/17	\$73,908	\$80,136	Promotion	E&G
Kinesiology, Recreation & Sport	Ronald Ramsing	Professor	07/01/17	\$61,932	\$68,160	Promotion	E&G
Kinesiology, Recreation & Sport	K. Jason Crandall	Associate Professor	07/01/17	\$54,108	\$59,412	Promotion	E&G
Social Work	Gayle Mallinger	Associate Professor	07/01/17	\$54,672	\$59,976	Promotion	E&G
Communication Sciences & Disorders	Jo Shackelford	Associate Professor	07/01/17	\$54,324	\$59,628	Promotion and Tenure	E&G
Communication Sciences & Disorders	Leigh Anne Roden-Carrier	Clinical Assoc. Prof.	07/01/17	\$45,420	\$50,556	Promotion	E&G
Physical Therapy	Elizabeth S. Norris	**Associate Professor	07/01/17	\$83,472	\$83,472	Tenure	E&G
Modern Languages	Eddy Cuisinier	Instructor II	07/01/17	\$40,104	\$44,880	Promotion	E&G
Folk Studies & Anthropology	Barry Kaufkins	Instructor II	07/01/17	\$40,596	\$45,372	Promotion	E&G
Art	David Marquez	Instructor II	07/01/17	\$41,436	\$46,212	Promotion	E&G
Communication	Jessica McClanahan	Instructor II	07/01/17	\$39,624	\$44,400	Promotion	E&G
Communication	Donna Schiess	Instructor II	07/01/17	\$42,012	\$46,788	Promotion	E&G
Professional Studies	Cortney Basham	Instructor II	07/01/17	\$39,000	\$43,776	Promotion	E&G
Professional Studies	James Fulkerson	Instructor II	07/01/17	\$40,176	\$44,952	Promotion	E&G
University Studies	Anne Heintzman	Instructor II	07/01/17	\$35,724	\$40,500	Promotion	E&G
Professional Studies	Sara McCaslin	Instructor II	07/01/17	\$41,904	\$46,680	Promotion	E&G
Family & Consumer Sciences	Sheila Flenner	Instructor II	07/01/17	\$44,592	\$49,368	Promotion	E&G
* Faculty salaries include promotion increments only. Salary increases due to across the board pay raises will be reflected in the University's human resources database system.							
** Rank remains unchanged							
*** Not the employee's current title (i.e., faculty administrator)							

Meeting Date: April 28, 2017

## Faculty One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Julie Kathryn Lee	Instructor I	12/13/2016	500.00 Awards		E&G
Dean Gordon Ford College Business	Stephen L. Locke	Assistant Professor	2/28/2017	250.00 Awards		E&G
Dean Gordon Ford College Business	David Michael Zimmer	Associate Professor	2/28/2017	250.00 Awards		E&G
Mathematics	Thomas A. Richmond	Professor	12/13/2016	2,300.00 Awards		E&G
Psychological Sciences	Elizabeth Lynn Shoentfelt	Professor	12/13/2016	4,600.00 Awards		E&G
School of Nursing	Beverly Elaine Siegrist	Professor	12/13/2016	4,600.00 Awards		E&G
Biological Station Prof Services	Darlene Ann Applegate	Associate Professor	12/13/2016	3,302.78 Consulting		Grant
Center for Gifted Studies	Jeanie L. Adams-Smith	Professor	11/30/2016	600.00 Consulting		RD
Center for Gifted Studies	Patricia E. Bertke	Instructor I	11/30/2016	600.00 Consulting		RD
Dean College of Education	Kenneth Brent Askins	Professor	11/30/2016	900.00 Consulting		Grant
Dean College of Education	Kristy Lyn Cartwright	Instructor I	1/31/2017	900.00 Consulting		Grant
Dean College of Education	Kristy Lyn Cartwright	Instructor I	11/30/2016	661.20 Consulting		Grant
Dean College of Education	Jessica Kristin Godfrey-Hurrell	Assistant Professor	12/13/2016	440.80 Consulting		Grant
Dean College of Education	Jessica Kristin Godfrey-Hurrell	Assistant Professor	11/30/2016	150.00 Consulting		Grant
Dean College of Education	Pamela M. Jukes	Professor	12/13/2016	300.00 Consulting		Grant
Dean College of Education	Pamela M. Jukes	Professor	12/13/2016	900.00 Consulting		Grant
Dean College of Education	Pamela M. Jukes	Professor	2/28/2017	300.00 Consulting		Grant
Dean College of Education	Jeremy Ray Logsdon	Clinical Assistant Professor	11/30/2016	900.00 Consulting		Grant
Dean College of Education	Jeremy Ray Logsdon	Clinical Assistant Professor	12/13/2016	600.00 Consulting		Grant
Dean College of Education	Michael L. McDonald	Associate Professor	11/30/2016	380.00 Consulting		Grant
Dean College of Education	Lisa D. Murley	Associate Professor	12/13/2016	600.00 Consulting		Grant
Dean College of Education	Lisa D. Murley	Associate Professor	2/28/2017	300.00 Consulting		Grant
Dean College of Education	Melissa Joy Wrenn Pendleton	Assistant Professor	11/30/2016	303.00 Consulting		Grant
Dean College of Education	Ritchie Don Taylor	Associate Professor	12/13/2016	386.88 Consulting		Grant
Dean College of Education	Ritchie Don Taylor	Associate Professor	12/13/2016	386.88 Consulting		Grant
Public Health	Rachel E. Leer	Instructor I	1/31/2017	600.00 Consulting		Grant
School of Teacher Education	Melissa Joy Wrenn Pendleton	Assistant Professor	11/30/2016	400.00 Consulting		Grant
School of Teacher Education	Melissa Joy Wrenn Pendleton	Assistant Professor	11/30/2016	606.00 Consulting		Grant
School of Teacher Education	Melissa Joy Wrenn Pendleton	Assistant Professor	11/30/2016	612.00 Consulting		Grant
South Central AHEC	Lori Kay Fox	Clinical Assistant Professor	2/28/2017	1,200.00 Consulting		Grant
21st Century Media - POD	Jeanine Marie Cherry	Instructor I	2/28/2017	1,000.00 Overload		E&G
21st Century Media - POD	Benjamin LaPoe	Assistant Professor	11/30/2016	1,000.00 Overload		E&G
21st Century Media - POD	Benjamin LaPoe	Assistant Professor	12/13/2016	1,000.00 Overload		E&G
21st Century Media - POD	Kenneth David Payne	Associate Professor	11/30/2016	1,000.00 Overload		E&G
21st Century Media - POD	Kenneth David Payne	Associate Professor	12/13/2016	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Shahnaz Aly	Assistant Professor	11/30/2016	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Douglas Edward Chelison	Assistant Professor	11/30/2016	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Hanna A. Khouryieh	Associate Professor	11/30/2016	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Bryan Reaka	Associate Professor	11/30/2016	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Mark A. Revels	Associate Professor	11/30/2016	1,000.00 Overload		E&G
Architect & Manufacturing Sciences	Don W Schafer	Assistant Professor	11/30/2016	1,000.00 Overload		E&G
Art	Kristina Elisabeth Arnold	Associate Professor	11/30/2016	1,000.00 Overload		E&G
Art	Jeffrey L. Jensen	Associate Professor	11/30/2016	1,000.00 Overload		E&G
Communication	Gayle N. Allison	Instructor II	11/30/2016	1,000.00 Overload		E&G
Communication	Jessica Marie McClanahan	Instructor I	11/30/2016	1,000.00 Overload		E&G

Meeting Date: April 28, 2017

Faculty One Time Payments

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Donna Kay Schiess	Instructor I	11/30/2016	1,000.00 Overload	E&G	
Communication	Heather Meenach Stroe	Associate Professor	11/30/2016	1,500.00 Overload	E&G	
Department of Marketing	Lukas Forbes	Associate Professor	2/28/2017	1,000.00 Overload	E&G	
Department of Marketing	Patricia R. Todd	Chair	2/28/2017	1,000.00 Overload	E&G	
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	11/30/2016	1,000.00 Overload	E&G	
Diversity & Community Studies	Eric Walter Bain-Selbo	Department Head	12/13/2016	1,000.00 Overload	E&G	
Diversity & Community Studies	Molly Beth Kerby	Associate Professor	2/28/2017	1,000.00 Overload	E&G	
Diversity & Community Studies	Jane Olmsted	Department Head	11/30/2016	1,000.00 Overload	E&G	
Diversity & Community Studies	Jane Olmsted	Department Head	12/13/2016	1,000.00 Overload	E&G	
Diversity & Community Studies	Jane Olmsted	Department Head	2/28/2017	1,000.00 Overload	E&G	
Diversity & Community Studies	Alexander I Olson	Assistant Professor	2/28/2017	1,000.00 Overload	E&G	
Diversity & Community Studies	James I. Berger	Professor	11/30/2016	3,000.00 Overload	E&G	
Ed. Admin., Leadership & Research	Robert Hale	Department Head	11/30/2016	333.34 Overload	E&G	
English	Wesley Jay Gabbard	Professor	12/13/2016	3,000.00 Overload	E&G	
F&A - CHHS	Kathy C. Croxall	Associate Professor	12/13/2016	1,000.00 Overload	E&G	
Family and Consumer Sciences	Doris A. Sikora	Associate Professor	12/13/2016	1,000.00 Overload	E&G	
Family and Consumer Sciences	Christopher Lloyd Brown	Professor	11/30/2016	1,000.00 Overload	E&G	
Finance	Scott Alan Dobler	Instructor II	11/30/2016	1,000.00 Overload	E&G	
Geography & Geology	Patricia N. Kamthesis	Instructor I	11/30/2016	1,000.00 Overload	E&G	
Geography & Geology	Amy Tracy Nemon	Instructor I	11/30/2016	1,500.00 Overload	E&G	
Information Systems	Phillip Duane Coleman	Associate Professor	11/30/2016	1,000.00 Overload	E&G	
Information Systems	Phillip Duane Coleman	Associate Professor	2/28/2017	1,000.00 Overload	E&G	
Information Systems	Dawn Langkamp Bolton	Associate Professor	2/28/2017	1,000.00 Overload	E&G	
Management	Ismail Civelek	Associate Professor	11/30/2016	1,000.00 Overload	E&G	
Management	Ismail Civelek	Associate Professor	2/28/2017	1,000.00 Overload	E&G	
Management	Ismail Civelek	Associate Professor	11/30/2016	1,125.00 Overload	E&G	
Modern Languages	Maria Alejandra Cerdas Cisneros	Instructor I	11/30/2016	1,125.00 Overload	E&G	
Modern Languages	Benjamin Todd Johnson	Instructor I	11/30/2016	1,000.00 Overload	E&G	
Modern Languages	Laura Green McGee	Department Head	11/30/2016	1,000.00 Overload	E&G	
Modern Languages	Laura Green McGee	Department Head	2/28/2017	1,000.00 Overload	E&G	
Modern Languages	Francesca D. Sunkin	Associate Professor	11/30/2016	1,125.00 Overload	E&G	
Modern Languages	Michelangelo Zapata	Instructor I	11/30/2016	1,125.00 Overload	E&G	
Physics & Astronomy	Vladimir Dobrokhov	Associate Professor	11/30/2016	1,666.67 Overload	E&G	
Physics & Astronomy	Vladimir Dobrokhov	Associate Professor	2/28/2017	1,666.67 Overload	E&G	
Physics & Astronomy	Gregory Earle Ellis-Griffith	Associate Professor	12/13/2016	3,000.00 Overload	E&G	
Public Health	Marilyn M. Gardner	Associate Professor	12/13/2016	3,000.00 Overload	E&G	
Public Health	Grace K. Larley	Associate Professor	12/13/2016	1,000.00 Overload	E&G	
Public Health	Michelle Cherieanne Reece	Assistant Professor	11/30/2016	1,000.00 Overload	E&G	
Public Health	Cortney S. Basham	Instructor I	12/13/2016	1,000.00 Overload	E&G	
School of Professional Studies	Cortney S. Basham	Instructor I	2/28/2017	750.00 Overload	E&G	
School of Professional Studies	Krisly Lyn Cartwright	Assistant Professor	2/28/2017	750.00 Overload	E&G	
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	2/28/2017	750.00 Overload	E&G	
School of Teacher Education	Erin Elizabeth Margarella	Assistant Professor	2/28/2017	1,000.00 Overload	E&G	
School of Teacher Education	Anne Lawson Heinzman	Instructor I	11/30/2016	1,000.00 Overload	E&G	
Student Support Programs	Anne Lawson Heinzman	Instructor I	11/30/2016	1,000.00 Overload	E&G	
Theatre & Dance	David A. Young	Department Head	11/30/2016	3,000.00 Overload	E&G	

Meeting Date: April 28, 2017

Faculty One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
WKU - E-town/Fort Knox	James R. Prather	Instructor I	11/30/2016	1,000.00 Overload		E&G
WKU Pathways - Instructional	Robert L. Dietle	Department Head	2/28/2017	1,500.00 Overload		E&G
WKU Pathways - Instructional	Donna Kay Schiess	Instructor I	2/28/2017	1,500.00 Overload		E&G
AA - CEBS - R&R (04)	David L. Bell	Professional-in-Residence	11/30/2016	255.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	Jeanne M. Huss	Associate Professor	11/30/2016	200.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	Rachel E. Leer	Instructor I	11/30/2016	255.00 Supplemental Pay		E&G
AA - CEBS - R&R (04)	Shahnaz Aly	Assistant Professor	12/13/2016	1,000.00 Supplemental Pay		RD
Arch Resource Center -Prof Services	Neal Edward Downing	Professor	12/13/2016	1,500.00 Supplemental Pay		RD
Arch Resource Center -Prof Services	Kenneth Brent Askins	Professor	1/31/2017	3,415.80 Supplemental Pay		Grant
Architect & Manufacturing Sciences	Kenneth Brent Askins	Professor	2/28/2017	2,927.37 Supplemental Pay		Grant
Athletic Administration (Academic)	Lacey Chavonne Carmon-Johnson	Visiting Assistant Professor	11/30/2016	750.00 Supplemental Pay		RD
Athletic Administration (Academic)	Evelyn Montcal Oregon	Assistant Professor	11/30/2016	3,250.00 Supplemental Pay		RD
Athletic Administration (Academic)	Evelyn Montcal Oregon	Assistant Professor	12/13/2016	1,500.00 Supplemental Pay		RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	11/30/2016	1,500.00 Supplemental Pay		RD
Athletic Administration (Academic)	Thomas Bradley Stinnett	Assistant Professor	12/13/2016	1,500.00 Supplemental Pay		RD
Athletic Facilities	Fred Wayne Gibson	Professor	1/31/2017	480.00 Supplemental Pay		E&G
Athletic Facilities	Cody Edward Morris	Assistant Professor	11/30/2016	65.00 Supplemental Pay		E&G
Athletic Facilities	Thomas Bradley Stinnett	Assistant Professor	1/31/2017	240.00 Supplemental Pay		E&G
Career & Workforce Development	Aaron Wilson Hughey	Professor	11/30/2016	1,112.50 Supplemental Pay		RD
Career & Workforce Development	Aaron Wilson Hughey	Professor	2/28/2017	850.00 Supplemental Pay		RD
CHHS - Research Incentive	Kenneth Jason Crandall	Assistant Professor	1/31/2017	530.28 Supplemental Pay		E&G
CHHS - Research Incentive	Jill M Maples	Assistant Professor	1/31/2017	457.17 Supplemental Pay		E&G
CHHS - Research Incentive	Rachel Ann Timins	Assistant Professor	11/30/2016	457.06 Supplemental Pay		E&G
Cohort Programs	Daniel P. Boden	Assistant Professor	2/28/2017	1,500.00 Supplemental Pay		RD
Cohort Programs	Gregory Earle Ellis-Griffith	Associate Professor	2/28/2017	1,500.00 Supplemental Pay		RD
Cohort Programs	Hunter O'Neal Galloway	Assistant Professor	2/28/2017	3,750.00 Supplemental Pay		RD
Cohort Programs	Marilyn M. Gardner	Associate Professor	2/28/2017	1,500.00 Supplemental Pay		RD
Cohort Programs	Victoria Anice Gordon	Associate Professor	2/28/2017	500.00 Supplemental Pay		RD
Cohort Programs	Jeffrey Paul Kash	Associate Professor	11/30/2016	1,000.00 Supplemental Pay		RD
Cohort Programs	Stephen Andrew King	Associate Professor	11/30/2016	1,500.00 Supplemental Pay		RD
Cohort Programs	Mark Andrew Staynings	Associate Professor	12/13/2016	3,500.00 Supplemental Pay		RD
Cohort Programs	Mark Andrew Staynings	Associate Professor	2/28/2017	2,250.00 Supplemental Pay		RD
Cohort Programs	Shannon K Vaughan	Associate Professor	11/30/2016	1,000.00 Supplemental Pay		RD
Cohort Programs	Shannon K Vaughan	Associate Professor	2/28/2017	250.00 Supplemental Pay		RD
Commencement	Jeffrey R. Bright	Associate Professor	1/31/2017	300.06 Supplemental Pay		E&G
Communication	Charlote Ann Elder	Instructor II	2/28/2017	500.00 Supplemental Pay		E&G
Communication Disorders - NY	Lauren E. Bland	Associate Professor	11/30/2016	1,000.00 Supplemental Pay		RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	11/30/2016	500.00 Supplemental Pay		RD
Communication Disorders - NY	Richard A. Dressler	Associate Professor	12/13/2016	500.00 Supplemental Pay		RD
Confucius Institute	Haivang Yuan	Professor	1/31/2017	200.00 Supplemental Pay		E&G
Continuing & Prof Development Admin	Aaron Wilson Hughey	Professor	11/30/2016	425.00 Supplemental Pay		RD
CUSA Bands	Jeffrey R. Bright	Associate Professor	1/31/2017	3,000.00 Supplemental Pay		E&G
DELO - MBA	H. Randall Capps	Scholar-In-Residence	2/28/2017	2,000.00 Supplemental Pay		RD

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## Faculty One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
DELO - MBA	Ismail Civelek	Associate Professor	11/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Ismail Civelek	Associate Professor	12/13/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Patricia R. Todd	Chair	2/28/2017	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	11/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	David Michael Zimmer	Associate Professor	12/13/2016	2,000.00	Supplemental Pay	RD
Distance Learning	Gayle N. Allison	Instructor II	12/13/2016	1,000.00	Supplemental Pay	RD
Distance Learning	James I. Berger	Professor	2/28/2017	2,000.00	Supplemental Pay	RD
Distance Learning	Daniel P. Boden	Assistant Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Tonya Montique Bragg-Underwood	Associate Professor	12/13/2016	3,668.00	Supplemental Pay	RD
Distance Learning	Amy C. Cappicci	Associate Professor	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Kristal Clayton	Pedagogical Asst Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Kathy C. Croxall	Associate Professor	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Stacey A. Forsythe	Visiting Assistant Professor	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Anthony A. Harkins	Associate Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Xiaoxia Huang	Assistant Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Pamela M. Jukes	Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Rodney A. King	Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Amy C. Krull	Associate Professor	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Gayle Marcus Mallinger	Assistant Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Isabel Mukonyora	Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	April Lynn Murphy	Assistant Professor	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Violetta Lynn Ogaz	Instructor I	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Evelyn Montcal Oregon	Assistant Professor	2/28/2017	2,750.00	Supplemental Pay	RD
Distance Learning	Lindsey Berry Reynolds	Instructor I	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Bruce Alexander Schulte	Department Head	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Doris A. Sikora	Associate Professor	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Fred E. Stickle	Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Rebecca R. Stobaugh	Associate Professor	2/28/2017	750.00	Supplemental Pay	RD
Distance Learning	Nubian Sun	Assistant Professor	12/13/2016	2,750.00	Supplemental Pay	RD
Distance Learning	Francesca D. Sunkin	Associate Professor	12/13/2016	2,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor I	11/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Anne Lawson Heintzman	Instructor I	2/28/2017	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	11/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Gary Kent Hughes	Instructor II	2/28/2017	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Jones	Assistant Dean	11/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Michelle Sharmaine Jones	Assistant Dean	2/28/2017	1,000.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor I	11/30/2016	1,750.00	Supplemental Pay	RD
Dual Credit	Jessica Marie McClanahan	Instructor I	2/28/2017	1,500.00	Supplemental Pay	RD
Dual Credit	Megan Kathleen Miller	Associate Professor	11/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Megan Kathleen Miller	Associate Professor	2/28/2017	1,000.00	Supplemental Pay	RD
Dual Credit	Carmetta Charlotte Skipworth	Associate Professor	11/30/2016	1,000.00	Supplemental Pay	RD
Dual Credit	Carmetta Charlotte Skipworth	Associate Professor	2/28/2017	1,000.00	Supplemental Pay	RD
Dual Credit	Antony Diliworth Norman	Director, Doctoral Studies	2/28/2017	1,186.40	Supplemental Pay	RD
Ed. Admin., Leadership & Research	Gary Wayne Houchens	Associate Professor	1/31/2017	2,556.80	Supplemental Pay	E&G

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Faculty One Time Payments  
For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Ed. Admin., Leadership & Research	Janet C Hunt	Associate Professor	2/28/2017	1,980.00 Supplemental Pay		E&G
Ed. Admin., Leadership & Research	Stacy R Leggett	Assistant Professor	1/31/2017	1,939.60 Supplemental Pay		E&G
Ed. Admin., Leadership & Research	Thomas Alan Stewart	Associate Professor	1/31/2017	1,199.80 Supplemental Pay		E&G
English	Lloyd Guy Davies	Professor	2/28/2017	255.00 Supplemental Pay		E&G
English	Jerod Hollyfield	Assistant Professor	2/28/2017	75.00 Supplemental Pay		E&G
Family and Consumer Sciences	Sheila S. Fienen	Instructor I	12/13/2016	1,000.00 Supplemental Pay		E&G
General Counsel	Lhoussaine Guerwane	Instructor I	2/28/2017	100.00 Supplemental Pay		E&G
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	12/13/2016	80.00 Supplemental Pay		E&G
Health & Fitness Lab	Lacretia Toniece Dye	Assistant Professor	2/28/2017	32.00 Supplemental Pay		E&G
Health & Fitness Lab	Quentin Maurice Hollis	Associate Professor	11/30/2016	96.00 Supplemental Pay		Grant
Health & Fitness Lab	Quentin Maurice Hollis	Associate Professor	12/13/2016	96.00 Supplemental Pay		Grant
Health & Fitness Lab	Amanda Lynn Salyer-Funk	Visiting Assistant Professor	12/13/2016	48.00 Supplemental Pay		E&G
High School Football Championships	Fred Wayne Gibson	Professor	2/28/2017	250.00 Supplemental Pay		RD
High School Football Championships	Thomas Bradley Sinnott	Assistant Professor	2/28/2017	250.00 Supplemental Pay		RD
Instructional Activities-Misc	Darlene Ann Applegate	Associate Professor	1/31/2017	1,274.00 Supplemental Pay		E&G
Instructional Activities-Misc	James W Barker	Assistant Professor	1/31/2017	1,267.00 Supplemental Pay		E&G
Instructional Activities-Misc	Cortney S. Basham	Instructor I	11/30/2016	1,306.00 Supplemental Pay		E&G
Instructional Activities-Misc	Mark D. Clampa	Associate Professor	1/31/2017	1,277.00 Supplemental Pay		E&G
Instructional Activities-Misc	Paul A. Fischer	Associate Professor	1/31/2017	1,281.00 Supplemental Pay		E&G
Instructional Activities-Misc	Said Ghezal	Assistant Professor	1/31/2017	1,278.00 Supplemental Pay		E&G
Instructional Activities-Misc	Jerod Hollyfield	Assistant Professor	2/28/2017	1,305.00 Supplemental Pay		E&G
Instructional Activities-Misc	Barry Michael Kaufkins	Instructor I	1/31/2017	1,307.00 Supplemental Pay		E&G
Instructional Activities-Misc	John E. Martin	Instructor II	12/13/2016	1,280.00 Supplemental Pay		E&G
Instructional Activities-Misc	Fredrick D. Siewers	Associate Professor	12/13/2016	1,266.00 Supplemental Pay		E&G
Instructional Activities-Misc	Aaron L. Wichman	Associate Professor	2/28/2017	1,273.00 Supplemental Pay		E&G
Instructional Activities-Misc	Maire M Blankenship	Assistant Professor	12/13/2016	1,790.00 Supplemental Pay		RD
Instructional Activities-Misc	Eddy Alain Cuisinier	Instructor I	12/13/2016	1,625.00 Supplemental Pay		RD
KIIS	William N. Mkania	Associate Professor	12/13/2016	2,000.00 Supplemental Pay		RD
KIIS	Sarah Grace Berry	Professional-In-Residence	11/30/2016	737.50 Supplemental Pay		RD
Lifelong Learning	Sarah Grace Berry	Professional-In-Residence	12/13/2016	862.50 Supplemental Pay		RD
Lifelong Learning	Sarah Grace Berry	Professional-In-Residence	2/28/2017	325.00 Supplemental Pay		RD
Lifelong Learning	Imelda N. Bratton	Assistant Professor	11/30/2016	100.00 Supplemental Pay		RD
Lifelong Learning	Ching-Yi Lin	Assistant Professor	11/30/2016	1,210.00 Supplemental Pay		RD
Lifelong Learning	Ching-Yi Lin	Assistant Professor	12/13/2016	1,663.75 Supplemental Pay		RD
Lifelong Learning	Ching-Yi Lin	Assistant Professor	2/28/2017	701.25 Supplemental Pay		RD
Lifelong Learning	Ismail Civelek	Associate Professor	2/28/2017	2,450.00 Supplemental Pay		E&G
MBA - Full Time	LeAnne Coder	Associate Professor	2/28/2017	2,450.00 Supplemental Pay		E&G
MBA - Full Time	Phillip Duane Coleman	Associate Professor	2/28/2017	2,450.00 Supplemental Pay		E&G
MBA - Full Time	Dana Mischelle Cosby	Pedagogical Asst Professor	11/30/2016	1,470.00 Supplemental Pay		E&G
MBA - Full Time	Minwoo Lee	Associate Professor	11/30/2016	1,715.00 Supplemental Pay		E&G
MBA - Full Time	Feng Helen Liang	Assistant Professor	11/30/2016	1,960.00 Supplemental Pay		E&G
MBA - Full Time	Yung Lung Lo	Associate Professor	11/30/2016	2,205.00 Supplemental Pay		E&G
MBA - Full Time	Craig A. Martin	Professor	11/30/2016	2,450.00 Supplemental Pay		E&G
MBA - Full Time	Paula Wurth Potter	Chair	2/28/2017	2,450.00 Supplemental Pay		E&G

Meeting Date: April 28, 2017

## Faculty One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Music	Jeffrey R. Bright	Associate Professor	2/28/2017	2,000.00	Supplemental Pay	E&G
NCAA Football Playoff	Fred Wayne Gibson	Professor	1/31/2017	80.00	Supplemental Pay	E&G
NCAA Football Playoff	Thomas Bradley Stinnett	Assistant Professor	1/31/2017	40.00	Supplemental Pay	E&G
OCSE - Research Incentive	Amy M. Brausch	Associate Professor	12/13/2016	1,285.44	Supplemental Pay	E&G
OCSE - Research Incentive	Vladimir Dobrokhotoov	Associate Professor	12/13/2016	3,741.12	Supplemental Pay	E&G
OCSE - Research Incentive	Ali Er	Assistant Professor	12/13/2016	909.90	Supplemental Pay	E&G
OCSE - Research Incentive	Douglas L. Harper	Professor	12/13/2016	2,095.50	Supplemental Pay	E&G
OCSE - Research Incentive	Ting-Hui Lee	Instructor I	12/13/2016	2,323.80	Supplemental Pay	E&G
OCSE - Research Incentive	Amber Nicole Schroeder	Assistant Professor	12/13/2016	1,346.64	Supplemental Pay	E&G
OCSE - Research Incentive	Richard C. Schugart	Associate Professor	12/13/2016	733.16	Supplemental Pay	E&G
OCSE - Research Incentive	Mathew Clinton Shake	Associate Professor	12/13/2016	602.88	Supplemental Pay	E&G
OCSE - DELO Distribution	Darwin Bradley Dahl	Professor	2/28/2017	500.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Stephen H. Huskey	Associate Professor	2/28/2017	250.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Lester L. Pesterfield	Professor	2/28/2017	250.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Nancy Ayers Rice	Professor	2/28/2017	250.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Michael E. Smith	Professor	2/28/2017	100.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Ajay Shrivastava	Associate Professor	2/28/2017	250.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Web Vandermeer	Professor	2/28/2017	500.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Robert E. Wyatt	Associate Professor	2/28/2017	100.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Scott W. Bonham	Associate Professor	11/30/2016	1,000.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Jason Robert Boyles	Associate Professor	12/13/2016	750.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Jason Robert Boyles	Visiting Assistant Professor	11/30/2016	750.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Jason Robert Boyles	Visiting Assistant Professor	12/13/2016	750.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Jenni Lynne Redifer	Assistant Professor	1/31/2017	1,076.20	Supplemental Pay	E&G
OCSE - DELO Distribution	Ritchie Don Taylor	Associate Professor	11/30/2016	1,547.52	Supplemental Pay	E&G
OCSE - DELO Distribution	Ritchie Don Taylor	Associate Professor	11/30/2016	1,149.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Ritchie Don Taylor	Associate Professor	11/30/2016	386.88	Supplemental Pay	E&G
OCSE - DELO Distribution	Ritchie Don Taylor	Associate Professor	12/13/2016	773.76	Supplemental Pay	E&G
OCSE - DELO Distribution	John Paul Baker	Associate Professor	12/13/2016	1,500.00	Supplemental Pay	E&G
OCSE - DELO Distribution	William Spencer Cole	Instructor I	11/30/2016	1,250.00	Supplemental Pay	E&G
OCSE - DELO Distribution	William Spencer Cole	Instructor I	2/28/2017	1,250.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Mary Kimberly Green	Associate Professor	12/13/2016	2,750.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Mary Kimberly Green	Associate Professor	2/28/2017	750.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Kimberly W. Harris	Associate Professor	11/30/2016	900.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Kimberly W. Harris	Associate Professor	2/28/2017	900.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Levia Jean Larson	Instructor I	2/28/2017	625.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Robin Renee Madison	Instructor I	11/30/2016	900.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Robin Renee Madison	Instructor I	2/28/2017	900.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Robin Renee Madison	Instructor I	11/30/2016	2,650.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Leanna Miller	Instructor I	12/13/2016	1,350.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Leanna Miller	Instructor I	2/28/2017	2,900.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Lora Willis Moore	Associate Professor	11/30/2016	1,250.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Lora Willis Moore	Associate Professor	12/13/2016	450.00	Supplemental Pay	E&G
OCSE - DELO Distribution	Lora Willis Moore	Associate Professor	2/28/2017	3,750.00	Supplemental Pay	E&G

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Faculty One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
RN to BSN (Cohort)	Lindsay Spears Wheat	Instructor I	2/28/2017	625.00	Supplemental Pay	RD
School of Teacher Education	Nancy Franklin Hulan	Assistant Professor	1/31/2017	1,082.60	Supplemental Pay	E&G
School of Teacher Education	Rachel E. Leer	Instructor I	11/30/2016	725.00	Supplemental Pay	E&G
School of Teacher Education	Rachel E. Leer	Instructor I	12/13/2016	725.00	Supplemental Pay	E&G
Study Abroad	Kellye Marie McIntyre	Instructor I	2/28/2017	1,000.00	Supplemental Pay	E&G
Study Abroad	Patricia Hagler Minter	Associate Professor	2/28/2017	1,000.00	Supplemental Pay	E&G
Study Away Program	Brent Alan Bjorkman	Director	1/31/2017	500.00	Supplemental Pay	RD
Study Away Program	Warren Campbell	Associate Professor	1/31/2017	2,400.00	Supplemental Pay	RD
Study Away Program	Michelle G. Dvoskin	Assistant Professor	1/31/2017	500.00	Supplemental Pay	RD
Study Away Program	Ann Elizabeth Embry	Instructor	1/31/2017	2,400.00	Supplemental Pay	RD
Study Away Program	Erin Joy Greunke	Instructor	2/28/2017	590.70	Supplemental Pay	RD
Study Away Program	Elizabeth D. Hall	Director	2/28/2017	1,575.00	Supplemental Pay	RD
Study Away Program	Theodore R. Hovet	Professor	2/28/2017	1,575.00	Supplemental Pay	RD
Study Away Program	Evelyn Monteal Oregon	Assistant Professor	2/28/2017	1,920.00	Supplemental Pay	RD
Study Away Program	Thomas Keith Phillips	Professor	1/31/2017	2,400.00	Supplemental Pay	RD
Study Away Program	Martin James Stone	Associate Professor	1/31/2017	2,400.00	Supplemental Pay	RD
Study Away Program	James B. Fulkerson	Instructor I	11/30/2016	1,500.00	Supplemental Pay	E&G
WKU Pathways - Instructional	James B. Fulkerson	Instructor I	12/13/2016	1,500.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Michelle A. Jackson	Associate Professor	11/30/2016	1,500.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Michelle A. Jackson	Associate Professor	12/13/2016	1,500.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Grace K. Larley	Associate Professor	11/30/2016	1,500.00	Supplemental Pay	E&G
WKU Pathways - Instructional	Grace K. Larley	Associate Professor	12/13/2016	1,500.00	Supplemental Pay	E&G
CFE - Social Work	Allison Gibson	Part-Time Faculty	1/31/2017	4,500.00	Winter Teaching Pay	RD
CFE - Social Work	Austin Garrett Griffiths	Part-Time Faculty	1/13/2017	2,250.00	Winter Teaching Pay	RD
CFE - Social Work	Austin Garrett Griffiths	Part-Time Faculty	1/31/2017	2,250.00	Winter Teaching Pay	RD
Communication Disorders - NY	Lauren E. Bland	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Ed Leadership Doctoral Program	Richard Charles Miller	Part-Time Faculty	1/31/2017	600.00	Winter Teaching Pay	E&G
Ed Leadership Doctoral Program	Martha Jane Sales	Part-Time Faculty	1/31/2017	600.00	Winter Teaching Pay	E&G
Winter Session	Audrey L. Anton	Part-Time Faculty	1/31/2017	3,531.00	Winter Teaching Pay	RD
Winter Session	Gregory Keith Arbuckle	Part-Time Faculty	2/28/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Scott W. Arnett	Part-Time Faculty	1/31/2017	4,320.00	Winter Teaching Pay	RD
Winter Session	James Baifour Asare	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Kenneth Brent Askins	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	James I. Berger	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Erica Cole Billingsley	Part-Time Faculty	1/31/2017	6,400.00	Winter Teaching Pay	RD
Winter Session	Daniel P. Boden	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Dawn Langkamp Bolton	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Dana Burr Bradley	Part-Time Faculty	1/31/2017	2,793.00	Winter Teaching Pay	RD
Winter Session	Amy M. Brausch	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Stuart Campbell Burris	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Amy C. Cappiccie	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Mary Catherine Carey	Part-Time Faculty	1/31/2017	3,204.00	Winter Teaching Pay	RD
Winter Session	Lacey Chavonne Carnon-Johnson	Part-Time Faculty	1/31/2017	960.00	Winter Teaching Pay	RD
Winter Session	Kevin B. Cary	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD

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Faculty One Time Payments  
For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Douglas Edward Chelston	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	John Michael Cipolla	Part-Time Faculty	1/31/2017	5,700.00	Winter Teaching Pay	RD
Winter Session	Ismail Civelek	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Kristal Clayton	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	LeAnne Coder	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Phillip Duane Coleman	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Dana Mischelle Cosby	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Gerhard K. Daday	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Darwin Bradley Dahl	Part-Time Faculty	1/31/2017	2,400.00	Winter Teaching Pay	RD
Winter Session	Aqesha D Daniels	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Lloyd Guy Davies	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Susann Davis	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Martha M. Day	Part-Time Faculty	1/31/2017	3,600.00	Winter Teaching Pay	RD
Winter Session	Christopher J. Derry	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Pit Derryberry	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Anthony Mark Doggett	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Richard A. Dressler	Part-Time Faculty	1/31/2017	5,700.00	Winter Teaching Pay	RD
Winter Session	Lisa C. Duffin	Part-Time Faculty	1/31/2017	1,920.00	Winter Teaching Pay	RD
Winter Session	Joshua David Durkee	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Melanie D. Eaton	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Charlotte Ann Elder	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Gregory Earle Ellis-Griffith	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Gary M. English	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Francis Travis Esslinger	Part-Time Faculty	1/31/2017	4,320.00	Winter Teaching Pay	RD
Winter Session	Keri A. Esslinger	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Joseph William Evans	Part-Time Faculty	1/31/2017	333.00	Winter Teaching Pay	RD
Winter Session	Kimberlee Kaye Everson	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Colin Farrell	Part-Time Faculty	1/31/2017	3,204.00	Winter Teaching Pay	RD
Winter Session	Lukas Forbes	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Marilyn M. Gardner	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Fred Wayne Gibson	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Jessica Kristin Godfrey-Hurrell	Part-Time Faculty	1/31/2017	1,800.00	Winter Teaching Pay	RD
Winter Session	Mary Kimberly Green	Part-Time Faculty	1/31/2017	1,900.00	Winter Teaching Pay	RD
Winter Session	Frederick G. Grieve	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Scott Allen Grubbs	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Darbi Jean Haynes-Lawrence	Part-Time Faculty	1/31/2017	3,840.00	Winter Teaching Pay	RD
Winter Session	Andrew James Head	Part-Time Faculty	1/31/2017	5,400.00	Winter Teaching Pay	RD
Winter Session	Quentin Maurice Hollis	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Xiaoxia Huang	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Aaron Wilson Hughey	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Thomas Christian Hunley	Part-Time Faculty	1/31/2017	5,400.00	Winter Teaching Pay	RD
Winter Session	Janice Ray Hunt-Shepherd	Part-Time Faculty	1/31/2017	3,200.00	Winter Teaching Pay	RD
Winter Session	Jeanne M. Huss	Part-Time Faculty	1/31/2017	2,600.00	Winter Teaching Pay	RD
Winter Session	Kumi Ishii	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD

Meeting Date: April 28, 2017

Faculty One Time Payments  
For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Daniel Dow Jackson	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Michelle Sharrmaine Jones	Part-Time Faculty	1/31/2017	6,400.00	Winter Teaching Pay	RD
Winter Session	Guy D. Jordan	Part-Time Faculty	1/31/2017	2,568.00	Winter Teaching Pay	RD
Winter Session	Pamela M. Jukes	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	James W. Kanan	Part-Time Faculty	1/31/2017	3,360.00	Winter Teaching Pay	RD
Winter Session	Jeffrey Paul Kash	Part-Time Faculty	1/31/2017	3,360.00	Winter Teaching Pay	RD
Winter Session	Aramide W Kazem	Part-Time Faculty	1/31/2017	4,320.00	Winter Teaching Pay	RD
Winter Session	Hanna A. Khouryeh	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Soleiman Kiasapour	Part-Time Faculty	1/31/2017	1,605.00	Winter Teaching Pay	RD
Winter Session	Jae Jang Kim	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Thomas W. Kingery	Part-Time Faculty	1/31/2017	2,136.00	Winter Teaching Pay	RD
Winter Session	Elizabeth Gail Kirby	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Amy C. Krull	Part-Time Faculty	1/31/2017	3,840.00	Winter Teaching Pay	RD
Winter Session	Victoria Leigh LaPoe	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Grace K. Larrey	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Alexander G. Lebedinsky	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Julie Kathryn Lee	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Stacy R Leggett	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Feng Helen Liang	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	James Hubert Lindsey	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Stephen L Locke	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Deborah A. Logan	Part-Time Faculty	1/31/2017	3,852.00	Winter Teaching Pay	RD
Winter Session	Donielle M. Lovell	Part-Time Faculty	1/31/2017	3,360.00	Winter Teaching Pay	RD
Winter Session	Jeremy B. Maddox	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Gayle Marcus Mallinger	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Jill M Maples	Part-Time Faculty	1/31/2017	1,440.00	Winter Teaching Pay	RD
Winter Session	Erin Elizabeth Margarella	Part-Time Faculty	1/31/2017	3,000.00	Winter Teaching Pay	RD
Winter Session	Craig A. Martin	Part-Time Faculty	1/31/2017	5,400.00	Winter Teaching Pay	RD
Winter Session	John E. Martin	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	E&G
Winter Session	Margaret G. Maxwell	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Jessica Marie McClanahan	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Lauren Gabrielle McCoy	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Kerrie Lynn McDaniell	Part-Time Faculty	1/31/2017	6,800.00	Winter Teaching Pay	RD
Winter Session	Meghen Leigh McKinley	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Kathryn Joanna Phillips Melancon	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Megan Kathleen Miller	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Richard Charles Miller	Part-Time Faculty	1/31/2017	1,800.00	Winter Teaching Pay	RD
Winter Session	Julia Anne Mittelberg	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	William N. Mkania	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Lora Wills Moore	Part-Time Faculty	1/31/2017	1,600.00	Winter Teaching Pay	RD
Winter Session	Cody Edward Morris	Part-Time Faculty	1/31/2017	2,394.00	Winter Teaching Pay	RD
Winter Session	Isabel Mukonyora	Part-Time Faculty	1/31/2017	2,880.00	Winter Teaching Pay	RD
Winter Session	April Lynn Murphy	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	John M. Musalia	Part-Time Faculty	1/31/2017	3,852.00	Winter Teaching Pay	RD

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## Faculty One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Carl L. Myers	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Michael Anthony Nichols	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Terry L. Obee	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Larry W. Owens	Part-Time Faculty	1/31/2017	1,596.00	Winter Teaching Pay	RD
Winter Session	Andrea Paganelli	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Shane M. Palmquist	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Raymond Arthur Poff	Part-Time Faculty	1/31/2017	2,793.00	Winter Teaching Pay	RD
Winter Session	Alexander B. Poole	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Roberta Darnez Pope	Part-Time Faculty	1/31/2017	532.00	Winter Teaching Pay	RD
Winter Session	Paula Wurth Potter	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Michelle Chieriane Reece	Part-Time Faculty	1/31/2017	3,204.00	Winter Teaching Pay	RD
Winter Session	Nancy Ayers Rice	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Leigh Anne Roden-Carrier	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Naomi Smith Rowland	Part-Time Faculty	1/31/2017	1,068.00	Winter Teaching Pay	RD
Winter Session	Naomi Smith Rowland	Part-Time Faculty	1/31/2017	1,068.00	Winter Teaching Pay	RD
Winter Session	Jerry Walker Rutledge	Part-Time Faculty	1/31/2017	2,880.00	Winter Teaching Pay	RD
Winter Session	Martha Jane Sales	Part-Time Faculty	1/31/2017	1,800.00	Winter Teaching Pay	RD
Winter Session	Mark Anthony Schafer	Part-Time Faculty	1/31/2017	3,840.00	Winter Teaching Pay	RD
Winter Session	Donna Kay Schiess	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Kevin S. Schmalz	Part-Time Faculty	1/31/2017	1,600.00	Winter Teaching Pay	RD
Winter Session	David Anthony Serafini	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Jo L. Shackelford	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Matthew Clinton Shake	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	James Richard Shannon	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Nilesh Chandra Sharma	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Deborah Carr Linville Shivel	Part-Time Faculty	1/31/2017	1,920.00	Winter Teaching Pay	RD
Winter Session	Doris A. Sikora	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Gordon P. Smith	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Michael E. Smith	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Steven L. Spencer	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Michael Shane Spiller	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Tammie Lynn Stenger-Ramsey	Part-Time Faculty	1/31/2017	2,157.00	Winter Teaching Pay	RD
Winter Session	Tammie Lynn Stenger-Ramsey	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Fred E. Stickle	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Thomas Bradley Sunnett	Part-Time Faculty	1/31/2017	4,200.00	Winter Teaching Pay	RD
Winter Session	Rebecca R. Stobaugh	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Claudia Wood Strow	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Joon Gi Sung	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Francesca D. Sunkin	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Robyn K. Swanson	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Judith Szerdahelyi	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Richie Don Taylor	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Patricia R. Todd	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Joel Frederick Turner	Part-Time Faculty	1/31/2017	3,840.00	Winter Teaching Pay	RD

Meeting Date: April 28, 2017

Faculty One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Winter Session	Rico T. Tyler	Part-Time Faculty	1/31/2017	2,280.00	Winter Teaching Pay	RD
Winter Session	Paula Ann Upright	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Yerry Marcela Vandermonlen	Part-Time Faculty	1/31/2017	5,100.00	Winter Teaching Pay	RD
Winter Session	Shannon K Vaughan	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Cecilia Michelle Watkins	Part-Time Faculty	1/31/2017	2,793.00	Winter Teaching Pay	RD
Winter Session	Adam R. West	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Aaron L. Wichman	Part-Time Faculty	1/31/2017	4,800.00	Winter Teaching Pay	RD
Winter Session	Jeffrey Edward Willis	Part-Time Faculty	1/31/2017	4,005.00	Winter Teaching Pay	RD
Winter Session	Lee J Winchester	Part-Time Faculty	1/31/2017	2,400.00	Winter Teaching Pay	RD

\* 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** - Auxiliary

**RD** - Revenue Dependent

**Split** - Split between sources

**FDN** - Foundation

**Completed Staff Personnel Actions Subject to Board Approval**  
**Entered November 2, 2016 through February 22, 2017**

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
21st Century Media - POD	Miranda M Pederson	Manager, Photojournalism Labs	01/03/2017		41,508.00	Initial Appointment	E&G	
Academic Technology	Kenneth Bradley Greenwell	Information Tech Consultant	02/15/2017		38,016.00	Initial Appointment	Split	
Academic Technology	Stephen Isaac Russell	Library Technology Consultant	12/01/2016		38,472.00	Initial Appointment	E&G	
Advancement Services	Micah Leigh Loney	Director, Records Management	02/20/2017		60,000.00	Initial Appointment	E&G	
Architect & Manufacturing Sciences	Anthony Michael Ford	Engineering Technician	12/12/2016		45,000.00	Initial Appointment	Grant	
College of Health & Human Services	Keanan Rice Stewart	Information Tech Consultant	01/23/2017		38,016.00	Initial Appointment	E&G	
Communication Sciences & Disorders	April Dawn Hardison	Academic and Clinical Advisor	02/08/2017		50,016.00	Initial Appointment	RD	
Dept of Facilities Management	Daniel Ross Highbaugh	Carpenter I	11/09/2016		30,771.00	Initial Appointment	E&G	
Dept of Facilities Management	Sabrina Marie Holdcraft	Office Associate 1	12/02/2016		31,500.00	Initial Appointment	E&G	
Dept of Facilities Management	Jonathan R Hughes	Campus Infrast and Data Spec I	12/01/2016		33,988.50	Initial Appointment	E&G	
Development & Alumni Relations	Summer Bacon	Director, Donor Engagement	01/03/2017		60,600.00	Initial Appointment	E&G	
Development Major Gifts	Melissa Ann Whitaker	Manager, Campaign Operations	01/23/2017		50,004.00	Initial Appointment	E&G	
Distance Learning	Antony D Norman	Instructional Technologist I	02/13/2017		48,000.00	Initial Appointment	RD	
Educational Enhancement Programs	Crysta Swayzer Crum	Academic Coordinator	02/15/2017		34,896.00	Initial Appointment	Grant	
Educational Enhancement Programs	Jarren Marquise Nixon	Academic Coordinator	01/03/2017		34,896.00	Initial Appointment	Grant	
Farm	Gary Marshall Beu	Artisan Cheese Maker	01/03/2017		30,936.00	Initial Appointment	E&G	
Honors College	Tiffany Lee Rhoades	Administrative Assistant	11/21/2016		33,000.00	Initial Appointment	E&G	
Housing & Residence Life	Michael David Reagle	Assistant Vice President	02/13/2017		115,008.00	Initial Appointment	Aux	
Kentucky Climate Center - POD	Fatima Chebochoub	Applications Programmer	02/01/2017		42,000.00	Initial Appointment	E&G	
Management	Cara Nicole Cordell	Office Assistant	01/23/2017		25,692.00	Initial Appointment	E&G	
Men's Football	Alton Johnson Adams	Assistant Coach	01/04/2017		225,000.00	Initial Appointment	E&G	
Men's Football	Maurice Cornelius Crum	Assistant Coach	01/10/2017		50,004.00	Initial Appointment	E&G	
Men's Football	Geoffrey Dylan Dartt	Assistant Coach	01/05/2017		65,004.00	Initial Appointment	E&G	
Men's Football	Zachary Ryan Grant	Asst Recruiting Coordinator	01/04/2017		40,008.00	Initial Appointment	E&G	
Men's Football	Quinn Wade Hollan	Asst. Strength & Cond. Coach	01/20/2017		27,060.00	Initial Appointment	E&G	
Men's Football	Jimmy Tyrone Lindsey	Assistant Coach	01/04/2017		90,000.00	Initial Appointment	E&G	
Men's Football	Ryan Michael Mahaffey-Patton	Assistant Coach	01/04/2017		75,000.00	Initial Appointment	E&G	
Men's Football	Aaron Michael Menard	Director, Video Operations	01/23/2017		47,508.00	Initial Appointment	E&G	
Men's Football	Michael Charles Sanford	Assistant Coach	01/04/2017		180,000.00	Initial Appointment	E&G	
Men's Football	Stephen O Spurnier	Offensive Coordinator	01/04/2017		165,000.00	Initial Appointment	E&G	
Men's Football	Thomas Edward Stallworth	Football Strength Coach	01/13/2017		100,008.00	Initial Appointment	E&G	
Men's Football	Laura Gabrielle Thomas	Asst. Dir. Football Operations	01/04/2017		40,008.00	Initial Appointment	E&G	
Men's Football	Christopher B Willis	Coord, Offensive Quality Ctrl.	01/17/2017		33,708.00	Initial Appointment	E&G	
Men's Football	Rebekah Dunbar Daday	Office Coordinator	02/15/2017		29,004.00	Initial Appointment	E&G	
Social Work	Lindsey June Brown	Veteran Programs Specialist	02/07/2017		30,000.00	Initial Appointment	E&G	
Student Financial Assistance	Katie Howlett Carpenter	Financial Aid Counselor	02/06/2017		30,372.00	Initial Appointment	E&G	
Student Financial Assistance	Ashley Elizabeth Schroeder	Financial Aid Counselor	11/16/2016		30,372.00	Initial Appointment	E&G	
Student Financial Assistance	Megan Ping Ting Yamamoto	Financial Aid Counselor	02/06/2017		33,372.00	Initial Appointment	E&G	

Completed Staff Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
WKU Store	Jessica Chaney Harper	Financial Manager	01/10/2017		49,008.00	Initial Appointment	Aux	
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	02/01/2017	36,000.00	36,000.00	Reappointment	Grant	
Office of Research & Creative Act.	George R Biggs	Project Mgr, Adv Manufacturing	12/01/2016	81,828.00	81,828.00	Reappointment	Split	
Office of Research & Creative Act.	Scott C. Broughton	Director	12/01/2016	102,036.00	102,036.00	Reappointment	Split	
Office of Research & Creative Act.	Kristi Michelle Gray	Accounts Mgmt Coordinator	12/01/2016	43,440.00	43,440.00	Reappointment	Split	
Office of Research & Creative Act.	Timothy J Vickers	Advocd Manufacturing Specialist	12/01/2016	86,724.00	86,724.00	Reappointment	Split	
Center for Gifted Studies	Erika Ann Solberg	Coordinator, Special Programs	01/09/2017		34,008.00	Rehire	FDN	
Educational Enhancement Programs	Melissa G. Allen	Office Associate	01/09/2017		23,004.00	Rehire	Grant	
Men's Football	Michael Gunar William Sanford	Head Athletic Coach	12/21/2016		800,004.00	Rehire	FDN	
Men's Football	Nicholas N. Uhlenhopp	Director, Football Operations	01/04/2017		75,000.00	Rehire	E&G	
Men's Football	Clayton O. White	Defensive Coordinator	01/04/2017		290,004.00	Rehire	E&G	
Alumni Relations	Gregory Mark Keightley	Asst Dir, Alumni Relations	01/01/2017	42,840.00	48,000.00	Reclassification	E&G	
Alumni Relations	Teresa Lynne Morrison	Assoc Dir, Alumni Engagement	01/01/2017	46,776.00	52,008.00	Reclassification	E&G	
Alumni Relations	Laura Forshoe Smith	Asst Dir, Alumni Engagement	01/01/2017	40,824.00	48,000.00	Reclassification	E&G	
Alumni Relations	Virginia Ruth Steenbergen Hen	Director, Alumni Engagement	01/01/2017	54,444.00	65,004.00	Reclassification	E&G	
Annual Fund	Jennifer Wells Pyle	Assoc Director, Annual Giving	01/01/2017	36,864.00	47,508.00	Reclassification	E&G	
Budget	Stacy Minton Garrett	Associate Budget Director	01/01/2017	59,412.00	66,012.00	Reclassification	E&G	
Budget	Kimberly Kay Reed	Asst. VP, Resources Management	01/01/2017	75,744.00	96,504.00	Reclassification	E&G/AUX	
Clinical Education Complex (CEC)	Shannon Marie Sales	Dir, Family Resource Program	01/01/2017	42,024.00	47,640.00	Reclassification	E&G	
Cntr. for Career and Prof. Develop.	Adrianne Ewitts Browning	Assistant Director	01/01/2017	44,964.00	48,000.00	Reclassification	E&G	
Communication Sciences & Disorders	Caroline Alexander Hudson	Clinical Director	01/01/2017	50,496.00	51,000.00	Reclassification (12 Mo to 10 Mo)	E&G	
Continuing & Prof Development Admin	Erin Leigh Holderman	Program/Event Mgmt Coordinator	01/01/2017	32,340.00	37,008.00	Reclassification	RD	
Counseling & Testing Center	Brian Nathan Lee	Staff Counselor	01/01/2017	43,440.00	47,784.00	Reclassification	E&G	
Development Creative Services	Emily Trabue Scott	Asst Dir, Creative Services	01/01/2017	44,448.00	48,000.00	Reclassification	E&G	
Educational Enhancement Programs	Bionca Sharde Washington	Office Coordinator	01/01/2017	25,008.00	27,012.00	Reclassification	Grant	
Educational Opportunity Center	Kathy Delane Fraim	Coordinator III	01/01/2017	32,364.00	36,108.00	Reclassification	E&G	
Enterprise Systems	Sharon Michelle Edwards	Accounts Specialist	01/01/2017	39,396.00	41,016.00	Reclassification	E&G	
Enterprise Systems	Christopher Lawrence Moore	Database Administrator I	01/01/2017	45,960.00	50,004.00	Reclassification	E&G	
Enterprise Systems	Christopher Michael Vincent	Business Intel Sys Admin II	01/01/2017	42,936.00	49,800.00	Reclassification	E&G	
Environment, Health & Safety	Laura Lee Tomlin	Assistant Director, EH&S	01/01/2017	54,096.00	58,536.00	Reclassification	E&G	
Facilities Management	Gary Steven Croslin	Area Supervisor I	01/01/2017	40,852.50	46,956.00	Reclassification	E&G	
Graduate School	Colette Anderson Cheif	Assoc Dir, Graduate Records	01/01/2017	52,140.00	57,360.00	Reclassification	E&G	
Health & Fitness Lab	Scott S. Gordon	Mgr, Grad Recruitment & Retent	07/01/2016	52,008.00	53,568.00	Reclassification	E&G	
Hoffman Institute - POD	Sabrina Olivia Pate	Office Coordinator	01/01/2017	30,840.00	33,012.00	Reclassification	E&G	
Hoffman Institute - POD	Lee Anne Bledsoe	Research Hydrologist	01/01/2017	44,964.00	48,024.00	Reclassification	RD	
Housing & Residence Life	Catrina Nacole Poole	Office Assistant	07/01/2017	20,736.00	26,016.00	Reclassification (10 Mo to 12 Mo)	Aux	
Housing & Residence Life	Pamela Reno West	Director, Facilities	01/01/2017	67,692.00	80,004.00	Reclassification	Aux	
Human Resources	Michael B. Higgins	Mgr, Worker's Comp & Safety	01/01/2017	47,400.00	55,008.00	Reclassification	E&G	

Completed Staff Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
International Enrollment Mgmt	Stephanie Sieggreen	Executive Director	08/01/2016	75,264.00	82,500.00	Reclassification	E&G	
Intramural - Recreational Sports	Candice Chevon Douglas	Assistant Director, Facilities	01/01/2017	43,344.00	47,856.00	Reclassification	E&G	
Kentucky Climate Center - POD	Andrew D. Quilligan	Lead Systems Architect	01/01/2017	45,852.00	52,200.00	Reclassification	E&G	
Kentucky Climate Center - POD	Megan Marie Schargorodski	Manager, Mesonet	01/01/2017	49,464.00	56,316.00	Reclassification	E&G	
Library Public Services	Kathryn Renee Foushee	Supervisor, Circulation Desk	01/01/2017	25,980.00	28,572.00	Reclassification	E&G	
Mathematics	Jill J Price	Coord, Mathematics Testing	01/01/2017	38,628.00	35,772.00	Reclassification (12 Mo to 11 Mo)	E&G	
Men's Basketball	Mark Austen Martin	Video Coordinator	01/01/2017	22,500.00	29,004.00	Reclassification	E&G	
Men's Football	Brian Michael Dittmer	Dir, Equipment Operations	12/01/2016	40,416.00	40,824.00	Reclassification	E&G	
Men's Football	John Daron Riley	Director of Video Operations	12/01/2016	47,988.00	47,988.00	Reclassification	E&G	
Men's Football	Tyson Calvin Street	Assistant Director, Equipment	01/01/2017	32,844.00	33,180.00	Reclassification	E&G	
Modern Languages	Marcia Lynn Sanders	Office Coordinator	01/01/2017	30,000.00	33,336.00	Reclassification	E&G	
Ogden College of Science & Engr	Lucinda T. Graham	Manager, Budgets and Resources	07/01/2017	52,560.00	53,088.00	Reclassification	E&G	
Ogden College of Science & Engr	Lisa Rena Wood	Administrative Assistant	07/01/2017	42,612.00	43,044.00	Reclassification	E&G	
Postal Services	Lisa M. Kirby	Office Coordinator	01/01/2017	29,412.00	32,688.00	Reclassification	Split	
Potter College of Arts & Letters	Gabrielle Lynn Hunt	Manager, Budget and Resources	01/01/2017	44,964.00	48,000.00	Reclassification	E&G	
Public Health	Alyson Renee Anderson	Office Coordinator	01/01/2017	26,784.00	29,268.00	Reclassification	E&G	
Public Health	Stephanie Brown Wood	Office Associate	01/01/2017	24,756.00	25,404.00	Reclassification	E&G	
Resources Management	Bradley Allen Wheeler	Asst. VP, Business Services	01/01/2017	86,544.00	98,004.00	Reclassification	Split	
School of Nursing	Shirley Ann Jones	Administrative Assistant	01/01/2017	36,828.00	38,208.00	Reclassification	Split	
School of University Studies	Leisha Dunn Carr	Coord, Advising & Student Svcs	01/01/2017	35,112.00	38,628.00	Reclassification	E&G	
Student Publications	Charlotte Hill Turtle	Talisman Advisor	01/01/2017	45,960.00	48,504.00	Reclassification	E&G	
Theatre & Dance	Doris Barnes Patrick	Accounts Specialist	01/01/2017	29,412.00	32,376.00	Reclassification	E&G	
WKU - E-town/Fort Knox	Beatrice Jean Cobb	Program Manager	01/01/2017	42,636.00	46,728.00	Reclassification	E&G	
WKU - Owensboro	David Keith Powers	Admin, Career & Workforce Dev	01/01/2017	46,428.00	51,228.00	Reclassification	E&G	
WKU - Owensboro	Hannah Rene' Thurman	Academic Outreach Specialist	01/01/2017	26,784.00	29,880.00	Reclassification	E&G	
Child Care	Danielle Monshia Burnley	Office Associate	11/21/2016	\$8.00/hr	24,000.00	Status Change (PT to FT)	RD	
Communication Sciences & Disorders	Heidi L Royse	Office Assistant	02/06/2017	\$15.00/hr	25,008.00	Status Change (PT to FT)	RD	
Folk Studies & Anthropology	Donna Ogden Schulte	Office Associate	02/13/2017	\$17.34/hr	28,512.00	Status Change (PT Temp to FT Reg)	E&G	
Transit Services	Morton Russell Martin	Transit Driver I	10/31/2016	\$11.97/hr	23,341.50	Status Change (PT to FT)	E&G	
WKU - Owensboro	Jessica Grant Boling	Campus Evening Manager	01/23/2017	\$8.68/hr	32,004.00	Status Change (PT to FT)	E&G	
Alumni Relations	Beth Doyle Stamps	Office Associate	12/01/2016	34,680.00	34,680.00	Title Change	E&G	
Student Affairs	V. Lynne Holland	Asst VP & Diversity Officer	01/01/2017	107,244.00	108,312.00	Title Change	E&G	
Academic Advising and Retention Ctr	Jennifer C. Markin	Associate Director	01/01/2017	49,500.00	53,004.00	Transfer	E&G	
Academic Technology	Charles Nicklaus McCoy	Sr. Info Tech Consultant	01/01/2017	44,328.00	47,892.00	Transfer	E&G	
Academic Technology	Brian Lee Taylor	Sr. Info Tech Consultant	12/01/2016	47,328.00	51,528.00	Transfer	E&G	
Accounting & Financial Reporting	Jessica Susann Clemons	Staff Accountant	03/01/2017	30,996.00	40,080.00	Transfer	E&G	
Development Major Gifts	Ryan Dearbone	Asst Dir, College Advancement	12/01/2016	36,996.00	47,508.00	Transfer	E&G	
Distance Learning	Hannah Lee Page	Instructional Designer	01/01/2017	31,572.00	45,984.00	Transfer	RD	

Completed Staff Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Educational Enhancement Programs	Brian Douglas Brausch	Dir, Educational Talent Search	01/01/2017	35,748.00	43,008.00	Transfer	Grant	
Educational Enhancement Programs	Denise Murrell Hardesty	Dir, Educational Talent Search	01/01/2017	41,256.00	43,008.00	Transfer	Grant	
Educational Enhancement Programs	Bethany Nanette Smith	Academic Coordinator	01/17/2017	42,072.00	36,000.00	Transfer	Grant	
Enterprise Applications & Prgng	Brandon S. Peters	Web Developer II	12/01/2016	51,528.00	56,004.00	Transfer	E&G	
Gordon Ford College of Business	Lisa M. Hampton	Academic Advisor	01/17/2017	30,000.00	34,740.00	Transfer	E&G	
Graduate School	Thomas Scott Lyons	Dean, Graduate School	01/01/2017	106,056.00	121,008.00	Transfer	E&G	
Graduate School	Jessica Loyce Powell	Coord, Graduate Recruitment	01/09/2017	29,412.00	33,132.00	Transfer	E&G	
Housing & Residence Life	Larry L. Allen	Supervisor I, Zone Maintenance	12/01/2016	51,987.00	52,650.00	Transfer	Aux	
Housing & Residence Life	Roy John Forsee	Asst Supv I, Maintenance	01/30/2017	34,359.00	46,585.50	Transfer	Aux	
Human Resources	Brittany Reber Wafford	Data Management Associate	01/09/2017	28,620.00	31,008.00	Transfer	E&G	
HydroAnalytical Lab	Ethan C. Givan	Laboratory Manager	02/01/2017	31,128.00	37,512.00	Transfer	RD	
IT Video Surveillance	Shawn Ashley Bivin	Network Specialist	11/01/2016	30,024.00	47,484.00	Transfer	E&G	
Office of Research & Creative Act.	Cheryl Diane Davis	Assoc Provost/Research & Crtvy	11/01/2016	80,676.00	120,000.00	Transfer	E&G	
Police	Charles L. Hall	Communications Supervisor	01/01/2017	27,576.00	31,344.00	Transfer	E&G	
Student Activity, Org & Leadership	Alexandria L Kennedy	Coord, Leadership/Volunteerism	01/01/2017	34,356.00	34,704.00	Transfer	E&G	
Student Financial Assistance	Catherine Lawson McKee	Coordinator, Veterans Program	10/18/2016	29,868.00	33,000.00	Transfer	E&G	
Admissions Office	John-Mark T. Francis	Asst Dir, Admsns Recruitment	04/01/2017	46,944.00	51,996.00	Temporary Rate Increase Begin	E&G	
Admissions Office	John-Mark T. Francis	Asst Dir, Admsns Recruitment	07/01/2017	51,996.00	46,944.00	Temporary Rate Increase End	E&G	
Admissions Office	Alyson G. Manley	Telecounseling Supervisor	04/01/2017	33,348.00	39,456.00	Temporary Rate Increase Begin	E&G	
Admissions Office	Alyson G. Manley	Telecounseling Supervisor	07/01/2017	39,456.00	33,348.00	Temporary Rate Increase End	E&G	
Admissions Office	Ashlee Monique Manley	Mgr. Orientation & Admissions	04/01/2017	40,824.00	42,828.00	Temporary Rate Increase Begin	E&G	
Admissions Office	Ashlee Monique Manley	Mgr. Orientation & Admissions	07/01/2017	42,828.00	40,824.00	Temporary Rate Increase End	E&G	
Admissions Office	Jennifer G. Robbins	Office Coordinator	04/01/2017	30,960.00	32,964.00	Temporary Rate Increase Begin	E&G	
Admissions Office	Jennifer G. Robbins	Office Coordinator	07/01/2017	32,964.00	30,960.00	Temporary Rate Increase End	E&G	
Alumni Relations	Gregory Mark Keightley	Asst Dir, Alumni Relations	11/01/2016	42,420.00	47,508.00	Temporary Rate Increase Begin	E&G	
Alumni Relations	Gregory Mark Keightley	Asst Dir, Alumni Relations	12/31/2016	47,508.00	42,420.00	Temporary Rate Increase End	E&G	
Alumni Relations	Teresa Lynne Morrison	Associate Director	11/01/2016	46,308.00	52,008.00	Temporary Rate Increase Begin	E&G	
Alumni Relations	Teresa Lynne Morrison	Associate Director	12/31/2016	52,008.00	46,308.00	Temporary Rate Increase End	E&G	
Alumni Relations	Laura Forshree Smith	Assistant Director	11/01/2016	40,416.00	47,508.00	Temporary Rate Increase Begin	E&G	
Alumni Relations	Laura Forshree Smith	Assistant Director	12/31/2016	47,508.00	40,416.00	Temporary Rate Increase End	E&G	
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	11/01/2016	41,208.00	47,472.00	Temporary Rate Increase Begin	E&G	
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	12/31/2016	47,472.00	41,208.00	Temporary Rate Increase End	E&G	
College of Ed & Behavioral Science	Sharon Hartz	Budget Coordinator	01/01/2017	47,112.00	50,712.00	Temporary Rate Increase Begin	E&G	
College of Ed & Behavioral Science	Sharon Hartz	Budget Coordinator	07/01/2017	50,712.00	47,112.00	Temporary Rate Increase End	E&G	
College of Ed & Behavioral Science	Steva Lee Ann Kaufkins	Grants Administrator	01/01/2017	46,332.00	49,932.00	Temporary Rate Increase Begin	E&G	
College of Ed & Behavioral Science	Steva Lee Ann Kaufkins	Grants Administrator	07/01/2017	49,932.00	46,332.00	Temporary Rate Increase End	E&G	
College of Ed & Behavioral Science	Tammy E. Spinks	Administrative Assistant	01/01/2017	40,104.00	43,704.00	Temporary Rate Increase Begin	E&G	
College of Ed & Behavioral Science	Tammy E. Spinks	Administrative Assistant	07/01/2017	43,704.00	40,104.00	Temporary Rate Increase End	E&G	

Completed Staff Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	01/01/2017	42,804.00	52,848.00	Temporary Rate Increase Begin	E&G	
Development & Alumni Relations	Marcia Jan Brown	Administrative Assistant	07/01/2017	52,848.00	42,804.00	Temporary Rate Increase End	E&G	
Development Creative Services	Emily Trabue Scott	Asst Dir, Creative Services	11/01/2016	44,004.00	47,508.00	Temporary Rate Increase Begin	E&G	
Development Creative Services	Emily Trabue Scott	Asst Dir, Creative Services	12/31/2016	47,508.00	44,448.00	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	41,988.00	38,388.00	Temporary Rate Increase End	Grant	
Educational Television Services	Jordan Keith Basham	Broadcast/Production Engineer	11/01/2016	44,544.00	48,552.00	Temporary Rate Increase Begin	E&G	
Educational Television Services	Jordan Keith Basham	Broadcast/Production Engineer	12/31/2016	48,552.00	44,544.00	Temporary Rate Increase End	E&G	
Forensics - POD	Jessica Lauren Furgerson	Debate Director	11/01/2016	47,040.00	47,508.00	Temporary Rate Increase Begin	E&G	
Forensics - POD	Jessica Lauren Furgerson	Debate Director	12/31/2016	47,508.00	47,040.00	Temporary Rate Increase End	E&G	
Forensics - POD	Jessica Lauren Furgerson	Academic Advisor	01/01/2017	31,284.00	33,288.00	Temporary Rate Increase Begin	E&G	
Gordon Ford College of Business	Sandra K. Patterson	Academic Advisor	07/01/2017	33,288.00	31,284.00	Temporary Rate Increase End	E&G	
Gordon Ford College of Business	Judith Lynn Scott	Academic Advisor	01/01/2017	35,088.00	36,744.00	Temporary Rate Increase Begin	E&G	
Gordon Ford College of Business	Judith Lynn Scott	Academic Advisor	07/01/2017	36,744.00	35,088.00	Temporary Rate Increase End	E&G	
Graduate School	Julie Marie Harris	Graduate Admissions Specialist	11/15/2016	33,576.00	37,776.00	Temporary Rate Increase Begin	E&G	
Graduate School	Julie Marie Harris	Graduate Admissions Specialist	03/01/2017	38,112.00	33,912.00	Temporary Rate Increase End	E&G	
Graduate School	Shanda T. Hopper	Business Manager	11/15/2016	44,268.00	48,468.00	Temporary Rate Increase Begin	E&G	
Graduate School	Shanda T. Hopper	Business Manager	03/01/2017	48,912.00	44,712.00	Temporary Rate Increase End	E&G	
Graduate School	Laura Upchurch	Graduate Records Specialist	11/15/2016	33,144.00	39,144.00	Temporary Rate Increase Begin	E&G	
Graduate School	Laura Upchurch	Graduate Records Specialist	03/01/2017	39,480.00	33,480.00	Temporary Rate Increase End	E&G	
Graduate School	Zu Tzipora Andring	Asst Residence Hall Director	01/01/2017	16,320.00	24,168.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Zu Tzipora Andring	Asst Residence Hall Director	07/01/2017	24,168.00	16,320.00	Temporary Rate Increase End	Aux	
Housing & Residence Life	Heather N. Thomas	Coordinator, HRL	01/01/2017	34,176.00	36,180.00	Temporary Rate Increase Begin	Aux	
Housing & Residence Life	Heather N. Thomas	Coordinator, HRL	06/01/2017	36,180.00	34,176.00	Temporary Rate Increase End	Aux	
Human Resources	Jo Ann Malott	Employment Specialist	01/16/2017	35,208.00	38,040.00	Temporary Rate Increase Begin	E&G	
Human Resources	Jo Ann Malott	Employment Specialist	07/01/2017	38,040.00	35,208.00	Temporary Rate Increase End	E&G	
Human Resources	Sherry Lynn Merklng	Sr. Data Management Specialist	01/16/2017	39,696.00	42,624.00	Temporary Rate Increase Begin	E&G	
Human Resources	Sherry Lynn Merklng	Sr. Data Management Specialist	07/01/2017	42,624.00	39,696.00	Temporary Rate Increase End	E&G	
Modern Languages	Marcia Lynn Sanders	Office Coordinator	01/01/2017	30,300.00	39,336.00	Temporary Rate Increase Begin	E&G	
Modern Languages	Marcia Lynn Sanders	Office Coordinator	03/01/2017	39,336.00	30,300.00	Temporary Rate Increase End	E&G	
Police	John William Houghton	Police Officer	01/01/2017	39,492.00	42,828.00	Temporary Rate Increase Begin	E&G	
Police	John William Houghton	Police Officer	07/01/2017	42,828.00	39,804.00	Temporary Rate Increase End	E&G	
Public Radio Services	Barbara Deeb	News Producer/Reporter	10/17/2016	50,232.00	51,672.00	Temporary Rate Increase Begin	Split	
Public Radio Services	Barbara Deeb	News Producer/Reporter	12/31/2016	51,672.00	50,232.00	Temporary Rate Increase End	Split	
School of Nursing	Shirley Ann Jones	Administrative Assistant	01/01/2017	38,208.00	39,960.00	Temporary Rate Increase Begin	Split	
School of Nursing	Shirley Ann Jones	Administrative Assistant	07/01/2017	39,960.00	38,208.00	Temporary Rate Increase End	Split	
Social Work	Emily Ann Gouvass	Office Associate	12/01/2016	27,300.00	31,800.00	Temporary Rate Increase Begin	E&G	
Social Work	Emily Ann Gouvass	Office Associate	03/01/2017	32,076.00	27,576.00	Temporary Rate Increase End	E&G	

Completed Staff Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
Social Work	Marsha D. Hopper	Office Associate	12/01/2016	28,896.00	30,396.00	Temporary Rate Increase Begin	Spit	
Social Work	Marsha D. Hopper	Office Associate	02/28/2017	30,684.00	29,184.00	Temporary Rate Increase End	Spit	
Student Affairs	Karen Gail Ruble	Administrative Assistant	02/01/2017	46,944.00	51,744.00	Temporary Rate Increase Begin	Spit	
Student Affairs	Karen Gail Ruble	Administrative Assistant	07/01/2017	51,744.00	46,944.00	Temporary Rate Increase End	Spit	
Student Financial Assistance	Autumn Danielle Coleman	KEES Scholarship Coordinator	11/01/2016	26,136.00	44,352.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Autumn Danielle Coleman	KEES Scholarship Coordinator	12/31/2016	44,352.00	26,136.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Cathy L. Cook	Student Employment Specialist	11/01/2016	32,352.00	40,032.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Cathy L. Cook	Student Employment Specialist	12/31/2016	40,032.00	32,352.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Heather Renee Cowherd	Fin. Aid, Minority Counselor	11/01/2016	30,684.00	33,624.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Heather Renee Cowherd	Fin. Aid, Minority Counselor	12/31/2016	33,624.00	30,684.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Susan Lynn Fitzpatrick	Scholarship Specialist	11/01/2016	29,460.00	45,312.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Susan Lynn Fitzpatrick	Scholarship Specialist	12/31/2016	45,312.00	29,460.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Ivana Hardcastle	Financial Aid Outreach Cnstr.	11/01/2016	33,108.00	46,104.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Ivana Hardcastle	Financial Aid Outreach Cnstr.	12/31/2016	46,104.00	33,108.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Janet L. Holloway	Financial Aid Counselor	11/01/2016	30,684.00	33,624.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Janet L. Holloway	Financial Aid Counselor	12/31/2016	33,624.00	30,684.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Kristie Faye Hughes	Coord, Fin. Aid Info. Systems	11/01/2016	40,392.00	50,640.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Kristie Faye Hughes	Coord, Fin. Aid Info. Systems	12/31/2016	50,640.00	40,392.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Holly L. Logsdon	Coordinator, Verification	11/01/2016	34,356.00	44,040.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Holly L. Logsdon	Coordinator, Verification	12/31/2016	44,040.00	34,356.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Nancy S. Smith	Processing Specialist	11/01/2016	31,848.00	34,908.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Nancy S. Smith	Processing Specialist	12/31/2016	34,908.00	31,848.00	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	
Student Financial Assistance	Lois Oates Tidwell	Financial Aid Coordinator	11/01/2016	44,100.00	55,728.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Lois Oates Tidwell	Financial Aid Coordinator	12/31/2016	55,728.00	44,100.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Amanda Dawn Tinsley	Coord, Satisfactory Acadmic Prgs	11/01/2016	33,108.00	38,196.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Amanda Dawn Tinsley	Coord, Satisfactory Acadmic Prgs	12/31/2016	38,196.00	33,108.00	Temporary Rate Increase End	E&G	
Student Financial Assistance	Tiffany Elizabeth Wilson	Financial Aid Counselor	11/01/2016	30,684.00	38,292.00	Temporary Rate Increase Begin	E&G	
Student Financial Assistance	Tiffany Elizabeth Wilson	Financial Aid Counselor	12/31/2016	38,292.00	30,684.00	Temporary Rate Increase End	E&G	
Teacher Services	Cindy Kaye Shazelle	Office Associate	03/01/2017	28,428.00	32,028.00	Temporary Rate Increase Begin	E&G	
Teacher Services	Cindy Kaye Shazelle	Office Associate	06/01/2017	32,028.00	28,428.00	Temporary Rate Increase End	E&G	
Tech Support Serv-Desktop Support	Robert A. Renfrow	Desktop Support Consultant	12/01/2016	50,472.00	45,456.00	Temporary Rate Increase End	E&G	
Training/Technical Assistance Svcs	Adam Patrick Brownlee	Staff Assistant	01/01/2017	31,008.00	34,008.00	Temporary Rate Increase Begin	RD	
Training/Technical Assistance Svcs	Adam Patrick Brownlee	Staff Assistant	06/30/2017	34,008.00	31,008.00	Temporary Rate Increase End	RD	
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Administrative Coordinator	01/01/2017	39,432.00	42,432.00	Temporary Rate Increase Begin	RD	
Training/Technical Assistance Svcs	Holly Sprouse Hatcher	Administrative Coordinator	06/30/2017	31,008.00	34,008.00	Temporary Rate Increase End	RD	
Training/Technical Assistance Svcs	Kimberly F. Moody	Administrative Coordinator	01/01/2017	31,008.00	34,008.00	Temporary Rate Increase Begin	RD	
Training/Technical Assistance Svcs	Kimberly F. Moody	Administrative Coordinator	06/30/2017	34,008.00	31,008.00	Temporary Rate Increase End	RD	

Completed Staff Personnel Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

Department	Employee	Title	Effective Date	Current Rate/Salary	Proposed Rate/Salary	Type Action	Funding Source	Salary Increase Reason
WKU Store	Joe W. Meng	Apparel Buyer	01/01/2017	35,724.00	40,008.00	Temporary Rate Increase Begin	Aux	ADDED
WKU Store	Joe W. Meng	Apparel Buyer	06/30/2017	40,008.00	35,724.00	Temporary Rate Increase End	Aux	
WKU Store	William Frederick Robertson	Asst Manager, Course Materials	01/01/2017	39,780.00	47,508.00	Temporary Rate Increase Begin	Aux	
WKU Store	William Frederick Robertson	Asst Manager, Course Materials	07/01/2017	47,508.00	39,780.00	Temporary Rate Increase End	Aux	
Environment, Health & Safety	Robert H. Austin	University Fire Marshal	01/01/2017	54,612.00	56,826.00	Salary Increase	E&G	ADDED
Environment, Health & Safety	Anita Ann Britt	Env Air Quality Specialist	01/01/2017	42,960.00	44,880.00	Salary Increase	E&G	ADDED
Environment, Health & Safety	Roy D. Long	Fire/Life Safety Specialist	01/01/2017	43,956.00	45,456.00	Salary Increase	E&G	ADDED
Environment, Health & Safety	Melna Katrin Wilson	Coord, Env Health & Safety	01/01/2017	32,124.00	34,320.00	Salary Increase	E&G	ADDED
Equal Employment Opportunity	Joshua Dane Hayes	Director	01/01/2017	75,756.00	78,012.00	Salary Increase	E&G	ADDED
Health & Fitness Lab	Andrew Len Jones	Fitness Coordinator	01/01/2017	32,292.00	33,444.00	Salary Increase	E&G	ADDED
International Enrollment Mgmt	Rita Joyce Samaras	Administrative Assistant	01/01/2017	38,772.00	40,020.00	Salary Increase	E&G	ADDED
Talent Search	Jennifer L. McWhorter	Assistant Director	01/01/2017	41,868.00	42,300.00	Salary Increase	Grant	ADDED
Access Control	John Timothy Boyer	Locksmith	01/01/2017	32,896.00	34,827.00	Salary Increase	E&G	MKTEQ
Accounting & Financial Reporting	Christina Ann Murphy	Staff Accountant	03/01/2017	42,672.00	44,808.00	Salary Increase	E&G	MKTEQ
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	01/01/2017	41,616.00	47,484.00	Salary Increase	E&G	MKTEQ
Development Major Gifts	John Paul Blair	Associate VP, Development	01/01/2017	113,100.00	116,436.00	Salary Increase	E&G	MKTEQ
Men's Football	David Consiglio	Assistant Coach	02/01/2017	35,724.00	42,060.00	Salary Increase	E&G	MKTEQ
Military Student Services	Kent A. Johnson	Military Student Svcs Asst	01/01/2017	28,800.00	33,840.00	Salary Increase	E&G	MKTEQ
Vice President Information Tech.	Martha Sue Basham	Administrative Assistant	01/01/2017	42,624.00	45,192.00	Salary Increase	E&G	MKTEQ
WKU - Owensboro	Cynthia Marie Wedding	Office Coordinator	01/01/2017	27,780.00	32,004.00	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  
 FDN - Foundation

**Salary Increase Codes:**

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

**Action Definitions:**

INITIAL APPOINTMENT - Used when an employee is added to payroll for the first time.  
 SECONDARY APPOINTMENT - Used when a PT employee who already has a primary assignment accepts an additional PT assignment.  
 REAPPOINTMENT - Used when an employee comes to the end date of an appointment and is continued in the same position. Used only when there is no break in employment.  
 REHIRE - Used when an employee is rehired following a separation from WKU.  
 REHIRE OF A RETIREE - Used when a WKU retired employee is rehired.  
 ADDED DUTIES - Used when an employee receives a salary increase due to added responsibilities in their job but when their job is not reclassified.  
 DEGREE - Used when an employee receives a degree resulting in an increase to their base salary or payment of a lump sum.  
 DFMC - 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

Explanation for Salary Increases Greater Than \$5,000	
Jeffrey Alan Smith	Per Mindy K. Hutchins, Compensation Analyst, the department identified that Jeffrey Smith was underpaid from a market equity perspective. After review, the suggested increase is supported because his compa-ratio was .89, which is lower than expected for someone with 7 years' experience in the same position.
David Consiglio	Employee's salary will increase from \$35,724 to \$42,060 effective 2/1/17. Employee is receiving a salary increase to get him more in alignment with what other strength staff make within Conference USA. Due to a switch in football staff, salary funds have been moved around within staff. No new funds are being used.
Kent A. Johnson	From \$29,088 12-31-16 Wage \$28,800.00 plus 1% increase 1-1-17 \$288.00 (funded centrally)Subtotal \$29,088.00 New Rate = \$33,840.00.

Meeting Date: April 28, 2017

Completed Staff Stipend Actions Subject to Board Approval  
Entered November 2, 2016 through February 22, 2017

Department	Name	Start Date	End Date	Amount	Source
Dean College of Education	Anthony J. Kirchner	1/1/2017	6/30/2017	6,000.00	E&G
Dean College of Education	Antony Dilworth Norman	1/1/2017	6/30/2017	6,000.00	E&G
Enrollment Management	Brian Glenn Dinning	1/1/2017	6/30/2017	4,200.00	E&G
Men's Football	Clayton O. White	1/4/2017	6/30/2017	4,800.00	E&G
Police	Daniel L Brown	12/16/2016	12/31/2016	500.00	E&G
Police	Bryan Dale Jones	11/16/2016	11/30/2016	500.00	E&G
Police	Daniel Lee McKinney	12/16/2016	12/31/2016	500.00	E&G
School of Kinesiology, Rec. & Sport	Andrew Len Jones	2/1/2017	3/31/2017	564.00	E&G
School of Kinesiology, Rec. & Sport	Danita Mignon Kelley	11/1/2017	6/30/2017	4,866.00	E&G
VP for Student Affairs	V. Lynne Holland	11/1/2016	6/30/2017	6,664.00	E&G
WKU Store	Trevor Crawford Nunn	1/1/2017	6/30/2017	1,752.00	Aux

Meeting Date: April 28, 2017

Staff One Time Payments  
For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
CHHS - DELO Distribution	Eric LeRoy Browning	Director, Nursing Labs	12/13/2016	250.00 Awards		E&G
Dean Gordon Ford College Business	Monica Quinn Duvall	Coordinator, Internships	2/28/2017	250.00 Awards		E&G
Dean Gordon Ford College Business	Stacey Durbin Gish	Coordinator, Communications	2/28/2017	250.00 Awards		E&G
Dean Gordon Ford College Business	Andria Deloris Henry	Office Associate	1/13/2017	250.00 Awards		E&G
Dean Gordon Ford College Business	Doreen Annette Williams Holmes	Office Associate	1/13/2017	250.00 Awards		E&G
Information Systems	Andria Deloris Henry	Office Associate	1/13/2017	250.00 Awards		E&G
Vice President Information Tech.	Rebekah Elaine Russell	Office Coordinator	2/28/2017	300.00 Awards		E&G
21st Century Media - POD	Cheryl Shrader Beckley	Part-Time Faculty	11/30/2016	500.00 Faculty Part Time		E&G
21st Century Media - POD	Cheryl Shrader Beckley	Part-Time Faculty	12/13/2016	500.00 Faculty Part Time		E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	11/30/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Charles Edward Clark	Part-Time Faculty	12/13/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	11/15/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	11/30/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	12/12/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Joshua Michael Niedwick	Part-Time Faculty	12/13/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	11/30/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Carrie Frances Pratt	Part-Time Faculty	12/13/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Sean Patrick Ward	Part-Time Faculty	2/28/2017	534.00 Faculty Part Time		E&G
21st Century Media - POD	Annesly Netthisinghe	Part-Time Faculty	11/30/2016	534.00 Faculty Part Time		E&G
21st Century Media - POD	Annesly Netthisinghe	Part-Time Faculty	12/13/2016	534.00 Faculty Part Time		E&G
21st Century Media - POD	Annesly Netthisinghe	Part-Time Faculty	2/28/2017	1,068.00 Faculty Part Time		E&G
21st Century Media - POD	Joseph Oney Reynolds	Part-Time Faculty	2/15/2017	460.25 Faculty Part Time		E&G
21st Century Media - POD	Naomi Smith Rowland	Part-Time Faculty	11/15/2016	267.00 Faculty Part Time		E&G
21st Century Media - POD	Naomi Smith Rowland	Part-Time Faculty	11/30/2016	267.00 Faculty Part Time		E&G
21st Century Media - POD	Naomi Smith Rowland	Part-Time Faculty	12/12/2016	267.00 Faculty Part Time		E&G
21st Century Media - POD	Naomi Smith Rowland	Part-Time Faculty	12/13/2016	267.00 Faculty Part Time		E&G
21st Century Media - POD	Naomi Smith Rowland	Part-Time Faculty	2/15/2017	267.00 Faculty Part Time		E&G
21st Century Media - POD	Naomi Smith Rowland	Part-Time Faculty	2/28/2017	267.00 Faculty Part Time		E&G
21st Century Media - POD	Kathryn Doyle Steward	Part-Time Faculty	11/30/2016	356.00 Faculty Part Time		E&G
21st Century Media - POD	Kathryn Doyle Steward	Part-Time Faculty	12/13/2016	356.00 Faculty Part Time		E&G
21st Century Media - POD	John Lewis Pace	Part-Time Faculty	11/30/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	John Lewis Pace	Part-Time Faculty	12/13/2016	460.00 Faculty Part Time		E&G
21st Century Media - POD	Deborah Tomes Wilkins	Part-Time Faculty	2/28/2017	570.00 Faculty Part Time		RD
21st Century Media - POD	John M. Andersland	Part-Time Faculty	11/15/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John M. Andersland	Part-Time Faculty	11/30/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John M. Andersland	Part-Time Faculty	12/12/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John M. Andersland	Part-Time Faculty	12/13/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John M. Andersland	Part-Time Faculty	11/15/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John Mark Clauson	Part-Time Faculty	11/30/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John Mark Clauson	Part-Time Faculty	12/12/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John Mark Clauson	Part-Time Faculty	12/13/2016	427.50 Faculty Part Time		E&G
21st Century Media - POD	John Mark Clauson	Part-Time Faculty	2/15/2017	285.00 Faculty Part Time		E&G
21st Century Media - POD	John Mark Clauson	Part-Time Faculty	2/28/2017	285.00 Faculty Part Time		E&G
21st Century Media - POD	Alicia Lynn Pesterfield	Part-Time Faculty	11/15/2016	375.00 Faculty Part Time		E&G

Meeting Date: April 28, 2017

Staff One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	11/30/2016	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	12/12/2016	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	12/13/2016	375.00	Faculty Part Time	E&G
Chemistry	Alicia Lynn Pesterfield	Part-Time Faculty	2/15/2017	375.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	11/15/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	11/15/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	11/30/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	11/30/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	12/12/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	12/12/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	12/13/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	12/13/2016	705.00	Faculty Part Time	E&G
Chemistry	Ananthakrishnan Soundaram Jeeverathinam	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	E&G
Chemistry	Ryan Dearbone	Part-Time Faculty	11/30/2016	211.50	Faculty Part Time	E&G
Chemistry	Ryan Dearbone	Part-Time Faculty	12/13/2016	423.00	Faculty Part Time	E&G
Chemistry	Ryan Dearbone	Part-Time Faculty	11/30/2016	1,068.00	Faculty Part Time	E&G
Chemistry	Jessica Lauren Furgerson	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Chemistry	Jessica Lauren Furgerson	Part-Time Faculty	2/28/2017	534.00	Faculty Part Time	E&G
Chemistry	Denise C. Garner	Part-Time Faculty	11/15/2016	534.00	Faculty Part Time	E&G
Chemistry	Denise C. Garner	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Chemistry	Denise C. Garner	Part-Time Faculty	12/12/2016	534.00	Faculty Part Time	E&G
Chemistry	Denise C. Garner	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Chemistry	Denise C. Garner	Part-Time Faculty	2/15/2017	267.00	Faculty Part Time	E&G
Chemistry	Denise C. Garner	Part-Time Faculty	2/28/2017	267.00	Faculty Part Time	E&G
Chemistry	Stacey Durbin Gish	Part-Time Faculty	11/15/2016	267.00	Faculty Part Time	E&G
Chemistry	Stacey Durbin Gish	Part-Time Faculty	11/30/2016	267.00	Faculty Part Time	E&G
Chemistry	Stacey Durbin Gish	Part-Time Faculty	12/12/2016	267.00	Faculty Part Time	E&G
Chemistry	Stacey Durbin Gish	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
Chemistry	Denise Murrell Hardesty	Part-Time Faculty	11/15/2016	230.00	Faculty Part Time	E&G
Chemistry	Denise Murrell Hardesty	Part-Time Faculty	11/30/2016	230.00	Faculty Part Time	E&G
Chemistry	Denise Murrell Hardesty	Part-Time Faculty	12/12/2016	230.00	Faculty Part Time	E&G
Chemistry	Denise Murrell Hardesty	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
Chemistry	Rita Rose Meredith	Part-Time Faculty	11/15/2016	267.00	Faculty Part Time	E&G
Chemistry	Rita Rose Meredith	Part-Time Faculty	11/30/2016	267.00	Faculty Part Time	E&G
Chemistry	Rita Rose Meredith	Part-Time Faculty	12/12/2016	267.00	Faculty Part Time	E&G
Chemistry	Rita Rose Meredith	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
Chemistry	Rita Rose Meredith	Part-Time Faculty	2/15/2017	267.00	Faculty Part Time	E&G
Chemistry	Rita Rose Meredith	Part-Time Faculty	2/28/2017	211.50	Faculty Part Time	E&G
Chemistry	Kristeen Ann Owens	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	E&G
Chemistry	Kristeen Ann Owens	Part-Time Faculty	11/30/2016	211.50	Faculty Part Time	E&G
Chemistry	Kristeen Ann Owens	Part-Time Faculty	12/12/2016	211.50	Faculty Part Time	E&G
Chemistry	Kristeen Ann Owens	Part-Time Faculty	12/13/2016	211.50	Faculty Part Time	E&G
Chemistry	Kristeen Ann Owens	Part-Time Faculty	2/15/2017	211.50	Faculty Part Time	E&G
Chemistry	Rebekah Elaine Russell	Part-Time Faculty	11/15/2016	460.00	Faculty Part Time	E&G

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Staff One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Communication	Candice Brenn Tope-Philips	Part-Time Faculty	11/30/2016	460.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Philips	Part-Time Faculty	12/12/2016	460.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Philips	Part-Time Faculty	12/13/2016	460.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Philips	Part-Time Faculty	2/15/2017	230.00	Faculty Part Time	E&G
Communication	Candice Brenn Tope-Philips	Part-Time Faculty	2/28/2017	230.00	Faculty Part Time	E&G
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	RD
Communication Disorders - NY	Sarah Margaret Ward	Part-Time Faculty	2/28/2017	890.00	Faculty Part Time	RD
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	11/30/2016	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	12/13/2016	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	12/13/2016	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Lisa Michelle Elkins	Part-Time Faculty	12/13/2016	356.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	11/30/2016	1,602.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	11/30/2016	1,602.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	12/13/2016	1,602.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Courtney Allison Hatcher	Part-Time Faculty	12/13/2016	1,602.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Communication Sciences & Disorders	Caroline Alexander Hudson	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Computer Science	Jason R. Smith	Part-Time Faculty	2/28/2017	750.00	Faculty Part Time	E&G
Counseling and Student Affairs	Ladonna Loy Hunton	Part-Time Faculty	11/30/2016	570.00	Faculty Part Time	E&G
Counseling and Student Affairs	Ladonna Loy Hunton	Part-Time Faculty	12/13/2016	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrianne Evitts Browning	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrianne Evitts Browning	Part-Time Faculty	11/30/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrianne Evitts Browning	Part-Time Faculty	12/12/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrianne Evitts Browning	Part-Time Faculty	12/13/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Adrianne Evitts Browning	Part-Time Faculty	11/30/2016	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Gladys Patricia Jordan	Part-Time Faculty	12/13/2016	570.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schieig	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schieig	Part-Time Faculty	11/30/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schieig	Part-Time Faculty	12/12/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	April O'Neil Schieig	Part-Time Faculty	12/13/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	11/15/2016	534.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	12/12/2016	534.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	2/15/2017	267.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Judith Lynn Scott	Part-Time Faculty	2/28/2017	267.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	11/30/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	12/12/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Tanner Alden Stewart	Part-Time Faculty	12/13/2016	211.50	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	11/15/2016	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	11/30/2016	285.00	Faculty Part Time	E&G
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	12/12/2016	285.00	Faculty Part Time	E&G

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### Staff One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Dean Gordon Ford College Business	Bethany Nanette Smith	Part-Time Faculty	12/13/2016	285.00	Faculty Part Time	E&G
	Cierra Janet Waller	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	E&G
	Cierra Janet Waller	Part-Time Faculty	11/30/2016	211.50	Faculty Part Time	E&G
Dean Potter College	Cierra Janet Waller	Part-Time Faculty	12/12/2016	211.50	Faculty Part Time	E&G
Dean Potter College	Cierra Janet Waller	Part-Time Faculty	12/13/2016	211.50	Faculty Part Time	E&G
Department of Marketing	Stacey Renee Biggs	Part-Time Faculty	2/28/2017	675.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	11/30/2016	570.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	12/13/2016	570.00	Faculty Part Time	E&G
Department of Marketing	Corie Morell Martin	Part-Time Faculty	2/28/2017	1,350.00	Faculty Part Time	E&G
Diversity & Community Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	11/15/2016	230.00	Faculty Part Time	E&G
Diversity & Community Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	11/30/2016	230.00	Faculty Part Time	E&G
Diversity & Community Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	12/12/2016	230.00	Faculty Part Time	E&G
Diversity & Community Studies	Mary Ann Brockman Bokkon	Part-Time Faculty	12/13/2016	230.00	Faculty Part Time	E&G
Diversity & Community Studies	Christian Nicole Ryan	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Diversity & Community Studies	Christian Nicole Ryan	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Dual Credit	Ryan Dearbone	Part-Time Faculty	2/28/2017	534.00	Faculty Part Time	E&G
Dual Credit	Ryan Dearbone	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	RD
Dual Credit	Ryan Dearbone	Part-Time Faculty	11/30/2016	211.50	Faculty Part Time	RD
Economics	Ryan Dearbone	Part-Time Faculty	12/13/2016	423.00	Faculty Part Time	RD
Economics	Scott B. Broadbent	Part-Time Faculty	2/28/2017	423.00	Faculty Part Time	RD
Economics	Gary A. Meszaros	Part-Time Faculty	11/30/2016	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	12/13/2016	600.00	Faculty Part Time	E&G
Economics	Gary A. Meszaros	Part-Time Faculty	2/28/2017	600.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	2/15/2017	285.00	Faculty Part Time	E&G
Ed Leadership Doctoral Program	Matthew James Foraker	Part-Time Faculty	2/28/2017	285.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	11/30/2016	750.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	12/13/2016	750.00	Faculty Part Time	E&G
Engineering	Kyle Thomas Moss	Part-Time Faculty	2/28/2017	1,000.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	11/30/2016	570.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	12/13/2016	570.00	Faculty Part Time	E&G
English	Wren Allen Mills	Part-Time Faculty	2/28/2017	570.00	Faculty Part Time	E&G
Family and Consumer Sciences	Marybeth Gail Hunt	Part-Time Faculty	11/15/2016	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Marybeth Gail Hunt	Part-Time Faculty	11/30/2016	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Marybeth Gail Hunt	Part-Time Faculty	12/12/2016	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Marybeth Gail Hunt	Part-Time Faculty	12/13/2016	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrri Renee Meyer	Part-Time Faculty	11/15/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrri Renee Meyer	Part-Time Faculty	11/15/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrri Renee Meyer	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrri Renee Meyer	Part-Time Faculty	12/12/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrri Renee Meyer	Part-Time Faculty	12/12/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrri Renee Meyer	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherrri Renee Meyer	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G

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## Staff One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	2/15/2017	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	2/15/2017	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	2/28/2017	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Sherri Renee Meyer	Part-Time Faculty	2/28/2017	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	11/30/2016	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	12/13/2016	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Derek Bryan Olive	Part-Time Faculty	2/28/2017	423.00	Faculty Part Time	E&G
Family and Consumer Sciences	Roberta S. Parrigin	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Roberta S. Parrigin	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	11/15/2016	230.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	11/30/2016	230.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	12/12/2016	230.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	12/13/2016	230.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	2/15/2017	230.00	Faculty Part Time	E&G
Family and Consumer Sciences	Amanda Jayne Skinner	Part-Time Faculty	2/28/2017	230.00	Faculty Part Time	E&G
Finance	Ashlee E. Tilford	Part-Time Faculty	2/28/2017	675.00	Faculty Part Time	E&G
Information Systems	Anthony J. Kirschner	Part-Time Faculty	11/30/2016	650.00	Faculty Part Time	E&G
Information Systems	Anthony J. Kirschner	Part-Time Faculty	12/13/2016	650.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	11/15/2016	325.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	11/30/2016	325.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	12/12/2016	325.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	12/13/2016	325.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	2/15/2017	325.00	Faculty Part Time	E&G
Management	Stacey Durbin Gish	Part-Time Faculty	2/28/2017	325.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/15/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/15/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	12/12/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	12/12/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	2/15/2017	267.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	2/28/2017	267.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	11/30/2016	570.00	Faculty Part Time	E&G
Mathematics	Matthew James Foraker	Part-Time Faculty	12/13/2016	570.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	2/28/2017	267.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
Political Science	Alpha Amber Scott Belt	Part-Time Faculty	2/28/2017	267.00	Faculty Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	11/15/2016	267.00	Faculty Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	11/30/2016	267.00	Faculty Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	12/12/2016	267.00	Faculty Part Time	E&G
Psychological Sciences	Brian Nathan Lee	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	11/15/2016	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	11/30/2016	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	12/12/2016	285.00	Faculty Part Time	E&G

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## Staff One Time Payments

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Public Health	Anita Ann Britt	Part-Time Faculty	12/13/2016	285.00	Faculty Part Time	E&G
Public Health	Anita Ann Britt	Part-Time Faculty	2/15/2017	285.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	11/15/2016	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	11/30/2016	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	12/12/2016	307.00	Faculty Part Time	E&G
Public Health	Angelyn Brewer Drexler	Part-Time Faculty	12/13/2016	307.00	Faculty Part Time	E&G
Public Health	Alissa Denise Arnold	Part-Time Faculty	11/30/2016	356.00	Faculty Part Time	E&G
Public Health	Alissa Denise Arnold	Part-Time Faculty	12/13/2016	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Alissa Denise Arnold	Part-Time Faculty	12/13/2016	356.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	11/15/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	11/30/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	12/12/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	12/13/2016	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Robert H. Austin	Part-Time Faculty	2/15/2017	141.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	11/30/2016	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jonatan Berhane	Part-Time Faculty	12/13/2016	282.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	11/30/2016	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Billy Tyler Edwards	Part-Time Faculty	12/13/2016	750.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	11/15/2016	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	11/30/2016	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	12/12/2016	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Amy Lynn Fitzpatrick	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	2/15/2017	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Elizabeth Jordan Gardner	Part-Time Faculty	2/28/2017	267.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jarrett Hall Murphy	Part-Time Faculty	11/30/2016	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jarrett Hall Murphy	Part-Time Faculty	12/13/2016	460.00	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jon E Warren	Part-Time Faculty	2/15/2017	211.50	Faculty Part Time	E&G
School of Kinesiology, Rec. & Sport	Jon E Warren	Part-Time Faculty	2/28/2017	211.50	Faculty Part Time	E&G
School of Nursing	Rebecca Sue Collins	Part-Time Faculty	11/30/2016	750.00	Faculty Part Time	E&G
School of Nursing	Rebecca Sue Collins	Part-Time Faculty	12/13/2016	750.00	Faculty Part Time	E&G
School of Nursing	Rebecca Sue Collins	Part-Time Faculty	2/28/2017	750.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	11/30/2016	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	12/13/2016	1,500.00	Faculty Part Time	E&G
School of Nursing	Renee Fuqua Kilgore	Part-Time Faculty	2/28/2017	750.00	Faculty Part Time	E&G
School of Nursing	Melanie Jan Duvall	Part-Time Faculty	11/15/2016	267.00	Faculty Part Time	E&G
School of Nursing	Melanie Jan Duvall	Part-Time Faculty	11/30/2016	267.00	Faculty Part Time	E&G
School of Nursing	Melanie Jan Duvall	Part-Time Faculty	12/12/2016	267.00	Faculty Part Time	E&G
School of Nursing	Melanie Jan Duvall	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	11/30/2016	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	12/13/2016	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	2/28/2017	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Cindy Lou Ehresman	Part-Time Faculty	2/28/2017	1,140.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
School of Professional Studies	Terrance Christopher George	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
School of Professional Studies	Inari Rashad Hazelwood	Part-Time Faculty	11/15/2016	211.50	Faculty Part Time	E&G

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Staff One Time Payments  
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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Imari Rashad Hazelwood	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Marsia D. Hopper	Part-Time Faculty	11/15/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Marsia D. Hopper	Part-Time Faculty	11/30/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Marsia D. Hopper	Part-Time Faculty	12/12/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Marsia D. Hopper	Part-Time Faculty	12/13/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Jeremy Michael Jenkins	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/15/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	11/30/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	12/12/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Rita Rose Meredith	Part-Time Faculty	12/13/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	11/30/2016	570.00 Faculty Part Time	E&G	
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	12/13/2016	570.00 Faculty Part Time	E&G	
School of Professional Studies	Wren Allen Mills	Part-Time Faculty	2/28/2017	570.00 Faculty Part Time	E&G	
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	11/30/2016	460.00 Faculty Part Time	E&G	
School of Professional Studies	Jarrett Hall Murphy	Part-Time Faculty	12/13/2016	460.00 Faculty Part Time	E&G	
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	11/30/2016	1,068.00 Faculty Part Time	E&G	
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	11/30/2016	1,068.00 Faculty Part Time	E&G	
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	12/13/2016	1,068.00 Faculty Part Time	E&G	
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	12/13/2016	1,068.00 Faculty Part Time	E&G	
School of Professional Studies	Rheanna Painter Plemmons	Part-Time Faculty	2/28/2017	1,068.00 Faculty Part Time	E&G	
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Allie Rochelle Sharp	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Rebecca Wilson Smith	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	11/30/2016	570.00 Faculty Part Time	E&G	
School of Professional Studies	Tamela Maxwell Smith	Part-Time Faculty	12/13/2016	570.00 Faculty Part Time	E&G	
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Aurelia Renae Spaulding	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	11/30/2016	460.00 Faculty Part Time	E&G	
School of Professional Studies	Rebecca L. Tinker	Part-Time Faculty	12/13/2016	460.00 Faculty Part Time	E&G	
School of Professional Studies	Derrick A Veasey	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Derrick A Veasey	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Derrick A Veasey	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
School of Professional Studies	Derrick A Veasey	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Chonda Michelle White	Part-Time Faculty	11/15/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Chonda Michelle White	Part-Time Faculty	11/30/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Chonda Michelle White	Part-Time Faculty	12/12/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Chonda Michelle White	Part-Time Faculty	12/13/2016	267.00 Faculty Part Time	E&G	
School of Professional Studies	Jennifer Davidchik Wilson	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Jennifer Davidchik Wilson	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Jennifer Davidchik Wilson	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of Professional Studies	Jennifer Davidchik Wilson	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Joselynn N. Brandon	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Joselynn N. Brandon	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Joselynn N. Brandon	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Joselynn N. Brandon	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Melanie Jan Duvall	Part-Time Faculty	2/15/2017	267.00 Faculty Part Time	E&G	
School of University Studies	Melanie Jan Duvall	Part-Time Faculty	2/28/2017	267.00 Faculty Part Time	E&G	
School of University Studies	Lynnia Rose Glass	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Lynnia Rose Glass	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Lynnia Rose Glass	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Lynnia Rose Glass	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of University Studies	CresSena S. Manning	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of University Studies	CresSena S. Manning	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of University Studies	CresSena S. Manning	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of University Studies	CresSena S. Manning	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Katherine Ann Mead	Part-Time Faculty	11/30/2016	570.00 Faculty Part Time	E&G	
School of University Studies	Katherine Ann Mead	Part-Time Faculty	12/13/2016	570.00 Faculty Part Time	E&G	
School of University Studies	Daniel Rosner	Part-Time Faculty	11/15/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Daniel Rosner	Part-Time Faculty	11/30/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Daniel Rosner	Part-Time Faculty	12/12/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Daniel Rosner	Part-Time Faculty	12/13/2016	211.50 Faculty Part Time	E&G	
School of University Studies	Carous B Yates	Part-Time Faculty	11/30/2016	534.00 Faculty Part Time	E&G	
School of University Studies	Carous B Yates	Part-Time Faculty	12/13/2016	534.00 Faculty Part Time	E&G	
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	11/15/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	11/30/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	12/12/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	12/13/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	2/15/2017	267.00 Faculty Part Time	E&G	
School of University Studies	Austin Garrett Griffiths	Part-Time Faculty	2/28/2017	267.00 Faculty Part Time	E&G	
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	11/15/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	11/30/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	12/12/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	12/13/2016	267.00 Faculty Part Time	E&G	
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	2/15/2017	267.00 Faculty Part Time	E&G	
School of University Studies	Lynn Michelle Hazlett	Part-Time Faculty	2/28/2017	267.00 Faculty Part Time	E&G	
School of University Studies	Lauren Harrell Ossello	Part-Time Faculty	11/15/2016	267.00 Faculty Part Time	E&G	

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Sociology	Lauren Harrell Ossello	Part-Time Faculty	11/30/2016	267.00	Faculty Part Time	E&G
Sociology	Lauren Harrell Ossello	Part-Time Faculty	12/12/2016	267.00	Faculty Part Time	E&G
Sociology	Lauren Harrell Ossello	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Matthew Brendan Davis	Part-Time Faculty	2/15/2017	267.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Matthew Brendan Davis	Part-Time Faculty	2/28/2017	267.00	Faculty Part Time	E&G
WKU - E-town/Fort Knox	Lorraine Gail Ledford	Part-Time Faculty	2/28/2017	534.00	Faculty Part Time	E&G
WKU - Glasgow	Matthew Brendan Davis	Part-Time Faculty	11/15/2016	267.00	Faculty Part Time	E&G
WKU - Glasgow	Matthew Brendan Davis	Part-Time Faculty	11/30/2016	267.00	Faculty Part Time	E&G
WKU - Glasgow	Matthew Brendan Davis	Part-Time Faculty	12/12/2016	267.00	Faculty Part Time	E&G
WKU - Glasgow	Matthew Brendan Davis	Part-Time Faculty	12/13/2016	267.00	Faculty Part Time	E&G
WKU - Glasgow	Melanie Jan Duvall	Part-Time Faculty	11/15/2016	338.75	Faculty Part Time	E&G
WKU - Glasgow	Melanie Jan Duvall	Part-Time Faculty	11/30/2016	338.75	Faculty Part Time	E&G
WKU - Glasgow	Melanie Jan Duvall	Part-Time Faculty	12/12/2016	338.75	Faculty Part Time	E&G
WKU - Glasgow	Melanie Jan Duvall	Part-Time Faculty	12/13/2016	338.75	Faculty Part Time	E&G
WKU - Glasgow	Melanie Jan Duvall	Part-Time Faculty	11/15/2016	230.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	11/30/2016	230.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	12/12/2016	230.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	2/15/2017	230.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	2/28/2017	230.00	Faculty Part Time	E&G
WKU - Glasgow	Richard C. Fitzpatrick	Part-Time Faculty	2/28/2017	491.25	Faculty Part Time	E&G
WKU - Glasgow	Monica Gayle Hines	Part-Time Faculty	11/30/2016	230.00	Faculty Part Time	E&G
WKU - Glasgow	Monica Gayle Hines	Part-Time Faculty	12/12/2016	230.00	Faculty Part Time	E&G
WKU - Glasgow	Monica Gayle Hines	Part-Time Faculty	2/15/2017	230.00	Faculty Part Time	E&G
WKU - Glasgow	Monica Gayle Hines	Part-Time Faculty	2/28/2017	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	11/30/2016	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	12/12/2016	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	2/15/2017	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	2/28/2017	230.00	Faculty Part Time	E&G
WKU - Owensboro	Kevin Earl Dorth	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
WKU - Owensboro	Monica Gayle Hines	Part-Time Faculty	12/13/2016	534.00	Faculty Part Time	E&G
WKU - Owensboro	Monica Gayle Hines	Part-Time Faculty	2/15/2017	230.00	Faculty Part Time	E&G
WKU - Owensboro	Hannah Katherine George King	Part-Time Faculty	2/28/2017	230.00	Faculty Part Time	E&G
WKU - Owensboro	Hannah Katherine George King	Part-Time Faculty	2/28/2017	650.00	Faculty Part Time	E&G
WKU - Owensboro	Anthony J. Kirchner	Part-Time Faculty	11/30/2016	605.75	Faculty Part Time	E&G
WKU - Owensboro	Robert S. Parrigin	Part-Time Faculty	12/13/2016	605.75	Faculty Part Time	E&G
WKU - Owensboro	Robert S. Parrigin	Part-Time Faculty	11/15/2016	534.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	11/30/2016	534.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	12/12/2016	534.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	2/28/2017	1,068.00	Faculty Part Time	E&G
WKU - Owensboro	David Keith Powers	Part-Time Faculty	11/15/2016	1,000.00	Supplemental Pay	E&G
WKU - Owensboro	Charlotte Hill Turtle	Talisman Advisor	11/30/2016	3,500.00	Supplemental Pay	FDN
WKU - Owensboro	Virginia Ruth Steenbergen Hensley	Director, Alumni Engagement	2/28/2017	3,500.00	Supplemental Pay	FDN
WKU - Owensboro	Virginia Ruth Steenbergen Hensley	Director, Alumni Engagement	1/13/2017	1,500.00	Supplemental Pay	RD

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## Staff One Time Payments

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Athletic Facilities	Matthew C. Cox	AV Systems Specialist	12/12/2016	1,200.00	Supplemental Pay	E&G
Athletic Facilities	Anthony J Gilbert	AV Support Coordinator	12/12/2016	300.00	Supplemental Pay	E&G
Athletic Facilities	William Eric Howard McInyre	Communications Technician	12/12/2016	771.75	Supplemental Pay	E&G
Athletic Facilities	Stephen Van Rey	Director	11/30/2016	700.00	Supplemental Pay	E&G
Athletic Facilities	Stephen Van Rey	Director	12/13/2016	700.00	Supplemental Pay	E&G
Athletic Facilities	Katherine T. Tolbert	Director	12/13/2016	45.80	Supplemental Pay	E&G
Athletic Facilities	Katherine T. Tolbert	Director	1/31/2017	900.00	Supplemental Pay	E&G
Athletic Trainer	Connie Jill Spears	Office Coordinator	11/30/2016	200.00	Supplemental Pay	E&G
Athletic Trainer	Connie Jill Spears	Office Coordinator	1/13/2017	200.00	Supplemental Pay	E&G
Athletic Trainer	Alicia Natalie Carter	Coord. Marketing & Web Sys	1/31/2017	50.00	Supplemental Pay	Grant
Campus and Community Events	Kayla Leanne Dowdy	Coord. Digital Media Marketing	1/31/2017	50.00	Supplemental Pay	Grant
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	11/30/2016	1,300.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	12/13/2016	2,360.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	1/31/2017	750.00	Supplemental Pay	RD
Campus and Community Events	Jeffrey Alan Smith	Technical Dir/AV Coordinator	2/28/2017	350.00	Supplemental Pay	RD
Campus and Community Events	Sarah E. Thomas	Events Associate	11/15/2016	100.00	Supplemental Pay	RD
CFE - Social Work	Austin Garrett Griffiths	Coord, Child Welfare Support	11/30/2016	1,500.00	Supplemental Pay	RD
CHHS - Research Incentive	Neale R Chumbler	Dean	2/28/2017	4,799.69	Supplemental Pay	E&G
Clinical Education Complex (CEC)	Erica Powell Ondorff	Program Manager	12/13/2016	814.00	Supplemental Pay	E&G
Clinical Education Complex (CEC)	Shannon Marie Sales	Dir, Family Resource Program	12/13/2016	916.00	Supplemental Pay	E&G
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	11/30/2016	2,207.01	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	12/12/2016	1,854.41	Supplemental Pay	RD
College Heights Herald	William Pierce Hoagland	Manager, Advertising and Sales	2/28/2017	408.21	Supplemental Pay	RD
College Heights Herald	Terrill Demont Martin	Managing Dir (CI)/Ops Mgr (ICS)	1/31/2017	19,872.00	Supplemental Pay	E&G
Confucius Institute	Elizabeth Grace Madariaga	Staff Counselor	11/30/2016	60.00	Supplemental Pay	E&G
Course Fees - Counsel & St. Affairs	Mariissa Rose Bryant	Advising Associate	1/13/2017	250.00	Supplemental Pay	E&G
Dean CHHS	Lesley Anne Cash	Advising Associate	1/13/2017	250.00	Supplemental Pay	E&G
Dean CHHS	Lynn Michelle Hazlett	Dir, Student Academic Services	1/13/2017	250.00	Supplemental Pay	E&G
Dean CHHS	Ashlee RaeAnn Holmes	Advising Associate	1/13/2017	100.00	Supplemental Pay	E&G
Dean CHHS	Rachel Janet Marr	Advising Associate	1/13/2017	250.00	Supplemental Pay	E&G
Dean CHHS	Sarah Nicole Tallman	Advising Associate	1/13/2017	250.00	Supplemental Pay	E&G
DELO - MBA	Robert D. Hatfield	Associate Dean	11/30/2016	2,000.00	Supplemental Pay	RD
DELO - MBA	Robert D. Hatfield	Associate Dean	12/13/2016	2,000.00	Supplemental Pay	RD
Development Major Gifts	Amy Sue Miller	Director, Development GFCB	12/13/2016	1,750.00	Supplemental Pay	E&G
Distance Learning	Wren Allen Mills	Assistant Director	1/31/2017	500.00	Supplemental Pay	RD
Dual Credit	Hannah Elizabeth Digges Elliott	Instructional Designer	12/12/2016	622.16	Supplemental Pay	RD
Dual Credit	Hannah Elizabeth Digges Elliott	Instructional Designer	1/31/2017	200.00	Supplemental Pay	RD
Dual Credit	Tuesdi Leigh Helbig	Director	12/13/2016	1,500.00	Supplemental Pay	RD
Dual Credit	Alicia Michele Pennington	Instructional Designer	12/12/2016	622.16	Supplemental Pay	RD
Dual Credit	Alicia Michele Pennington	Instructional Designer	1/31/2017	200.00	Supplemental Pay	RD
Dual Credit	Doris Elizabeth Pierce	Staff Psychologist	12/13/2016	800.00	Supplemental Pay	RD
Dual Credit	Rebecca L. Tinker	Associate Director	12/13/2016	800.00	Supplemental Pay	RD
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	11/30/2016	37.50	Supplemental Pay	FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	12/13/2016	382.20	Supplemental Pay	FDN

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Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	1/13/2017	235.80 Supplemental Pay		FDN
Educational Television Services	Laura S Holderfield	Coordinator, Corporate Support	2/28/2017	225.00 Supplemental Pay		FDN
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	12/12/2016	800.00 Supplemental Pay		RD
ETV Proposed Programming	John W. Campbell	Manager, Radio Operations	2/28/2017	1,400.00 Supplemental Pay		RD
Event Planning - Conferencing	Erin Nicole Wittkopf	Office Associate	2/15/2017	132.53 Supplemental Pay		RD
F&A - Incentive - Research	Paula Farmer Matison	Research Resources Manager	1/31/2017	1,000.20 Supplemental Pay		E&G
F&A - Incentive - Research	Christina Ann Murphy	Staff Accountant	2/15/2017	500.00 Supplemental Pay		E&G
Gatton Academy of Math and Science	Elizabeth Grace Madanaga	Staff Counselor	12/13/2016	250.00 Supplemental Pay		E&G
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Coord. Tech & Communications	11/15/2016	450.00 Supplemental Pay		E&G
Gatton Academy of Math and Science	Samual Joseph Oldenburg	Coord. Tech & Communications	11/30/2016	75.00 Supplemental Pay		E&G
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	11/15/2016	2,000.00 Supplemental Pay		RD
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	11/30/2016	500.00 Supplemental Pay		RD
GMAT Course	April O'Neil Schleg	MBA Admissions Dir/Advisor	12/12/2016	500.00 Supplemental Pay		RD
Health & Fitness Lab	Andrew Len Jones	Fitness Coordinator	12/12/2016	64.00 Supplemental Pay		E&G
Health & Fitness Lab	Andrew Len Jones	Fitness Coordinator	2/15/2017	64.00 Supplemental Pay		Grant
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	11/30/2016	32.00 Supplemental Pay		E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	12/12/2016	16.00 Supplemental Pay		E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	2/15/2017	80.00 Supplemental Pay		E&G
Health & Fitness Lab	Leslie Bogle Vanderpool	Student Records Specialist	2/28/2017	32.00 Supplemental Pay		E&G
Health & Fitness Lab	Bryant Keen Blodgett	Coordinator, Events	1/31/2017	300.00 Supplemental Pay		RD
High School Football Championships	Brian Michael Dimer	Dir, Equipment Operations	2/28/2017	150.00 Supplemental Pay		RD
High School Football Championships	Gina E Knutson	Coord. Facilities & Event Mgmt	1/31/2017	250.00 Supplemental Pay		RD
High School Football Championships	James R Smothermon	Assistant Athletics Trainer	1/31/2017	250.00 Supplemental Pay		RD
High School Football Championships	Tyson Calvin Street	Assistant Director, Equipment	1/31/2017	150.00 Supplemental Pay		RD
High School Football Championships	Jon E Warren	Coordinator, Ticket Operations	1/31/2017	300.00 Supplemental Pay		RD
KIIS	John A. Dizgun	Executive Director, KIIS	12/13/2016	2,125.00 Supplemental Pay		RD
Knitely Conference Center	Stuart L. Cole	Manager, Conference Operations	1/13/2017	750.00 Supplemental Pay		RD
Lifelong Learning	Peggy Ann Crowe	Director	2/28/2017	262.50 Supplemental Pay		RD
Men's Football	Allan Craig Biggs	Asse Athletics Dir/Fac & Tkis	2/28/2017	1,225.00 Supplemental Pay		E&G
Men's Football	James E. Clark	Associate Director	2/28/2017	1,225.00 Supplemental Pay		E&G
Men's Football	David Consiglio	Assistant Coach	2/28/2017	1,225.00 Supplemental Pay		E&G
Men's Football	Nathan A. Dennison	Asst Recruiting Coordinator	2/28/2017	1,600.00 Supplemental Pay		E&G
Men's Football	Brian Michael Dimer	Dir, Equipment Operations	12/13/2016	1,557.58 Supplemental Pay		E&G
Men's Football	Brian Michael Dimer	Dir, Equipment Operations	1/31/2017	523.50 Supplemental Pay		E&G
Men's Football	Donald Feagan Dunn	Assistant Coach	2/28/2017	4,095.34 Supplemental Pay		E&G
Men's Football	Billy Tyler Edwards	Associate Ath Dir/Training & S	2/28/2017	4,095.34 Supplemental Pay		E&G
Men's Football	Jackson Bryan Ellis	Assistant Coach	2/28/2017	819.07 Supplemental Pay		E&G
Men's Football	Jessica Erin Huderman	Assistant Athletics Trainer	2/28/2017	1,600.00 Supplemental Pay		E&G
Men's Football	Zachary Gene Lankford	Coord. Offensive Quality Crt.	2/28/2017	1,000.00 Supplemental Pay		E&G
Men's Football	John Daryl McCannon	Associate Director	2/28/2017	1,000.00 Supplemental Pay		E&G
Men's Football	William Eric Howard McIntyre	Communications Technician	12/12/2016	771.75 Supplemental Pay		E&G
Men's Football	William Eric Howard McIntyre	Communications Technician	1/13/2017	154.35 Supplemental Pay		E&G
Men's Football	James Matthew Morrison	Asst Athletic Dir, Ticket Ops	2/28/2017	1,225.00 Supplemental Pay		E&G
Men's Football	Kyle Neaves	Dir, Comm & Media Relations	2/28/2017	1,225.00 Supplemental Pay		E&G

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Staff One Time Payments

For the Period November 1, 2016 through February 28, 2017

Department	Employee	Title	Effective Date	Payment Amount	Payment Type	Funding Source
Men's Football	John Daron Riley	Director of Video Operations	12/13/2016	2,116.73	Supplemental Pay	E&G
Men's Football	John Daron Riley	Director of Video Operations	1/31/2017	1,030.68	Supplemental Pay	E&G
Men's Football	Bryan Schneider	Associate Athletic Trainer	2/28/2017	1,611.41	Supplemental Pay	E&G
Men's Football	Melisa Jeanette Schneider	Asst to the Athletics Dir/SWA	2/28/2017	1,000.00	Supplemental Pay	E&G
Men's Football	James R Smothermon	Assistant Athletics Trainer	2/28/2017	402.85	Supplemental Pay	E&G
Men's Football	Tyson Calvin Street	Assistant Director, Equipment	2/28/2017	1,724.00	Supplemental Pay	E&G
Men's Football	Jon E Warren	Coordinator, Ticket Operations	2/28/2017	750.00	Supplemental Pay	E&G
Men's Football	Matthew C. Cox	AV Systems Specialist	2/28/2017	300.00	Supplemental Pay	E&G
NCAA Football Playoff	Tice Shay Edwards	Network Specialist	1/31/2017	330.00	Supplemental Pay	E&G
NCAA Football Playoff	William Eric Howard McIntyre	Communications Technician	1/13/2017	154.35	Supplemental Pay	E&G
NCAA Football Playoff	Stephen Van Rey	Director	12/13/2016	100.00	Supplemental Pay	E&G
NCAA Football Playoff	Connie Jill Spears	Office Coordinator	2/15/2017	100.00	Supplemental Pay	E&G
NCAA Football Playoff	Dennis L. Cain	Transportation Analyst	1/13/2017	485.98	Supplemental Pay	E&G
Parking Services	Kevin LaVen Werner	Information Tech Consultant	1/13/2017	309.04	Supplemental Pay	E&G
Parking Services	Meina Karim Wilson	Coord. Env Health & Safety	11/30/2016	91.25	Supplemental Pay	E&G
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	11/30/2016	705.83	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	1/13/2017	5,029.50	Supplemental Pay	FDN
Public Radio Services	Laura S Holderfield	Coordinator, Corporate Support	2/28/2017	2,279.01	Supplemental Pay	FDN
RN to BSN (Cohort)	Rebecca Sue Collins	Learning Resource Coordinator	2/28/2017	1,500.00	Supplemental Pay	RD
Student Athletic Success Center	Tanner Alden Stewart	Academic Advisor	1/13/2017	4,000.00	Supplemental Pay	E&G
Student Radio	Erik Costa	TV Assistant Chief Engineer	11/30/2016	2,695.00	Supplemental Pay	E&G
Topper Corner	Sarah Kathryn Sears	Marketing Coordinator	1/6/2017	22.00	Supplemental Pay	Aux
University Centers	Joselyn N. Brandon	Coord. Student Activities	1/13/2017	40.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	11/30/2016	140.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	12/12/2016	140.00	Supplemental Pay	Aux
University Centers	William A. Elliott	Testing Specialist	12/13/2016	70.00	Supplemental Pay	Aux
University Centers	Alexandria L Kennedy	Coord. Leadership/Volunteerism	1/31/2017	120.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	11/30/2016	60.00	Supplemental Pay	Aux
University Centers	Carlous B Yates	Dir, Student Support Programs	12/13/2016	60.00	Supplemental Pay	Aux
Women's Softball	Kayla Bixel	Assistant Coach	12/13/2016	2,500.00	Supplemental Pay	FDN
Women's Softball	Matthew Thomas Wilhite	Assistant Coach	12/13/2016	2,500.00	Supplemental Pay	FDN
Women's Tennis	Jonathan Berhane	Head Coach	12/13/2016	1,925.00	Supplemental Pay	E&G
Women's Volleyball	Kristina M. Griffin	Assistant Coach	1/31/2017	4,049.00	Supplemental Pay	E&G
CFL - Social Work	Austin Garrett Griffiths	Part-Time Faculty	1/13/2017	2,250.00	Winter Teaching Pay	RD
CFL - Social Work	Austin Garrett Griffiths	Part-Time Faculty	1/31/2017	2,250.00	Winter Teaching Pay	RD
Ed Leadership Doctoral Program	Richard Charles Miller	Part-Time Faculty	1/31/2017	600.00	Winter Teaching Pay	E&G
Ed Leadership Doctoral Program	Martha Jane Sales	Part-Time Faculty	1/31/2017	600.00	Winter Teaching Pay	E&G
Winter Session	Aramide W Kazem	Part-Time Faculty	1/31/2017	4,320.00	Winter Teaching Pay	RD
Winter Session	Richard Charles Miller	Part-Time Faculty	1/31/2017	1,800.00	Winter Teaching Pay	RD
Winter Session	Naomi Smith Rowland	Part-Time Faculty	1/13/2017	1,068.00	Winter Teaching Pay	RD
Winter Session	Naomi Smith Rowland	Part-Time Faculty	1/31/2017	1,068.00	Winter Teaching Pay	RD
Winter Session	Martha Jane Sales	Part-Time Faculty	1/31/2017	1,800.00	Winter Teaching Pay	RD

### Staff One Time Payments

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

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**FY 2017 BUDGET REALLOCATION PLAN**

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**REQUEST:**

Approve the FY 2017 budget reallocation plan.

**FACTS:**

The FY 2017 budget reallocation plan addresses a projected shortfall in tuition revenue of \$6.5 million, or 4 percent of the estimated revenue. Significant contributors to the loss of revenue are declining international student enrollments and non-traditional students (age 25+) who primarily enroll as part-time students.

At the Board of Regents' January 27, 2017 meeting, the Board approved budget revisions including expenditure authority for \$16,359,304 in carry forward funds. However, Administrative Council was briefed that tuition revenue was likely to fall below budget. All efforts have been made to reduce or postpone allocating carry forward for departmental expenses so that these funds can be redirected as part of the budget reallocation plan.

The following FY 2017 budget reallocation plan is based on currently available data. Minor revisions may need to be made at the end of the fiscal year to achieve a balanced budget.

Estimated fall and spring tuition shortfall	\$6,500,000
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**Reallocation Sources**

One-time reserves for DELO and Health Services	1,714,000
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Reallocations of projected surplus in scholarships,  
mandated waivers, fellowships, bonds refinanced,

and other budgeted central sources	767,000
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Divisions' carry forward	4,019,000
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Total	\$6,500,000
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**BUDGETARY IMPLICATIONS:**

There should be no negative impact on eliminating the one-time reserves for DELO or Health Services. The DELO Reserve is one of two operating reserves, one budgeted and one not budgeted. Given the successful privatization of the on-campus primary care clinic, there is no need for the University to reserve a balance for returning to a self-operated clinic.

Carry forward is an important source of one-time funds across the campus. Reducing these allocations may reduce computer and equipment purchases, professional development and capital renewal projects.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents approve the FY 2017 budget reallocation plan.

**MOTION:**

**Approve the FY 2017 budget reallocation plan.**

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## QUARTERLY INTERNAL AUDIT REPORT

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The Western Kentucky University Office of Internal Audit is responsible for periodically reporting to the Finance & Budget Committee on the internal audit's performance relative to its audit plan. For the quarterly meeting on March 24, 2017, the Office of Internal Audit is reporting on the status of the following projects:

*Completed Projects:*

- **Data Center Physical Environment Audit:** Internal Audit performed an audit of the physical environment of data centers housed on campus. The project resulted in four observations and recommendations. Three recommendations were assigned a priority level rating of medium and one received a rating of low. *As of 3/10/2017 the draft report was under administrative review.*
- **Bad Debt Expense Audit: Third Party Receivables:** Internal Audit performed an audit of the bad debt expense calculation related to the University's third party receivables account. The project resulted in fourteen observations and recommendations. Priority levels per recommendation were as follows: high (6), medium (2) and low (6). *As of 3/10/2017 the draft report was under administrative review.*

*In Progress as of 3/24/2017:*

- Broadcast Facilities Safety & Security Review
- Bad Debt Expense: Student Receivables Audit

*Upcoming for next quarter as of 3/24/2017:*

- Study Abroad / Study Away Safety Audit
- Study Abroad / Study Away Process Audit
- Inventory Control & Surplus Process Audit

*Other:* Other projects included fielding the cases reported through the Ethics & Compliance hotline. Two cases are currently under preliminary review or in process of being finalized.

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**2017-18 TUITION AND MANDATORY STUDENT FEES SCHEDULE**

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**REQUEST:**

Approve the 2017-18 Tuition and Mandatory Student Fees Schedule.

**FACTS:**

The Council on Postsecondary Education (Council) has statutory authority to approve institutions' tuition and mandatory fees (in total). On March 31, 2017, the Council approved the resident undergraduate tuition and mandatory student fees ceilings at Kentucky's public colleges and universities. The universities and KCTCS are to submit their respective tuition and mandatory student fees schedules for approval by the Council at its June 16, 2017 meeting.

The agenda item stated:

The Council staff used a collaborative process to develop its 2017-18 tuition and mandatory fee ceiling recommendation, which included sharing information and engaging in discussions with campus presidents and chief budget officers, Council members, student groups, and the Governor's office. Based on feedback from multiple stakeholders there is a general sentiment that increases in resident undergraduate tuition and fees should be moderate in academic year 2017-18 to support a necessary balance between the ability of students and families to pay for college and resources required for postsecondary institutions to address inflationary cost increases, manage growth in employer paid retirement contributions, and support continuing progress toward attainment of HB1 and Strategic Agenda goals and objectives.

The Council-approved resident undergraduate tuition and mandatory fee ceilings for 2017-18 that equate to maximum base rate increases of no more than 3.0 percent at Western Kentucky University, no more than 4.0 percent at the University of Kentucky and Northern Kentucky University, and no more than 5.0 percent at Eastern Kentucky University, Kentucky State University, Morehead State University, and Murray State University. The ceilings reflect the Council's intent to close the gap in rates among the comprehensive universities. Also approved was a tuition and fee ceiling for resident students attending KCTCS institutions that equates to a maximum base rate increase of no more than \$6.<sup>00</sup> per credit hour (i.e., a 3.9% increase). Lastly, based on the Council's actions, the public institutions be allowed to submit for Council review and approval market competitive tuition and fee rates for graduate and online courses.

The 2017-18 Tuition and Mandatory Fees Schedule is consistent with the Council's recommendations for Western Kentucky University. Rates for graduate and doctoral programs have been recommended by Provost David Lee in consultation with the respective deans.

**BUDGETARY IMPLICATIONS:**

The revenue generated by the proposed tuition rate increases are needed to address projected fixed costs increases, selected strategic priorities, and operating costs of the doctoral programs. Project revenue will be allocated in the FY 2018 budget.

**RECOMMENDATION:**

President Gary A. Ransdell recommends approval of the 2017-18 Tuition and Mandatory Student Fees Schedule.

**MOTION:**

**Approve the 2017-18 Tuition and Mandatory Student Fees Schedule.**

## TUITION AND MANDATORY STUDENT FEES SCHEDULE PER SEMESTER

<u>Student Level/Enrollment</u>	<u>FY 2017</u>	<u>FY 2018</u>	<u>Summer 2018/ Rate per Credit Hour</u>
Undergraduate			
Resident*	\$4,956	\$5,101	\$425
Military Resident	4,956	5,101	425
Nonresident	12,396	12,756	1,063
International	12,720	13,080	1,090
Incentive	6,696	6,744	562
Graduate (Per Credit Hour)			
Resident	570	589	589
Military Resident	570	589	589
Kentucky P-12 Educator**	395	395	395
Nonresident, International	998	998	998
Nonresident, Domestic	816	873	873
Doctorate, Nurse Practitioner (Per Credit Hour)			
Resident	643	663	663
Nonresident	833	858	858
Doctorate, Physical Therapy (Per Credit Hour)			
Resident	643	643	643
Nonresident	833	883	883
Professional MBA**	5,549	5,826	
Distance Learning (Per Credit Hour)**			
Undergraduate	496	510	510
Graduate (Excluding Kentucky P-12 Educator, DNP and DPT)	679	707	707
Active Military (Per Credit Hour)**	250	250	250
Dual Credit (Per Credit Hour)**	52	53	53
WKU On Demand (Per Credit Hour)**			
Undergraduate	413	425	425
Graduate	570	589	589

**Mandatory Student Fees Per Semester:**

Student Athletics Fee	\$218
Student Centers Fee	\$62
Student Centers Fee, DSU Renovation Bonds	\$70
Parking Structure Fee, Creason Bonds	\$30

\*Resident tuition rate increase of 3 percent, as set by CPE.

\*\*Mandatory student fees are not assessed to these students

Note: Full-time undergraduate students pay \$100 per credit hour for online courses in addition to full-time rate. On Demand courses are billed separately from other registrations.



**WKU<sup>®</sup>**

*Board of Regents*

## **EXECUTIVE COMMITTEE**

**April 28, 2017**

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

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## APPROVAL OF STUDENT RESIDENCY POLICY

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### REQUEST:

In accordance with the requirements of 13 KAR 2:045 Section 13 (4) (a), the President requests the approval of Policy 0.1030 Student Residency.

### FACTS:

Kentucky administrative regulation 13 KAR 2:045 establishes the procedure and guidelines for determining the residency status of a student who is seeking admission to, or who is enrolled at, a state-supported postsecondary education institution. At Western Kentucky University, residency determinations are made based on information submitted by the applicant. In general, in-state residence for tuition purposes requires the applicant establish domicile and legal residency in Kentucky prior to enrollment. Applicants can view their residency determination on Topnet upon acceptance to the University.

While both undergraduate and graduate admissions staff adhere to the guidelines outlined in 13 KAR 2:045, the processes and procedures have not been formally outlined in university policy. In this regard, the following proposed policy is recommended:

### **I. Purpose and Scope**

NECESSITY, FUNCTION, AND CONFORMITY: KRS 164.020(8) requires the Council on Postsecondary Education to determine tuition and approve the minimum qualifications for admission to a state postsecondary education institution and authorizes the Council to set different tuition amounts for residents of Kentucky and for nonresidents. Kentucky administrative regulation 13 KAR 2:045 establishes the procedure and guidelines for determining the residency status of a student who is seeking admission to, or who is enrolled at, a state-supported postsecondary education institution. This policy establishes the procedures and responsibilities of WKU to ensure compliance with this regulation.

### **II. Policy**

- A. Definitions – summary definition from 13 KAR 2:045 are provided with references to the regulation section(s) that explains that term in more detail. The Kentucky regulation includes additional definitions as noted in Appendix A.
1. **Residence** means the place of abode of a person and the place where the person is physically present most of the time for a non-educational purpose in accordance with Section 3 of 13 KAR 2:045
  2. **Nonresident** means a person who: (a) Is domiciled outside Kentucky; (b) Currently maintains legal residence outside Kentucky; or (c) Is not a Kentucky resident as determined by 13 KAR 2:045 (Section 4).

3. **Kentucky Resident** means a person determined by an institution for tuition purposes to be domiciled in, and a resident of, Kentucky as determined by this administrative regulation.
4. **Domicile** means a person's true, fixed, and permanent home and is the place where the person intends to remain indefinitely, and to which the person expects to return if absent without intending to establish a new domicile elsewhere.
5. **Dependent Person** means a person who cannot demonstrate financial independence from parents or persons other than a spouse and who does not meet the criteria for independence established in Section 5 and 6 of 13 KAR 2:045.
6. **Independent Person** means a person who demonstrates financial independence from parents or persons other than a spouse and who meets the criteria for independence established in Section 5 of 13 KAR 2:045.
7. **Parent** means one (1) of the following:
  - (a) A person's father or mother; **or**
  - (b) A court-appointed legal guardian if:
    1. The guardianship is recognized by an appropriate court within the United States;
    2. There was a relinquishment of the rights of the parents; and
    3. The guardianship was not established primarily to confer Kentucky residency on the person.

B. Scope

Unless otherwise indicated, regulation 13 KAR 2:045 shall apply to all student residency determinations, regardless of circumstances.

C. Determination of Residency

An initial determination of residency shall be made at the time of admission, based on the facts in existence, information derived from the admission materials, and documents provided. All residency decisions are governed by the Kentucky Administrative Regulation 13 KAR 2:045. A student classified as a nonresident shall retain that status until the student is officially reclassified by WKU. A student may apply for an appeal of a determination (reclassification) of residency status by filing an affidavit and documentation. More detail on the appeal process is found in Section III of this policy.

If WKU or CPE has information that a student's residency status may be incorrect, the institution shall review and determine the student's correct residency status.

Residency reclassifications cannot be applied retroactively (i.e., semester(s) prior to the appeal). The student is responsible for non-resident tuition, and will be reimbursed if the appeal is successful.

### III. Procedure

#### A. Initial Determination of Residency Status

The initial determination of residency status is made during the admission process, based on KY regulation 13 KAR 2:045, by one of the following offices based on the student type:

1. Undergraduate Students
  - i. Domestic out-of-state: Office of Admissions
  - ii. International: International Admissions
2. Graduate Students: The Graduate School

If a decision cannot be made based on the answer to the admission application questions, the student will be requested to complete the affidavit.

#### B. Appeal of Residency Determination

A student may appeal the initial residency determination once the initial classification has been completed and a decision rendered. The student must request an appeal in writing with the office that initially made the residency classification. This request must be made in affidavit form, unless the affidavit was utilized earlier in the residency determination process, including all supporting documentation and submitted no later than 14 calendar days after the first day of classes for fall/spring terms, and 10 days after the first day of classes for winter/summer terms. Once the appropriate office has received the appeal request, that office's internal appeals committee will review the appeal and supporting documentation, and will render a decision within 10 business days. If an appeal results in a change of classification, the change will not be effective earlier than the semester during which the appeal is filed. If a student is initially classified non-resident but does not enroll the semester for which the student originally applied, the residency classification will be reassessed for subsequent semesters.

A student classified as a non-resident will retain that status until a change is brought about by successful appeal. The student is responsible for non-resident tuition, and will be reimbursed if the appeal is successful. A student may appeal only once during an academic term.

It is the appealing student's responsibility to provide sufficient documentation to clarify circumstances related to the appeal. In all cases, circumstances related to establishing domicile must be verifiable. Because of the variety of factors related to establishing residency for tuition purposes, the number of documents required to complete an appeal may vary from case to case. Therefore, WKU has the right to request additional documentation and require certification of authenticity of documents in all cases.

#### C. University Residency Review Committee

If the decision of the appeal committee is adverse to the applicant, the applicant may appeal to the WKU Residency Review Committee. It is the student's responsibility to notify the Residency Appeal Officer in writing, if he or she wishes his/her case to be reviewed by the

Resident Review Committee, within fourteen (14) calendar days after notification from the reclassification committee decision.

The Residency Review Committee is appointed by the Residency Appeal Officer (Provost or designee) and shall be composed of the Residency Appeal Officer, five faculty and/or staff members and one student. The committee shall have authority to establish procedural rules and schedule meetings. A simple majority of members shall be considered a quorum, and shall be necessary for committee action. The committee will consider appeals from the applicant and shall notify them in writing, within thirty (30) calendar days after receipt of the student appeal, of the committee decision.

**D. Formal Institutional Hearing**

If the decision of the WKU Residency Review committee is adverse to the applicant, the student may request a formal hearing by submitting a written request to the President within fourteen (14) calendar days after receipt of notification of the residency review committee.

The President (or designee) shall appoint a hearing officer to conduct the hearing. The Hearing Officer shall not be a person involved in determination of residency at WKU, or involved in either the appeal or residency review committees. The Hearing Officer should also not be an employee in the same organizational unit as the residency appeals officer.

The Hearing Officer shall appoint a committee to review the appeal. The formal hearing shall provide for due process, including notice of hearing, examination of the information on which WKU decision is based, and the right for an applicant to be represented by legal counsel and the present information and testimony in support of a claim of Kentucky residency. Hearing procedure will be consistent with 13 KAR 2:045. The parliamentary procedure, Robert's Rules of Order, shall govern the formal hearing.

The Hearing Officer shall make a report with finding of facts and a recommendation to the President (or designee) with a copy of the application. The President (or designee) will render a final decision and notify the applicant in writing within thirty (30) calendar days of receipt of the hearing officer's report.

All official documents and materials relating to a student's appeal of residency shall be returned to the Associate Vice President for Enrollment Management (Undergraduate student) or Dean of Graduate School (Graduate student) to be placed with the application for admissions at whatever point in the process the appeals procedure is terminated.

**IV. Related Policies:** Admission Policies in the Undergraduate and Graduate Catalogs

**V. Reason for Revision:** Clarify the process for an appeal based on 13 KAR 2:045

**VI. Appendices:**

- A. Determination of residency status for admission and tuition assessment purposes, 13 KAR 2:045

## Appendix A. 13 KAR 2:045. Determination of Residency

**13 KAR 2:045. Determination of residency status for admission and tuition assessment purposes.**

RELATES TO: KRS 13B, 164.020, 164.030, 164A.330(6), 38 U.S.C. 3301-3325

STATUTORY AUTHORITY: KRS 164.020(8)

NECESSITY, FUNCTION, AND CONFORMITY: KRS 164.020(8) requires the Council on Postsecondary Education to determine tuition and approve the minimum qualifications for admission to a state postsecondary education institution and authorizes the Council to set different tuition amounts for residents of Kentucky and for nonresidents. This administrative regulation establishes the procedure and guidelines for determining the residency status of a student who is seeking admission to, or who is enrolled at, a state-supported postsecondary education institution.

Section 1. Definitions. (1) "Academic term" means a division of the school year during which a course of studies is offered, and includes a semester, quarter, or single consolidated summer term as defined by the institution.

(2) "Continuous enrollment" means enrollment in a state-supported postsecondary education institution at the same degree level for consecutive terms, excluding summer term, since the beginning of the period for which continuous enrollment is claimed unless a sequence of continuous enrollment is broken due to extenuating circumstances beyond the student's control, such as serious personal illness or injury, or illness or death of a parent.

(3) "Degree level" means enrollment in a course or program that could result in the award of a:

(a) Certificate, diploma, or other program award at an institution;

(b) Baccalaureate degree or lower, including enrollment in a course by a nondegree-seeking post baccalaureate student;

(c) Graduate degree or graduate certification other than a first-professional degree in law, medicine, dentistry, or "Pharm. D"; or

(d) Professional degree in law, medicine, dentistry, or "Pharm. D".

(4) "Dependent person" means a person who cannot demonstrate financial independence from parents or persons other than a spouse and who does not meet the criteria for independence established in Section 5 of this administrative regulation.

(5) "Determination of residency status" means the decision of a postsecondary education institution that results in the classification of a person as a Kentucky resident or as a nonresident for admission and tuition assessment purposes.

(6) "Domicile" means a person's true, fixed, and permanent home and is the place where the person intends to remain indefinitely, and to which the person expects to return if absent without intending to establish a new domicile elsewhere.

(7) "Full-time employment" means continuous employment for at least forty-eight (48) weeks at an average of at least thirty (30) hours per week.

(8) "Independent person" means a person who demonstrates financial independence from parents or persons other than a spouse and who meets the criteria for independence established in Section 5 of this administrative regulation.

(9) "Institution" means an entity defined by KRS 164.001(12) if the type of institution is not expressly stated and includes the Kentucky Virtual University, the Council on Postsecondary Education, and the Kentucky Higher Education Assistance Authority.

(10) "Kentucky resident" means a person determined by an institution for tuition purposes to be domiciled in, and a resident of, Kentucky as determined by this administrative regulation.

(11) "Nonresident" means a person who:

- (a) Is domiciled outside Kentucky;
- (b) Currently maintains legal residence outside Kentucky; or
- (c) Is not a Kentucky resident as determined by this administrative regulation.

(12) "Parent" means one (1) of the following:

- (a) A person's father or mother; or
- (b) A court-appointed legal guardian if:
  - 1. The guardianship is recognized by an appropriate court within the United States;
  - 2. There was a relinquishment of the rights of the parents; and
  - 3. The guardianship was not established primarily to confer Kentucky residency on the person.

(13) "Preponderance of the evidence" means the greater weight of evidence or evidence that is more credible and convincing to the mind.

(14) "Residence" means the place of abode of a person and the place where the person is physically present most of the time for a non-educational purpose in accordance with Section 3 of this administrative regulation.

(15) "Student financial aid" means all forms of payments to a student if one (1) condition of receiving the payment is the enrollment of the student at an institution, and includes student employment by the institution or a graduate assistantship.

(16) "Sustenance" means:

- (a) Living expenses, such as room, board, maintenance, and transportation; and
- (b) Educational expenses, such as tuition, fees, books, and supplies.

Section 2. Scope. (1) State-supported postsecondary education institutions were established and are maintained by the Commonwealth of Kentucky primarily for the benefit of qualified residents of Kentucky. The substantial commitment of public resources to postsecondary education is predicated on the proposition that the state benefits significantly from the existence of an educated citizenry. As a matter of policy, access to postsecondary education shall be provided so far as feasible at reasonable cost to a qualified individual who is domiciled in Kentucky and who is a resident of Kentucky.

(2) In accordance with the duties established in KRS 164.020, the Council on Postsecondary Education may require a student who is neither domiciled in, nor a resident of, Kentucky to meet higher admission standards and to pay a higher level of tuition than resident students.

(3) Unless otherwise indicated, this administrative regulation shall apply to all student residency determinations, regardless of circumstances, including residency determinations made by:

- (a) The state-supported institutions for prospective and currently-enrolled students;
- (b) The Southern Regional Education Board for contract spaces;
- (c) Reciprocity agreements, if appropriate;
- (d) The Kentucky Virtual University;
- (e) Academic common market programs;
- (f) The Kentucky Educational Excellence Scholarship Program; and
- (g) Other state student financial aid programs, as appropriate.

Section 3. Determination of Residency Status; General Rules. (1) A determination of residency shall include:

- (a) An initial determination of residency status by an institution:
    - 1. During the admission process;
    - 2. Upon enrollment in an institution for a specific academic term; or
    - 3. For admission into a specific academic program;
  - (b) A reconsideration of a determination of residency status by an institution based upon a changed circumstance; or
  - (c) A formal hearing conducted by an institution upon request of a student after other administrative procedures have been completed.
- (2) An initial determination of residency status shall be based upon:
- (a) The facts in existence when the credentials established by an institution for admission for a specific academic term have been received and during the period of review by the institution;
  - (b) Information derived from admissions materials;
  - (c) If applicable, other materials required by an institution and consistent with this administrative regulation; and
  - (d) Other information available to the institution from any source.
- (3) An individual seeking a determination of Kentucky residency status shall demonstrate that status by a preponderance of the evidence.
- (4) A determination of residency status shall be based upon verifiable circumstances or actions.
- (5) Evidence and information cited as the basis for Kentucky domicile and residency shall accompany the application for a determination of residency status.
- (6) A student classified as a nonresident shall retain that status until the student is officially reclassified by an institution.
- (7) A student may apply for a review of a determination of residency status once for each academic term.
- (8) If an institution has information that a student's residency status may be incorrect, the institution shall review and determine the student's correct residency status.
- (9) If the Council on Postsecondary Education has information that an institution's determination of residency status for a student may be incorrect, it may require the institution to review the circumstances and report the results of that review.
- (10) An institution shall impose a penalty or sanction against a student who gives incorrect or misleading information to an institutional official, including payment of nonresident tuition for each

academic term for which resident tuition was assessed based on an improper determination of residency status. The penalty or sanction may also include:

- (a) Student discipline by the institution through a policy written and disseminated to students; or
- (b) Criminal prosecution.

Section 4. Presumptions Regarding Residency Status. (1) In making a determination of residency status, it shall be presumed that a person is a nonresident if:

(a) A person is, or seeks to be, an undergraduate student and admissions records show the student to be a graduate of an out-of-state high school within five (5) years prior to a request for a determination of residency status;

(b) A person's admissions records indicate the student's residence to be outside of Kentucky when the student applied for admission;

(c) A person moves to Kentucky primarily for the purpose of enrollment in an institution;

(d) A person moves to Kentucky and within twelve (12) months enrolls at an institution more than half time;

(e) A person has a continuous absence of one (1) year from Kentucky; or

(f) A person attended an out-of-state higher education institution during the past academic year and paid in-state tuition at that institution.

(2) A presumption arising from subsection (1) of this section shall only be overcome by preponderance of evidence sufficient to demonstrate that a person is domiciled in and is a resident of Kentucky.

Section 5. Determination of Whether a Student is Dependent or Independent. (1) In a determination of residency status, an institution shall first determine whether a student is dependent or independent. This provision shall be predicated on the assumption that a dependent person lacks the financial ability to live independently of the person upon whom the student is dependent, and therefore, lacks the ability to form the requisite intent to establish domicile. A determination that a student is independent shall be one (1) step in the overall determination of whether a student is or is not a resident of Kentucky.

(2) In determining the dependent or independent status of a person, the following information shall be considered, as well as other relevant information available when the determination is made:

(a) 1. Whether the person has been claimed as a dependent on the federal or state tax returns of a parent or other person for the year preceding the date of application for a determination of residency status; or

2. Whether the person is no longer claimed by a parent or other person as a dependent or as an exemption for federal and state tax purposes; and

(b) Whether the person has financial earnings and resources independent of a person other than an independent spouse necessary to provide for the person's own sustenance.

(3) An individual who enrolls at an institution immediately following graduation from high school and remains enrolled shall be presumed to be a dependent person unless the contrary is evident from the information submitted.

(4) Domicile may be inferred from the student's permanent address, parent's mailing address, or location of high school of graduation.

(5) Marriage to an independent person domiciled in and who is a resident of Kentucky shall be a factor considered by an institution in determining whether a student is dependent or independent.

(6) Financial assistance from, or a loan made by, a parent or family member other than an independent spouse, if used for sustenance of the student:

- (a) Shall not be considered in establishing a student as independent; and
- (b) Shall be a factor in establishing that a student is dependent.

Section 6. Effect of a Determination of Dependent Status on a Determination of Residency Status. (1) The effect of a determination that a person is dependent shall be:

(a) The domicile and residency of a dependent person shall be the same as either parent. The domicile and residency of the parent shall be determined in the same manner as the domicile and residency of an independent person; and

(b) The domicile and residency of a dependent person whose parents are divorced, separated, or otherwise living apart shall be Kentucky if either parent is domiciled in and is a resident of Kentucky, regardless of which parent has legal custody or is entitled to claim that person as a dependent pursuant to federal or Kentucky income tax provisions.

(2) If the parent or parents of a dependent person are Kentucky residents and are domiciled in Kentucky, but subsequently move from the state:

(a) The dependent person shall be considered a resident of Kentucky while in continuous enrollment at the degree level in which currently enrolled; and

(b) The dependent person's residency status shall be reassessed if continuous enrollment is broken or the current degree level is completed.

Section 7. Member or Former Member of Armed Forces of the United States, Spouse and Dependents; Effect on a Determination of Residency Status. (1) A member, spouse, or dependent of a member whose domicile and residency was Kentucky when inducted into the Armed Forces of the United States, and who maintains Kentucky as home of record and permanent address, shall be entitled to Kentucky residency status:

(a) During the member's time of active service; or

(b) If the member returns to this state within six (6) months of the date of the member's discharge from active duty.

(2)(a) A member of the armed services on active duty for more than thirty (30) days and who has a permanent duty station in Kentucky shall be classified as a Kentucky resident and shall be entitled to in-state tuition, as shall the spouse or a dependent child of the member.

(b) A member, spouse, or dependent of a member shall not lose Kentucky residency status if the member is transferred on military orders while the member, spouse, or dependent requesting the status is in continuous enrollment at the degree level in which currently enrolled.

(3) Membership in the National Guard or civilian employment at a military base alone shall not qualify a person for Kentucky residency status under the provisions of subsections (1) and (2) of this

section. If a member of the Kentucky National Guard is on active duty status for a period of not less than thirty (30) days, the member shall be considered a Kentucky resident, as shall the spouse or a dependent child of the member.

(4) A person eligible for benefits under the federal Post-9/11 Veterans Educational Assistance Act of 2008, 38 U.S.C. 3301-3325, or any other educational benefits provided under Title 38 of the United States Code shall be entitled to Kentucky resident status for purposes of tuition charged at state-supported institutions.

(5) A person's residency status established pursuant to this section shall be reassessed if the qualifying condition is terminated.

Section 8. Status of Nonresident Aliens; Visas and Immigration. (1)(a) A person holding a permanent residency visa or classified as a political refugee shall establish domicile and residency in the same manner as another person.

(b) Time spent in Kentucky and progress made in fulfilling the conditions of domicile and residency prior to obtaining permanent residency status shall be considered in establishing Kentucky domicile and residency.

(2) A person holding a nonimmigrant visa with designation A, E, G, H-1, H-4 if accompanying a person with an H-1 visa, I, K, L, N, R, shall establish domicile and residency the same as another person.

(3)(a) An independent person holding a nonimmigrant visa with designation B, C, D, F, H-2, H-3, H-4 if accompanying a person with an H-2 or H-3 visa, J, M, O, P, Q, S, TD, or TN shall not be classified as a Kentucky resident because that person does not have the capacity to remain in Kentucky indefinitely and therefore cannot form the requisite intent necessary to establish domicile as defined in Section 1(6) of this administrative regulation.

(b) A dependent person holding a visa as described in paragraph (a) of this subsection, but who is a dependent of a parent holding a visa as described in subsection (2) of this section, shall be considered as holding the visa of the parent.

(c) A dependent person holding a visa described in subsection (2) of this section or paragraph (a) of this subsection, if a parent is a citizen of the United States and is a resident of and domiciled in Kentucky, shall be a resident of Kentucky for the purposes of this administrative regulation.

(4) A person shall be a Kentucky resident for the purpose of this administrative regulation if the person graduated from a Kentucky high school and:

(a) Is an undocumented alien;

(b) Holds a visa listed in subsections (2) or (3)(a) of this section; or

(c) Is a dependent of a person who holds a visa listed in subsections (2) or (3)(a) of this section.

(5)(a) Except as provided in paragraph (b) of this subsection, a person who has petitioned the federal government to reclassify visa status shall continue to be ineligible until the petition has been granted by the federal government.

(b) A person who has petitioned the federal government to reclassify his or her visa status based on marriage to a Kentucky resident and who can demonstrate that the petition has been filed and acknowledged by the federal government, may establish Kentucky domicile and residency at that time.

Section 9. Beneficiaries of a Kentucky Educational Savings Plan Trust. A beneficiary of a Kentucky Educational Savings Plan Trust shall be granted residency status if the beneficiary meets the requirements of KRS 164A.330(6).

Section 10. Criteria Used in a Determination of Residency Status. (1)(a) A determination of Kentucky domicile and residency shall be based upon verifiable circumstances or actions.

(b) A single fact shall not be paramount, and each situation shall be evaluated to identify those facts essential to the determination of domicile and residency.

(c) A person shall not be determined to be a Kentucky resident by the performance of an act that is incidental to fulfilling an educational purpose or by an act performed as a matter of convenience.

(d) Mere physical presence in Kentucky, including living with a relative or friend, shall not be sufficient evidence of domicile and residency.

(e) A student or prospective student shall respond to all requests for information regarding domicile or residency requested by an institution.

(2) The following facts, although not conclusive, shall have probative value in their entirety and shall be individually weighted, appropriate to the facts and circumstances in each determination of residency:

(a) Acceptance of an offer of full-time employment or transfer to an employer in Kentucky or contiguous area while maintaining residence and domicile in Kentucky;

(b) Continuous physical presence in Kentucky while in a nonstudent status for the twelve (12) months immediately preceding the start of the academic term for which a classification of Kentucky residency is sought;

(c)1. Filing a Kentucky resident income tax return for the calendar year preceding the date of application for a change in residency status; or

2. Payment of Kentucky withholding taxes while employed during the calendar year for which a change in classification is sought;

(d) Full-time employment of at least one (1) year while living in Kentucky;

(e) Attendance as a full-time, nonresident student at an out-of-state institution based on a determination by that school that the person is a resident of Kentucky;

(f) Abandonment of a former domicile or residence and establishing domicile and residency in Kentucky with application to or attendance at an institution following and incidental to the change in domicile and residency;

(g) Obtaining licensing or certification for a professional and occupational purpose in Kentucky;

(h) Payment of real property taxes in Kentucky;

(i) Ownership of real property in Kentucky, if the property was used by the student as a residence preceding the date of application for a determination of residency status;

(j) Marriage of an independent student to a person who was domiciled in and a resident of Kentucky prior to the marriage; and

(k) The extent to which a student is dependent on student financial aid in order to provide basic sustenance.

(3) Except as provided in subsection (4) of this section, the following facts, because of the ease and convenience in completing them, shall have limited probative value in a determination that a person is domiciled in and is a resident of Kentucky:

- (a) Kentucky automobile registration;
- (b) Kentucky driver's license;
- (c) Registration as a Kentucky voter;
- (d) Long-term lease of at least twelve (12) consecutive months of non-collegiate housing; and
- (e) Continued presence in Kentucky during academic breaks.

(4) The absence of a fact contained in subsection (3) of this section shall have significant probative value in determining that a student is not domiciled in or is not a resident of Kentucky.

Section 11. Effect of a Change in Circumstances on Residency Status. (1) If a person becomes independent or if the residency status of a parent or parents of a dependent person changes, an institution shall reassess residency either upon a request by the student or a review initiated by the institution.

(2) Upon transfer to a Kentucky institution, a student's residency status shall be assessed by the receiving institution.

(3) A reconsideration of a determination of residency status for a dependent person shall be subject to the provisions for continuous enrollment, if applicable.

Section 12. Student Responsibilities. (1) A student shall report under the proper residency classification, which includes the following actions:

- (a) Raising a question concerning residency classification;
- (b) Making application for change of residency classification with the designated office or person at the institution; and
- (c) Notifying the designated office or person at the institution immediately upon a change in residency.

(2) If a student fails to notify an institutional official of a change in residency, an institutional official may investigate and evaluate the student's residency status.

(3)(a) If a student fails to provide, by the date specified by the institution, information required by an institution in a determination of residency status, the student shall be notified by the institution that the review has been canceled and that a determination has been made.

(b) Notification shall be made by registered mail, return receipt requested.

(c) Notification shall be made within ten (10) calendar days after the deadline for receipt of materials has passed.

(4)(a) The formal hearing conducted by an institution and the final recommended order shall be a final administrative action with no appeal to the Council on Postsecondary Education.

(b) A formal administrative hearing conducted by the Council on Postsecondary Education for residency determinations related to eligibility for the Academic Common Market and Regional Contract Programs shall be conducted pursuant to the provisions of KRS Chapter 13B and 13 KAR 2:070. The recommended order issued by the President of the Council shall be a final administrative action.

(5) A student shall not be entitled to appeal a determination of residency status if the determination made by an institution is because a student has failed to meet published deadlines for the submission of information as set forth in subsection (3) of this section. A student may request a review of a determination of residency status in a subsequent academic term.

Section 13. Institutional Responsibilities. Each institution shall:

(1) Provide for an administrative appeals process that includes a residency appeals officer to consider student appeals of an initial residency determination and which shall include a provision of fourteen (14) days for the student to appeal the residency appeals officer's determination;

(2) Establish a residency review committee to consider appeals of residency determinations by the residency appeals officer. The residency review committee shall make a determination of student residency status and notify the student in writing within forty-five (45) days after receipt of the student appeal;

(3) Establish a formal hearing process as described in Section 14 of this administrative regulation; and

(4) Establish written policies and procedures for administering the responsibilities established in subsections (1), (2), and (3) of this section and that are:

(a) Approved by the institution's governing board;

(b) Made available to all students; and

(c) Filed with the council.

Section 14. Formal Institutional Hearing. (1) A student who appeals a determination of residency by a residency review committee shall be granted a formal hearing by an institution if the request is made by a student in writing within fourteen (14) calendar days after notification of a determination by a residency review committee.

(2) If a request for a formal hearing is received, an institution shall appoint a hearing officer to conduct a formal hearing. The hearing officer shall:

(a) Be a person not involved in determinations of residency at an institution except for formal hearings; and

(b) Not be an employee in the same organizational unit as the residency appeals officer.

(3) An institution shall have written procedures for the conduct of a formal hearing that have been adopted by the board of trustees or regents, as appropriate, and that provide for:

(a) A hearing officer to make a recommendation on a residency appeal;

(b) Guarantees of due process to a student that include:

1. The right of a student to be represented by legal counsel; and

2. The right of a student to present information and to present testimony and information in support of a claim of Kentucky residency; and

(c) A recommendation to be issued by the hearing officer.

(4) An institution's formal hearing procedures shall be filed with the Council on Postsecondary Education and shall be available to a student requesting a formal hearing.

Section 15. Cost of Formal Hearings. (1) An institution shall pay the cost for all residency determinations including the cost of a formal hearing.

(2) A student shall pay for the cost of all legal representation in support of the student's claim of residency. (17 Ky.R. 2557; eff. 4-5-1991; Am. 22 Ky.R. 1656; 1988; eff. 5-16-1996; 23 Ky.R. 3380; 3797; 4099; eff. 6-16-1997; 24 Ky.R. 2136; 2705; 25 Ky.R. 51; eff. 7-13-1998; 25 Ky.R. 2177; 2577; 2827; eff. 6-7-1999; 749; 1238; eff. 11-12-2002; 36 Ky.R. 1083; 1951; 2033-M; eff. 4-2-2010; TAm eff. 11-20-2014; 41 Ky.R. 2108; 42 Ky.R. 9; eff. 7-13-2015; TAm 7-13-2015).

**BUDGETARY IMPLICATIONS:** No funds requested

**RECOMMENDATION:** President Gary A. Ransdell recommends approving the above Student Residency Policy.

**MOTION:** Approval of Policy 0.1030 Student Residency.

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**STAFF EMERITUS APPOINTMENT**

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**REQUEST:**

Approval of emeritus status for the recommended individual.

**FACTS:**

Listed below is a staff member who has been recommended by Staff Council to receive emeritus status. She served the university for 27 years and had distinguished records of achievement and service during her tenure.

***Information Technology***

Ms. Patricia May Johnson

**BUDGETARY IMPLICATIONS:**

No funds requested.

**RECOMMENDATION:**

President Gary A. Ransdell recommends awarding the above individual emeritus status.

**MOTION:**

**Approval of emeritus status awarded for the recommended individual.**

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

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**REQUEST:**

The President requests approval of a Fourth Addendum to the Athletic Employment Contract between Western Kentucky University and Mr. Travis Hudson.

**FACTS:**

The University and Coach Hudson have negotiated a Fourth Addendum to the Athletic Employment Contract executed on July 1, 2005. A copy of the Fourth Addendum is included with this agenda material.

**RECOMMENDATION:**

President Gary A. Ransdell requests approval of a Fourth Addendum to the Athletic Employment Contract between Western Kentucky University and Mr. Travis Hudson.

**MOTION:**

**Approval of the Fourth Addendum to the Athletic Employment Contract between Western Kentucky University and Mr. Travis Hudson.**

**ADDENDUM NO. 4  
TO  
WESTERN KENTUCKY UNIVERSITY  
ATHLETIC EMPLOYMENT CONTRACT**

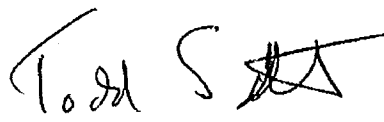
This Addendum No. 4 to the Employment Contract between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **TRAVIS HUDSON** ("Coach") is entered into for the following purposes:

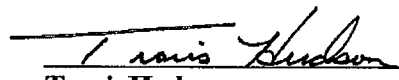
The parties agree that **ARTICLE III, "TERM OF EMPLOYMENT"** is hereby amended to read as follows:

The term of the Employment Contract executed by the parties on July 1, 2005, shall be amended to provide for a period beginning on the day this Addendum No. 4 is fully executed by all parties and expiring on the 30<sup>th</sup> day of June, 2021, as follows. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.01 of the Employment Agreement during any year of this Contract, the term of this Contract shall be extended under the same terms and conditions by one additional year at the end of each year, with the term of employment together with extensions not to extend beyond June 30, 2024. 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).

Unless otherwise specifically amended herein, the parties agree that all terms, conditions, agreements, and provisions of the Employment Contract dated July 1, 2005, shall continue in full force and effect for the term as established herein. The parties agree that this Addendum No. 4 is contingent upon subsequent approval by the University's Governing Board of Regents which will be sought by the University on March 24, 2017.

This Addendum entered into this 10<sup>th</sup> day of March, 2017 by:

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

  
\_\_\_\_\_  
**Travis Hudson**  
**Head Coach**  
**Western Kentucky University**

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

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**REQUEST:**

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

**FACTS:**

The University and Coach Neidell have negotiated a Second Addendum to the Athletic Employment Contract executed on September 3, 2009. A copy of the Second Addendum is included with this agenda material.

**RECOMMENDATION:**

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

**MOTION:**

**Approval of the Second Addendum to the Athletic Employment Contract between Western Kentucky University and Mr. Jason Neidell.**

**ADDENDUM NO. 1  
TO  
WESTERN KENTUCKY UNIVERSITY  
ATHLETIC EMPLOYMENT CONTRACT**

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

The parties agree that **ARTICLE III, "TERM OF EMPLOYMENT"** is hereby amended to read as follows:

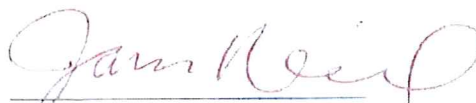
The term of the Employment Contract executed by the parties on September 3, 2009, shall be amended to provide for a period beginning on the day this Addendum No. 1 is fully executed by all parties and expiring on the 30<sup>th</sup> day of June, 2021, as follows. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.01 of the Employment Agreement during any year of this Contract, the term of this Contract shall be extended under the same terms and conditions by one additional year at the end of each year, with the term of employment together with extensions not to extend beyond June 30, 2024. 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).

Unless otherwise specifically amended herein, the parties agree that all terms, conditions, agreements, and provisions of the Employment Contract dated September 3, 2009 shall continue in full force and effect for the term as established herein. The parties agree that this Addendum No. 1 is contingent upon subsequent approval by the University's Governing Board of Regents which will be sought by the University on March 24, 2017.

This Addendum entered into this 10 day of March, 2017 by:



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



**Jason Neidell**  
Head Coach  
Western Kentucky University

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

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**REQUEST:**

The President requests approval of a Second Addendum to the Athletic Employment Contract between Western Kentucky University and Ms. Michelle Clark-Heard.

**FACTS:**

The University and Coach Clark-Heard have negotiated a Second Addendum to the Athletic Employment Contract executed on May 30, 2012. A copy of the Second Addendum is included with this agenda material.

**RECOMMENDATION:**

President Gary A. Ransdell requests approval of a Second Addendum to the Athletic Employment Contract between Western Kentucky University and Ms. Michelle Clark-Heard.

**MOTION:**

**Approval of the Second Addendum to the Athletic Employment Contract between Western Kentucky University and Ms. Michelle Clark-Heard.**

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

This Addendum to the Employment Contract between **WESTERN KENTUCKY UNIVERSITY** (the "University") and **MICHELLE CLARK-HEARD** ("Coach") is entered into for the following purposes:

**Revisions to existing contract:**

- The clauses outlined in Article III, Article IV - Section 4.02 and Article V - Section 5.04 are amended in the following manner:

**ARTICLE III, "TERM OF EMPLOYMENT"** is hereby amended to read as follows:

The term of the Employment Contract executed by the parties on May 30, 2012 shall be amended to provide for a period beginning on the day this Addendum No. 2 is fully executed by all parties and expiring on the 30<sup>th</sup> day of June, 2021, as follows. The parties agree that if circumstances do not exist that would justify dismissal for cause as defined in 5.01 of the Employment Agreement during any year of this Contract, the term of this Contract shall be extended under the same terms and conditions by one additional year at the end of each year, with the term of employment together with extensions not to extend beyond June 30, 2024. 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 – Section 4.02 Coach's Incentive / Bonus Opportunities**

Beginning with the 2017-18 basketball season and continuing thereafter for the term of the contract, the COACH shall be entitled to the following bonus structure alterations:

Remove – One month's salary for NCAA Tournament;

Add – One month's salary for Conference USA Regular Season or Tournament Championship;

Add – One month's salary for advancing to Round of 32 in NCAA Tournament.

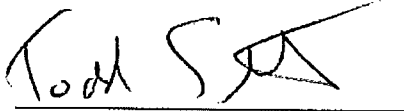
**ARTICLE V, TERMINATION WITHOUT CAUSE BY UNIVERSITY OR COACH – Section 5.04**

The **UNIVERSITY** and **COACH** shall have the right to terminate this Employment Contract prior to its normal expiration on June 30, 2021 (or June 30, 2022, or June 30, 2023, or June 30, 2024 in the event of extension), without cause. Termination "without cause" shall mean termination of this Contract on the basis of the provisions set forth in Section 5.03. 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.

If **COACH** terminates the contract without cause and accepts employment as head women's basketball coach at any college or university competing in NCAA Division I – A or in the WNBA she will pay the **UNIVERSITY**, in equal payments over a six (6) month period, \$250,000.

If **UNIVERSITY** terminates the contract without cause at any time, it will pay **COACH** her base salary for an additional thirty-six (36) months.

This Addendum entered into this 12 day of April, 2017 by:



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



**Michelle Clark - Heard**  
**Head Coach**  
**Western Kentucky University**

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**ACCEPTANCE OF THE UNIVERSITY  
2018-2024 SIX-YEAR CAPITAL PLAN**

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**REQUEST:**

Acceptance of the University 2018-2024 Six-Year Capital Plan.

**FACTS:**

Western Kentucky University's 2018-2024 Six Year Capital Plan was submitted to the Capital Planning Advisory Board (CPAB) and the Council on Postsecondary Education (CPE) on April 15, 2017.

The CPAB is comprised of members representing all three branches of government and has a responsibility under KRS Chapter 7A to biennially develop a comprehensive state capital improvements plan and to make funding recommendations to each branch head as to state spending for capital projects. Additionally, CPE will review these capital spending requests and will make recommendations for Postsecondary Education to the Governor and General Assembly for the 2018-2024 biennial budget.

In the process of developing the Six-Year Capital Plan, we incorporated the priorities contained in our 2010-2022 Master Plan, solicited input from units across the campus and integrated our priorities with the capital priorities for higher education as outlined by CPE. This plan places a focus on restoring the architectural integrity of our campus and emphasizes capital renewal, renovation of existing facilities and upgrading our campus infrastructure. We believe that the top priority projects are reflective of the priorities for WKU and consistent with the direction of postsecondary education in Kentucky.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents approve the Six-Year Capital Plan.

**MOTION:**

**To approve the 2018-2024 Six-Year Capital Plan for Western Kentucky University.**

WKU SIX-YEAR CAPITAL PLAN 2018-2024 BY PRIORITY

	PROJECT TITLE	AMOUNT	STATE BOND	AGENCY BOND	RESTRICTED FUND	FEDERAL/ OTHER
	<b>Biennium 2018-2020 in Priority Order</b>					
1	Const New Gordon Ford College of Business and Renovate Grise Hall	\$ 120,100,000	120.1M			
2	Upgrade Underground Infrastructure	\$ 55,000,000	55.0M			
3	Renovate Garrett Conference Center	\$ 38,500,000			3.5M	35.0M
4	Renovate Foundation Building	\$ 3,000,000				3.0M
5	Construct Indoor Athletic Training Facility	\$ 18,000,000				18.0M
6	Remove & Replace Student Housing @ WKU Farm	\$ 1,500,000				1.5M
7	Renovate Helm/Cravens Library	\$ 68,300,000	68.3M			
8	Renovate Ogden College Science Facilities	\$ 75,800,000	75.8M			
9	Renovate Potter College Arts & Letters Facilities	\$ 96,400,000	96.4M			
10	Renovate Academic Complex	\$ 27,500,000	27.5M			
11	Improve Life Safety Pool/Academic Facilities	\$ 27,500,000	27.5M			
12	Replace Roof at CRD	\$ 5,100,000	5.1M			
13	Add Club Seating @ Diddle Arena	\$ 3,000,000				3.0M
14	Capital Renewal Pool 2018-2020	\$ 10,000,000	10.0M			
15	Renovate Kentucky Building	\$ 17,500,000	17.5M			
16	ESPC 2018-2020	\$ 10,000,000	10.0M			
17	Acquire FF&E Equipment Pool	\$ 3,000,000	3.0M			
18	Upgrade IT Infrastructure	\$ 6,000,000	6.0M			
19	Construct Tertiary Data Center	\$ 1,500,000	1.5M			
20	Interior Renovation Jones Jagers	\$ 1,000,000	1.0M			
21	Agriculture Expo Center Renovation	\$ 18,200,000	18.2M			
22	Construct Football Pressbox	\$ 5,200,000				5.2M
23	Purchase Prop/Parking & Street Improve 2018-2020	\$ 3,000,000			3.0M	
24	Purchase Property for Campus Expansion 2018-2020	\$ 3,000,000			3.0M	
25	Acquire FFE Equipment Pool 2018-2020	\$ 3,000,000			3.0M	
26	Renovate South Campus	\$ 5,000,000			5.0M	
27	Construct Track and Field Facilities PH I	\$ 4,700,000				4.7M
28	Construct Baseball Grandstand	\$ 4,500,000				4.5M
29	Acquire FFE for Diddle Arena	\$ 3,000,000				3.0M
30	Construct South Plaza	\$ 2,500,000				2.5M
31	Renovate Tate Page Hall	\$ 1,200,000			1.2M	
32	Renovate Central Heat Plant	\$ 5,100,000	5.1M			
33	Renovate State/ Normal Street Properties	\$ 1,500,000			1.5M	
34	Renovate Grise Hall Restrooms (ADA)	\$ 1,000,000			1.0M	
35	Renovate CRD Phase I	\$ 6,000,000			6.0M	
36	Construct Science Gallery	\$ 2,500,000				2.5M
37	Renovate Free Stall Barns	\$ 1,800,000	1.8M			
38	Renovate & Expand Clinical Education Complex	\$ 8,000,000				8.0M
39	Renovate & Improve Softball Complex	\$ 3,500,000				3.5M
	<b>Biennium 2018-2020</b>	<b>\$ 658,100,000</b>				

	<b>Biennium 2020-2022</b>					
1	Ren & Expand Student Intramural Recreation Facility	\$ 20,000,000		20.0M		
2	Construct Indoor Soccer/Roller Hockey Facility	\$ 11,800,000				11.8M
3	Renovate Service Supply Building	\$ 11,500,000	11.5M			
4	Renovate Facilities Mgmt/PS1 Ground Level	\$ 10,800,000	10.8M			
5	Construct Track & Field Facilities PH II	\$ 6,000,000				6.0M
6	Construct Kinesiology, Recreation and Sport Facility	\$ 16,000,000	16.0M			
7	Purchase Property for Campus Expansion 2020-2022	\$ 3,000,000			3.0M	
8	Purchase Prop/Parking and Street Improvements 2020-2022	\$ 3,000,000			3.0M	
9	Construct Parking Structure IV	\$ 25,000,000		25.0M		
	<b>Biennium 2020-2022 Total</b>	<b>\$ 76,100,000</b>				
	<b>Biennium 2022-2024</b>					
1	Renovate Jones Jagers Hall	\$ 11,400,000	11.4M			
2	Construct WKU Owensboro Ph II	\$ 15,000,000	15.0M			
3	Construct South Reg PostSec Ed Ctr (Glasgow)	\$ 15,000,000	15.0M			
4	Purchase Prop/Parking and Street Improvements 2022-2024	\$ 3,000,000			3.0M	
5	Purchase Property for Campus Expansion 2022-2024	\$ 3,000,000			3.0M	
6	Renovate CRD Phase II	\$ 15,000,000			15.0M	
	<b>Biennium 2022-2024 Total</b>	<b>\$ 47,400,000</b>				
	<b>Grand Total</b>	<b>\$ 781,600,000</b>				

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## NAMING OF MASS MEDIA AND TECHNOLOGY HALL AS JODY RICHARDS HALL

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### REQUEST:

Approval of the naming of Mass Media and Technology Hall as *Jody Richards Hall* to honor his extraordinary legacy and support of WKU.

### BACKGROUND:

Walter A. “Jody” Richards was elected to the Kentucky House of Representatives in 1975 and has honorably served Bowling Green and Warren County as its representative since that time. Representative Richards was appointed Chairman of the House Education Committee and served for eight years; was elected Majority Caucus Chair in 1987 and served for eight years; was elected Speaker of the House of Representatives in 1995 and served for 14 years, making him the longest serving Speaker of the House in Kentucky history; and was elected Speaker Pro Tempore in 2015 and served for two years. Representative Richards has served as Chair of the Southern Legislative Conference, on the executive committee of the National Conference of State Legislatures and the Southern Legislative Conference, on the governing board for the Council of State Governments, and as a member as the Southern Regional Education Board.

Representative Richards has a long history of sponsoring impactful legislation, including the Kentucky Education Reform Act in 1990, the Kentucky Higher Education Reform Act in 1997, and the Kentucky Innovation Act in 2000, which among other things established the WKU Center for Research and Development. Representative Richards was instrumental in securing funds to establish the Carol Martin Gatton Academy of Mathematics and Science in Kentucky at WKU in 2006 and sponsored the legislation to authorize the Gatton Academy in 2007.

Representative Richards has worked tirelessly to garner support and secure funding for Western Kentucky University throughout his 42 years in office and was particularly instrumental in securing funding for the Kentucky Building addition, the L.D. Brown Ag Expo Center, the Raymond B. Preston Health and Activities Center construction, Mass Media and Technology Hall, the Engineering and Biological Sciences Building, Gary A. Ransdell Hall, and Ogden College Hall as well as authorization for millions of dollars devoted to construction, renovation and revitalization of campus buildings.

Representative Richards has worked to improve the infrastructure and quality of life for the citizens of Bowling Green and Warren County and has secured funding for the expansion of I-65, the Kentucky Transpark, and the Southern Kentucky Performing Arts Center to name only a few.

Representative Richards has devoted his life to public service and has represented Bowling Green, Warren County, the Commonwealth of Kentucky and the nation with honor.

Representative Richards served as a member of the WKU faculty for seven years and served as an adviser to The College Heights Herald and The Talisman and helped start the alumni magazine with Lee Robertson. Representative Richards is an avid Hilltoppers fan and devoted to all things WKU. The transformation of WKU over the last twenty years that will have a lasting impact on the University would not have been possible without the support and efforts of Representative Richards.

**RECOMMENDATION:**

President Gary A. Ransdell recommends that the Board of Regents approve the naming of Mass Media and Technology Hall as *Jody Richards Hall*.

**MOTION:**

**To approve naming of Mass Media and Technology Hall as *Jody Richards Hall*.**